



Special City Council Meeting

Tuesday, July 30, 2024, at 5:30 PM

City Council Chambers, City Hall (10 3rd Ave SW)

Any person needing special accommodation for the meeting is requested to notify the City Clerk's office at 857-4752.

1. ROLL CALL
2. PLEDGE OF ALLEGIANCE
3. BUDGET Q & A
4. ACTION ITEMS
 - 4.1. ADOPT THE 2025 PRELIMINARY BUDGET AND PAY PLAN

RECOMMENDED ACTION

It is recommended City Council adopt the 2025 Preliminary Budget for the City of Minot.

5. ADJOURNMENT

THE CITY OF MINOT

PROPOSED BUDGET

2025
MINOTND.GOV



Harold Stewart – City Manager
PO Box 5006
Minot, ND 58702-5006
(701) 857-4750

To: Honorable Mayor & City Council Members
Date: July 15, 2024
RE: 2025 Proposed Annual Budget

The proposed 2025 City of Minot budget continues the City Council's long standing effort at providing municipal services as cost effectively as possible. The City levy approved by the City Council in 2024 was 119.93 mills or \$28,520,411. The final adjusted rate by the County was 119.76. The proposed levy for 2025 is 115.07 mills, a decrease of 4.85 mills and no change in the dollar amount. The value of each mill has increased 4.22%, as detailed in the attached 2025 budget summary.

The proposed 2025 budget incorporates the adopted 2025-2029 Capital Improvement Plan (CIP). To meet the growth of the City and continue to maintain infrastructure, the City has a number of capital improvement projects planned for 2025. The following is a brief list of the major projects:

- Flood Control Projects
- NAWS
- Puppy Dog Coulee Storm Sewer District
- 16th St SW Reconstruction Phase I
- 3rd St E and Central Ave Reconstruction
- Floodway Property Acquisitions

The annual budget makes efforts to address the results from the community survey. One of the biggest areas of priority from the citizens of Minot was overall maintenance of City streets/sidewalks. Staff has proposed to increase the set aside for street infrastructure maintenance from \$8 million to \$11 million in the 2025 proposed budget.

The 2025 proposed budget is \$227,726,302 compared to \$199,398,060 in 2024, which is an increase of \$28,328,242 or 14.21%.

Thank you for the opportunity to submit the 2025 proposed annual budget for your consideration.

Sincerely,

Harold Stewart – City Manager



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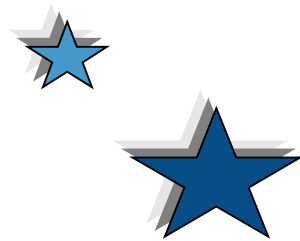




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ELECTED OFFICIALS

CITY COUNCIL

Tom Ross | Mayor

Mark Jantzer | Council President

Lisa Olson | Council Vice President

Paul Pitner | Council Member

Rob Fuller | Council Member

Mike Blessum | Council Member

Scott Samuelson | Council Member

OTHER ELECTED OFFICIAL

Ashley Beall | Municipal Judge

DEPARTMENT DIRECTORS

Harold Stewart | City Manager

David Lakefield | Finance Director

Lisa Jundt | Human Resources Director

Stefanie Stalheim | City Attorney

Ryan Kamrowski | City Assessor

John Klug | Police Chief

Kelli Kronschnabel | Fire Chief

Brian Billingsley | Community Development Director

Lance Meyer | City Engineer

Bryan Banfill | Public Works Operations Director

Jason Sorenson | Utilities Director

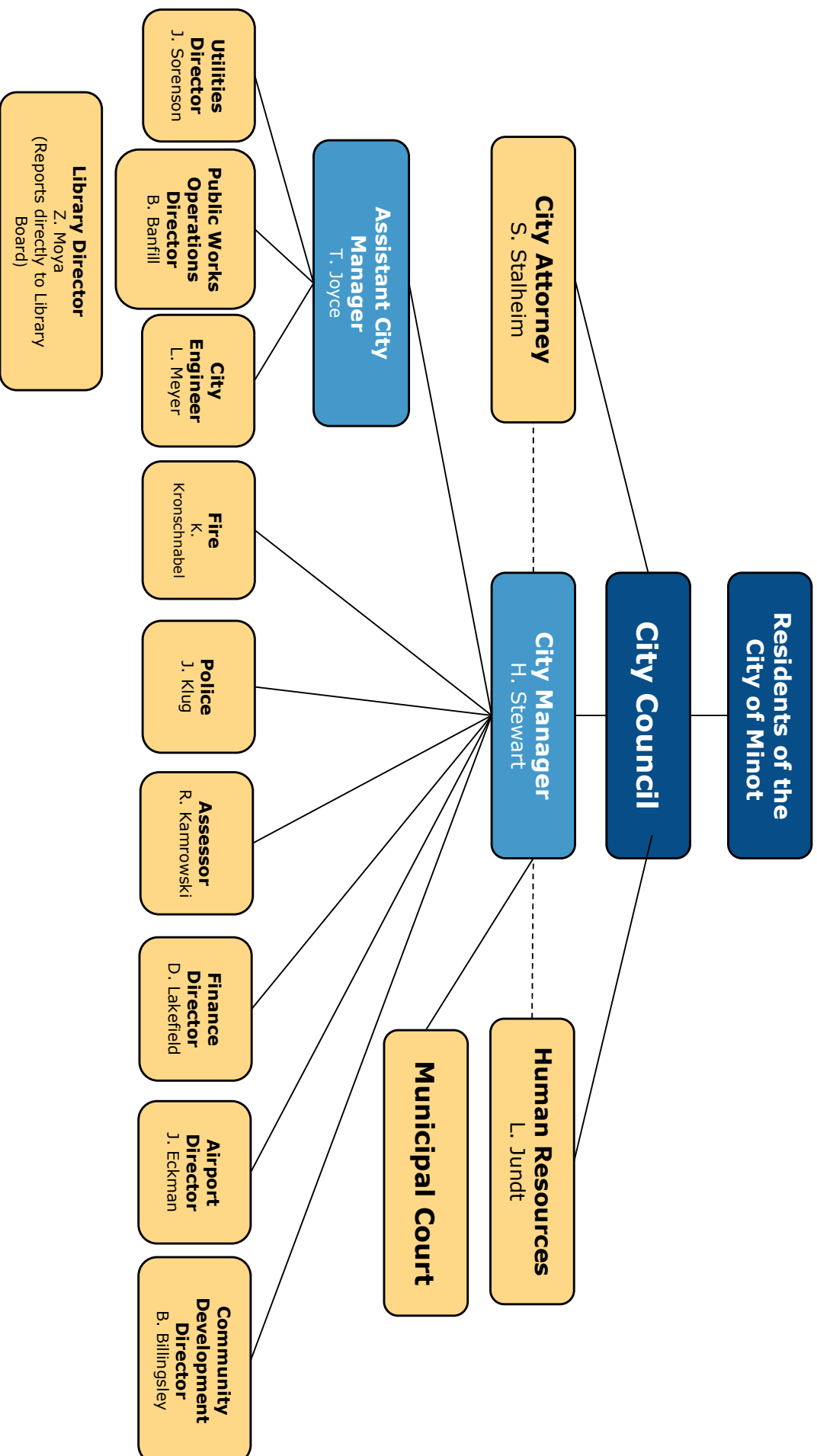
Jennifer Eckman | Airport Director

Zhaina Moya | Library Director

Chris Plank | NDR Program Manager

City of Minot

Organizational Chart



OUR MISSION

**SERVING OUR
NEIGHBORS,
BUILDING OUR
COMMUNITY WITH
PRIDE.**

OUR VALUES

P

Professionalism

R

Responsibility

I

Integrity

D

Dedication

E

Excellence



Magic City Aspirations

The City of Minot City Council has laid out its vision for the future of Minot. Four aspirations will now drive every decision the Council makes to help reach that goal of a thriving, resilient, safe, and connected community.

DYNAMIC & FLOURISHING

- Minot is a thriving and vibrant community, built on a spirit of sharing strengths
- Committed to being adaptable and ready for strategic growth, and making successful investments in targeted partnerships



RESILIENT & PREPARED

- Be proactive and plan for infrastructure, equipment and capital projects
- Focus on speeding up flood control project (12 years)
- Minot is ready to meet the challenges and opportunities of the future



SAFE & WELCOMING

- *Increase community engagement to increase diversity and inclusion
- *Maintain a constant and accurate flow of information from the City
- *Maintain current levels of public safety (even if more resources are required)
- *Minot is a caring community where people feel safe and engaged, with opportunities to celebrate our histories and diverse identities.



EXCELLENT & CONNECTED

- *Minot is an innovative, professional, fiscally responsible City government that works collaboratively with residents and partners to provide community leadership and deliver high quality services.





BUDGET GUIDE

OVERVIEW

The City of Minot offers the readers this budget guide to assist in the use and understanding of the City's Annual Budget. The annual budget serves as a policy document, a financial plan, an operation guide, and a communication device for the City's operations.

BUDGET SECTIONS

The annual budget is organized into the following sections:

- Letter of Transmittal
- Budget Guide
- Budget Summary
- Source and Use of Fund Statements
- Pay Plan

LETTER OF TRANSMITTAL

The letter of transmittal is the City's Manager's message to the Mayor and City Council members highlighting significant changes in the proposed annual budget. It also provides the reader with a brief synopsis of the total budget.

BUDGET GUIDE

This section is intended to provide the reader a summary of the budget document and inform the user of the City's financial and budget policies.

BUDGET SUMMARY

This section contains the budget summary, rates and fees, outstanding debt, new personnel requests and employee pay/benefits as well as a breakdown of budgeted cash reserves.

SOURCE AND USE OF FUND STATEMENTS

This section is organized by fund type and contains a schedule of estimated revenues and appropriations for each City fund, including the General Fund, Enterprise Funds, Special Revenue Funds, Debt Service Fund, and Capital Project Funds. Internal Service and Fiduciary Funds have no budgeted revenues or expenditures.

PAY PLAN

This section provides detailed information on the 2025 annual pay and classification plan as approved by the Minot Civil Service Commission. Information includes detailed grade and steps, occupational job families and job classes, and the number of positions included in the 2025 annual budget.

THE CITY ORGANIZATION

The City of Minot, incorporated on July 16, 1887, is located in the north central part of North Dakota. The City currently occupies a land area of approximately 27.67 square miles and serves a population of approximately 47,759. Located twelve miles north of the City, and a definite part of the community, is one of the nation's largest Air Force bases. The economic impact of the Minot Air Force Base on the City during 2023 was nearly \$621.6 million. The Minot Air Force Base had nearly \$84.3 million in construction, services and other expenditures. Minot Air Force Base serves as the home for over 11,827 active duty personnel and their dependents. Many of the personnel assigned to the base choose to reside in the City during their tour of duty and after their discharge. The relationship between the citizens of Minot and the citizens of the base is one of cooperation and friendliness.

The City of Minot is a home rule city and adopted its home rule charter on November 7, 1972. Minot operates under a "modern council" form of government and a council-manager plan. The City Council is comprised of the mayor and six council members. The mayor is elected, at large, to serve a four-year term; council members serve four-year staggered terms, with three council members elected, at large, every two years. Among other things, the City Council is responsible for passing ordinances, establishing policies, adopting the budget, appointing committees, confirming the appointments of department heads, and hiring the City Manager. The City Manager is responsible for carrying out the City Council's policies and ordinances, and for overseeing the day-to-day operations of the City government.

The City provides a full range of services contemplated by statute or charter. This includes police and fire protection, the construction and maintenance of highways, streets, and other infrastructure, sanitation, planning and community development, water, sewer, and storm sewer, cemetery, airport, two parking ramps located in downtown Minot and general administrative services necessary to serve the citizens of the City.

The City is empowered to levy a property tax on real property located within its boundaries. It is also empowered by state statute to extend its corporate limits by annexation, which occurs periodically when deemed appropriate by the City Council.

Minot's centralized location in North America and its high-quality transportation make it an attractive site for both businesses and manufacturers. The sales tax base, the oil industry, and construction are all factors that build a solid foundation for business and industry to enjoy greater productivity and profitability.

Sales Tax Collections		Property Tax Levied	
2019	22,160,231	2020	25,301,186
2020	20,655,109	2021	25,781,496
2021	23,141,014	2022	26,137,235
2022	25,588,350	2023	27,186,821
2023	26,440,643	2024	28,520,411

The financial position of the City remains sound with management continuing to administer the financial policies established by the City Council in a prudent and effective manner.

BASIS OF ACCOUNTING AND BUDGETING

The City's accounting and budgeting records for all governmental funds are maintained on the modified accrual basis. This method recognizes revenues when they are measurable and available. Revenues are considered to be available when they are collectible within the current period or soon enough thereafter to pay liabilities of the current period. For this purpose, the City considers revenues available if they are collected within 30 days of the end of the fiscal year. The proprietary funds are accounted and budgeted for using the full accrual basis. Under this method, revenues are recognized when they are earned and expenses are recognized when they are incurred. The Annual Comprehensive Financial Report (ACFR) shows the status of the City's finances on a basis of Generally Accepted Accounting Principles (GAAP). The ACFR is posted to the City's website at the following link: <https://www.minotnd.gov/Archive.aspx?AMID=40>.

FUND STRUCTURE

A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. The City, similar to other state and local governments, uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements. Each fund is considered a separate accounting entity. All of the funds of the City can be divided into three fund types: governmental funds, proprietary funds, and fiduciary funds.

Governmental funds account for essentially the same functions reported as governmental activities in the government-wide financial statements. The governmental fund statements provide a detailed short-term view of the government operations and the basic services it provides, and are reported on the modified accrual basis of accounting which focuses on available spendable resources. This allows the reader to evaluate the City's short-term financing requirements.

Because the focus of governmental funds is narrower than the government-wide financial statements, it is useful to compare the information presented for governmental funds with similar information presented for governmental activities in the government-wide financial statements. By doing so, readers may better understand the long-term impact of the government's near-term financing decisions. Both the governmental fund balance sheet and the governmental fund statement of revenues, expenditures, and changes in fund balances provide a reconciliation to facilitate the comparison between the governmental funds and the government-wide financial statements.

The City of Minot maintains 22 individual governmental funds. The City presents separate information in the governmental fund balance sheet and statement of revenues, expenditures, and changes in fund balances for the general fund, and the following major funds: debt service, capital infrastructure and capital flood control. Data from the other governmental funds are combined in a single, aggregate presentation. Combining statements provide individual fund data for each of these non-major governmental funds.

The City of Minot adopts an annual budget for all governmental funds.

The City maintains two types of proprietary funds, enterprise and internal service. Enterprise funds report activities that charge for services provided to outside customers. The enterprise funds are business-type activities in the government-wide statements. The City uses enterprise funds to account for its airport, sanitation, water, sewer and storm sewer, as major funds, and its cemetery, parking authority operation, and parking ramps operations, as non-major funds. Internal Service funds report activities that provide supplies and services to other City programs and activities. The City of Minot uses internal service funds to account for its central garage and the self-funded insurance program. Because these services predominantly benefit governmental rather than

business-type functions, they have been included within governmental activities in the government-wide financial statements.

Proprietary fund statements provide the same type of information as the government-wide statements, only in more detail. The City combines both internal service funds in a single, aggregate presentation in the proprietary fund financial statements. The City provides individual fund data for the non-major proprietary funds in the form of combining statements. Individual fund data for the internal service funds are also in the form of combining statements.

Fiduciary funds account for resources held for the benefit of parties outside the government. The City is a trustee for its employees' pension and other post-employment benefit plans. It is also responsible for other assets held on behalf of others. The City is responsible for ensuring the assets reported in these funds are used for their intended purpose.

The City reports fiduciary activities in separate Statements of Fiduciary Net Position and Changes in Fiduciary Net Position. These activities have been excluded from the City's other financial statements since the City cannot use these assets to finance its operations. The accounting used for fiduciary funds is similar to proprietary funds.

FINANCIAL POLICIES

BUDGET POLICIES

- The City Council shall adopt a structurally balanced budget for the upcoming fiscal year.
- The annual budget is presented in accordance with Generally Accepted Accounting Principles (GAAP).
- The budget is prepared by fund, by department within each fund, and by line item within each department. The legal level of budgetary control is at the fund level. The management of the City of Minot has the authority to exceed line items or departments budgets as long as the fund appropriations are not exceeded. City Council approval is required for (a) the transfer of appropriations from one fund to another fund or the addition of line items within a fund or both and (b) an increase in the aggregate total of appropriations in order to reflect changes in financial circumstances.
- Financial control systems shall be in place to monitor compliance within the adopted budget, including the use of monthly and quarterly reporting.

REVENUE POLICIES

The City will use its best efforts to collect past due revenues. These efforts may include internal and external processes. Uncollectible revenues will be considered on a case-by-case basis, and decisions related to write-offs will be brought to the Finance department as deemed appropriate.

The City will establish all user charge fees at a level related to the full cost (operating, direct, indirect and capital) of providing the service. The City will review fees during the annual budget process.

EXPENDITURE POLICIES

The City shall operate on a current funding basis. Expenditures shall be budgeted and controlled so as not to exceed current revenues plus the planned use of fund balance accumulated through prior years.

The City shall make every effort to maximize any discounts offered by creditors/vendors. Staff shall follow applicable procurement policies and use competitive bidding to attain the best possible price on goods and services.

RESERVE POLICIES

All funds must maintain an operating reserve equivalent to 1/12 of the annual budget for that fund per City ordinance. The purpose of this ordinance is to maintain an adequate level of fund balance to provide for large future expenditures, cash flow requirements and contingencies. The City strives to maintain a 3/12 operating reserve in all operating funds.

FUND BALANCE CATEGORIES

Nonspendable is a component of fund balance that includes only amounts that cannot be spent because they are either (a) not in spendable form or (b) legally or contractually required to be maintained intact.

Restricted fund balance represents a portion of fund balance that reflects constraints placed on the use of resources (other than nonspendable items) that are either: (a) externally imposed by creditors (such as through debt covenants), grantors, contributors, or laws or regulations of other governments; or (b) imposed by law through constitutional provisions or enabling legislation.

Committed fund balance includes amounts that can only be used for specific purposes pursuant to constraints imposed by formal action of the government's highest level of decision-making authority (the City Council), the vote of the citizens, or the wishes of a donor or third party. The formal action required to be taken to establish, modify or rescind a fund balance commitment is a majority vote by the City Council.

Assigned fund balance represents amounts constrained by the government's intent to be used for specific purposes, but neither restricted nor committed. The City Council has the authority to assign amounts to a specific purpose via an ordinance or resolution.

Unassigned fund balance represents residual classification for the general fund. This classification represents fund balance not assigned to other funds and not restricted, committed, or assigned to specific purposes within the general fund. The general fund should be the only fund that reports a positive unassigned fund balance amount. In other governmental funds, if expenditures incurred for specific purposes exceeded the amounts restricted, committed, or assigned to those purposes, it would be necessary to report a negative unassigned fund balance.

In the event the fund balance exceeds the minimum requirements equal to one month's average expenditures for the budget year, the excess may be utilized for any lawful purpose approved by City Council. The first priority is to utilize the restricted before unrestricted fund balance when both are available. Committed funds will be considered spent first when an expenditure is incurred for purposes for which amounts in any of those unrestricted fund balance classification could be used like assigned or unassigned. In order to minimize the long term effect of such use, the excess shall be appropriated to fund one time expenditures or expenses which do not result in recurring operating costs, or other onetime costs including the establishment of or increase in legitimate restriction or commitment of fund balance/retained earnings in other funds.

The emergency levy fund is established and updated through the annual budget process with the budget ordinance approval by the City Council. The fund objective is to keep the cash balance around the value of three mills. The funds may be spent for overtime along with associated benefits or operation expenditures not predictable in the budget.

INVESTMENT POLICIES

It is the policy of the City of Minot to invest public funds in a manner which will provide maximum security with the highest investment return while meeting the daily cash flow demands of the City and conforming to all state and local statutes governing the investment of public funds.

North Dakota state statute authorizes municipalities to invest their surplus funds in: a) bonds, treasury bills and notes, or other securities that are a direct obligation of, or an obligation insured or guaranteed by, the Treasury of the United States, or its agencies, instrumentalities, or organizations created by an act of Congress; b) securities sold under agreements to repurchase written by a financial institution in which the underlying securities for the agreement to repurchase are of a type listed above; c) certificates of deposit fully insured by the federal deposit insurance corporation or by the state; d) certificates of deposit, savings deposits, or other deposits fully insured or guaranteed by the federal deposit insurance corporation and placed for the benefit of the public depositor by a public depository through an appropriate deposit placement service as determined by the commissioner of financial institutions; e) State and local securities: (1) any security that is a general obligation of any state or local government with taxing powers and is rated in the highest three categories by a nationally recognized rating agency; (2) an obligation of the state housing finance agency that is rated in the highest two categories by a nationally recognized rating agency; (3) any security that is a general obligation of a school district and is rated in the highest two categories by a nationally recognized rating agency; (4) obligations of this state and general obligations of its political subdivisions; f) commercial paper issued by a United States corporation rated in the highest quality category by at least two nationally recognized rating agencies and matures in two hundred seventy days or less.

The Pension Trust Funds are authorized to invest all or part of their surplus funds in other investments by selecting a funding agent or agents to hold and invest such funds for the board and such funds shall be placed for investment only with a firm or firms whose primary endeavor is money management.

DEBT POLICIES

- The City will strive to maintain its high bond rating, currently Aa2 for general obligation and refunding bonds and Aa3 for sales tax revenue bonds. The City will receive credit ratings on all its bond issuances.
- Management will consider and research all available funding options prior to the issuance of any new debt.

CAPITAL ASSET POLICIES

Capital assets, which include land, infrastructure assets (e.g., roads, bridges, and similar items), buildings, equipment, intangibles, and books, are reported in the applicable governmental or business-type activities columns in the government-wide financial statements. Capital assets, other than infrastructure assets, are defined as assets with an initial, individual cost of \$5,000 or more and an estimated useful life in excess of one year.

Accordingly, the amounts spent for the construction or acquisition of infrastructure assets are capitalized and reported in the government-wide financial statements regardless of their amount. Capital assets are valued at historical or estimated historical cost if actual historical cost is not available. Donated capital assets are valued at acquisition value on the date donated.

Additions or improvements that significantly add value to an asset such as extending the useful life of an asset or increasing capacity or efficiency are capitalized. Other costs for repairs and maintenance are expensed as incurred.

BUDGET PROCESS

PREPARATION

Every year, the City of Minot prepares an annual budget. The City operates on a calendar year fiscal cycle. The budget process is a comprehensive effort coordinated by the Finance Department under the direction of the Finance Director and involves input from each department director and the City Manager. Once a preliminary budget has been assembled, it is presented to the City Council for discussion.

The budget process is a year long event. Starting in January, departments start to prepare and develop the five-year capital improvement plan where they forecast any capital infrastructure needs and rank them accordingly. In April-May, the Finance Department begins to work on revenue estimates, utility estimates, etc. and opens budget entry to all departments so they can begin forecasting expenditures. During this same time period, the Human Resources department is completing the pay plan and classification study and preparing for the Civil Service Commission meeting. In June, the Civil Service Commission meets to approve the annual pay plan. Departments conducted budget tours with the City Council to present upcoming budget requests and challenges. In April, members of the City Council along with department directors held a meeting to get direction from the Council on what the priorities are for the upcoming budget and how those priorities align with our "Magic City Aspirations".

ADOPTION

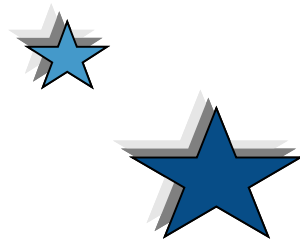
The proposed budget, pay plan, tax levies, and fees and charges are presented to the City Council during the first scheduled meeting in August and is made available on the City's website. At the second Council meeting in August, the City Manager and department directors are available for any questions from the Council on the proposed budget. The second scheduled Council meeting in September is the public hearing on the budget and the first reading of the budget ordinance to hear any protests or objections to the items or amounts set forth in the proposed budget. The first meeting in October is the final adoption of the budget and the second reading of the budget ordinance.

IMPLEMENTATION

The fiscal year begins January 1. The budget document is compiled and made available on the City's website. Hard copies are distributed to all City Council members as well as department users. Department directors are responsible for managing their budget throughout the duration of the year.



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COMPARISON OF THE TOTAL BUDGET BY FUND

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
<u>GENERAL FUND</u>	\$ 60,449,258	\$ 64,738,477	\$ 4,289,220	7.10%
<u>ENTERPRISE FUNDS</u>				
AIRPORT	14,618,294	9,935,332	(4,682,962)	-32.03%
CEMETERY	676,728	740,819	64,091	9.47%
PARKING AUTHORITY	33,538	36,580	3,042	9.07%
SANITATION	7,554,747	8,343,825	789,078	10.44%
WATER, SEWER, AND STORM SEWER	44,454,003	53,445,667	8,991,664	20.23%
PARKING RAMPS	196,439	255,357	58,918	29.99%
<u>SPECIAL REVENUE FUNDS</u>				
PUBLIC TRANSPORTATION	1,735,327	1,776,743	41,417	2.39%
LIBRARY	1,872,603	2,178,694	306,091	16.35%
NAWS BIOTA PLANT	3,622,285	1,463,464	(2,158,821)	-59.60%
FLOOD CONTROL MAINTENANCE	610,603	757,202	146,599	24.01%
EMERGENCY FUND	-	357,400	357,400	100.00%
CENTRAL DAKOTA MPO	-	624,035	624,035	100.00%
CDBG ENTITLEMENT	-	339,870	339,870	100.00%
<u>DEBT SERVICE FUND</u>				
DEBT RETIREMENT	6,408,634	6,684,863	276,229	4.31%
<u>CAPITAL PROJECT FUNDS</u>				
CAPITAL INFRASTRUCTURE	4,758,640	12,768,000	8,009,360	168.31%
CAPITAL EQUIPMENT	3,441,714	3,532,606	90,892	2.64%
CAPITAL FLOOD CONTROL	15,925,000	18,740,000	2,815,000	17.68%
TOTAL OPERATIONS	166,357,812	186,718,933	20,361,121	12.24%
<u>OTHER FUNDS</u>				
SALES TAX	10,553,250	15,482,528	4,929,278	46.71%
SALES TAX FLOOD CONTROL	7,035,754	11,794,811	4,759,057	67.64%
SALES TAX NAWS	15,451,244	13,730,030	(1,721,214)	-11.14%
	<u>\$ 199,398,060</u>	<u>\$ 227,726,302</u>	<u>\$ 28,328,242</u>	<u>14.21%</u>

COMPARISON OF PROPERTY TAX LEVY

THE 2024 PROPERTY TAX LEVY WAS \$28,520,411. THE TAXABLE VALUATION FOR THAT BUDGET WAS \$237,815,202 (FINAL WAS \$238,125,875) AND PRODUCED A MILL LEVY OF 119.93. THE TAXABLE VALUATION FOR 2025 IS ESTIMATED AT \$247,848,015. THE PROPERTY TAX LEVY OF \$28,520,411 WILL PRODUCE A MILL LEVY OF 115.07.

	2024 LEVY	2024 MILLS	2025 LEVY	2025 MILLS
GENERAL FUND - 1601	\$ 19,607,850	82.45	\$ 19,185,746	77.41
GENERAL FUND - 1601 E911	1,005,876	4.23	1,021,682	4.12
AIRPORT - 1606	700,700	2.95	591,389	2.39
CEMETERY - 1614	125,243	0.53	271,291	1.09
PUBLIC TRANSPORTATION - 1638	656,946	2.76	656,946	2.65
LIBRARY - 1613	1,773,365	7.46	1,886,230	7.61
TOTAL OPERATIONS	23,869,980	100.37	23,613,283	95.27
DEBT RETIREMENT GENERAL OBLIGATION BONDS - 1622	1,493,860	6.28	1,010,736	4.08
DEBT RETIREMENT SPECIAL ASSESSMENT BONDS - 1623	565,512	2.38	36,616	0.15
DEBT RETIREMENT FLOOD CONTROL - 1621	2,591,059	10.90	3,859,776	15.57
GRAND TOTAL	\$ 28,520,411	119.93	\$ 28,520,411	115.07
DOLLAR CHANGE			(0.0)	
LEVY CHANGE				(4.85)

COMPARISON OF OPERATING BUDGETS BY SPENDING CATEGORY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
41100 - REGULAR EMPLOYEES	\$ 32,727,803	\$ 34,854,917	\$ 2,127,114	6.50%
41200 - TEMP & PART-TIME EMPLOYEES	776,465	755,740	(20,725)	-2.67%
41300 - OVERTIME	890,839	1,276,556	385,717	43.30%
TOTAL SALARIES	34,395,107	36,887,213	2,492,106	7.25%
42100 - ER'S HEALTH INSURANCE	6,799,157	7,300,016	500,859	7.37%
42110 - ER'S LIFE INSURANCE	22,582	23,200	618	2.74%
42200 - ER'S SOCIAL SECURITY	126,458	134,488	8,030	6.35%
42210 - ER'S MEDICARE	439,760	473,772	34,012	7.73%
42300 - ER'S PENSION	6,334,981	6,047,974	(287,007)	-4.53%
42310 - ER'S DEF CONTRIBUTION	386,989	346,293	(40,696)	-10.52%
42320 - ER'S NDPERS	1,438,189	1,694,329	256,140	17.81%
42400 - TUITION REIMBURSEMENTS	20,000	22,000	2,000	10.00%
42500 - UNEMPLOYMENT COMP	13,270	15,566	2,296	17.30%
42600 - WORKERS' COMPENSATION INSUR	199,728	199,849	121	0.06%
42610 - CITY MANAGER PAY PLAN	16,239	16,588	349	2.15%
42700 - ER'S ST DISABILITY INS	231,369	261,175	29,806	12.88%
42900 - ER'S LT DISABILITY INS	135,851	144,206	8,355	6.15%
TOTAL BENEFITS	16,164,573	16,679,456	514,883	3.19%
43020 - ATTORNEYS	132,000	135,500	3,500	2.65%
43030 - AUDITORS	69,913	78,108	8,195	11.72%
43040 - CONSULTANTS	997,387	1,436,709	439,322	44.05%
43050 - ENGINEERS	116,748	25,000	(91,748)	-78.59%
43060 - MONITORING	135,725	134,400	(1,325)	-0.98%
43100 - ELECTIONS	7,550	15,000	7,450	98.68%
43200 - PROFESSIONAL TESTING	21,788	13,828	(7,960)	-36.53%
43300 - OTHER PROFESSIONAL SERVICES	142,034	212,464	70,430	49.59%
43900 - MEMBERSHIPS & ASSOCIATIONS	111,250	105,197	(6,053)	-5.44%
TOTAL PROFESSIONAL AND TECHNICAL SERVICES	1,734,395	2,156,206	421,812	24.32%
44110 - WATER, SEWER, GARBAGE UTILITY	64,080	83,414	19,334	30.17%
44200 - CLEANING AND RESTORATION	3,000	4,000	1,000	33.33%
44210 - THIRD PARTY DISPOSAL	573,728	441,480	(132,248)	-23.05%
44220 - THIRD PARTY SNOW REMOVAL	329,758	320,028	(9,730)	-2.95%
44240 - THIRD PARTY LAWN & GROUNDS	296,091	324,773	28,682	9.69%
44250 - ONE-CALL SERVICES	15,500	15,460	(40)	-0.26%
44260 - ARFF AIRPORT EXPENSES	311,317	333,109	21,792	7.00%
44320 - STRUCTURE RPR & MTCE	1,116,373	1,416,694	300,321	26.90%
44321 - PLUMBING SYSTEM RPR & MTCE	14,392	16,653	2,261	15.71%
44322 - HVAC RPR & MTCE	302,470	434,644	132,174	43.70%
44323 - ELECTRICAL RPR & MTCE	110,240	111,440	1,200	1.09%
44324 - ELEVATOR RPR & MTCE	42,449	60,128	17,679	41.65%
44325 - PEST CONTROL RPR & MTCE	11,329	18,189	6,860	60.55%
44326 - IRRIGATION/GROUNDS RPR & MTCE	3,400	3,400	-	0.00%
44327 - SECURITY SYSTEM RPR & MTCE	80,807	66,725	(14,082)	-17.43%
44330 - VEHICLE & EQUIPMENT REPAIR	1,699,039	1,657,024	(42,015)	-2.47%
44340 - POUND SERVICES AGMTS	50,000	45,000	(5,000)	-10.00%
44341 - NAWS DISTRIBUTION O&M	390,000	390,000	-	0.00%
44342 - NAWS DISTRIBUTION REM	390,000	390,000	-	0.00%

COMPARISON OF OPERATING BUDGETS BY SPENDING CATEGORY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
44350 - IT MTCE & REPAIR AGREEMTS	\$ 1,295,783	\$ 1,448,976	\$ 153,193	11.82%
44360 - NUISANCE ABATEMENT	118,000	97,860	(20,140)	-17.07%
44370 - SIGNS & MARKERS	18,000	20,000	2,000	11.11%
44381 - AIRSIDE WILDLIFE MGMT	1,000	2,000	1,000	100.00%
44382 - AIRSIDE RUNWAY MTCE	333,000	347,000	14,000	4.20%
44383 - AIRSIDE ELECTRICAL MTCE	21,850	10,000	(11,850)	-54.23%
44384 - AIRSIDE CHEMICALS, SEED, TESTS	43,250	41,250	(2,000)	-4.62%
44385 - AIRSIDE GRASS SEED	200	200	-	0.00%
44386 - AIRSIDE WATER TEST	1,000	1,300	300	30.00%
44387 - AIRSIDE FUEL FARM	10,000	30,000	20,000	200.00%
44388 - AIRSIDE SHOP MATERIALS	62,000	39,000	(23,000)	-37.10%
44389 - AIRSIDE JET BRIDGE	78,800	64,800	(14,000)	-17.77%
44400 - RENTALS	1,340,117	1,597,742	257,625	19.22%
TOTAL PURCHASED PROPERTY SERVICES	9,126,974	9,832,288	705,314	7.73%
44501 - WATERMAIN MAINTENANCE	2,625,000	2,100,000	(525,000)	-20.00%
44502 - SEWER REHAB MAINTENANCE	1,020,000	1,220,000	200,000	19.61%
44503 - STORM SEWER MAINTENANCE	750,000	750,000	-	0.00%
44504 - STREETS ALLEYS & ROAD MTCE	1,078,000	1,049,000	(29,000)	-2.69%
44505 - SIGNALS & LIGHTING	280,000	285,000	5,000	1.79%
44506 - SIDEWALKS CURB & GUTTERS	944,885	1,040,000	95,115	10.07%
44507 - WATER WELL MAINTENANCE	250,000	250,000	-	0.00%
44508 - STREET MAINTENANCE	8,000,000	11,000,000	3,000,000	37.50%
44509 - LEVEE MAINTENANCE	325,000	325,000	-	0.00%
TOTAL INFRASTRUCTURE MAINTENANCE SERVICES	15,272,885	18,019,000	2,746,115	17.98%
45201 - GENERAL LIABILITY INSURANCE	309,520	287,828	(21,692)	-7.01%
45202 - BUILDING & CONTENTS INSUR	256,459	448,560	192,101	74.91%
45203 - AUTOMOTIVE INSURANCE	242,200	232,825	(9,375)	-3.87%
45204 - INLAND MARINE INSURANCE	36,533	39,684	3,151	8.62%
45205 - COVERAGE FOR FLOOD INSURANCE	43,505	47,679	4,174	9.59%
45206 - STORAGE TANK LIABILITY	735	1,288	553	75.24%
45207 - CYBER SECURITY INSURANCE	60,635	42,103	(18,532)	-30.56%
45300 - TELEPHONE SERVICES	268,229	301,318	33,089	12.34%
45400 - ADVERTISING	126,927	110,041	(16,885)	-13.30%
45800 - TRAVEL COSTS	337,189	363,539	26,350	7.81%
45900 - EDUCATION & TRAINING	344,564	366,698	22,134	6.42%
45920 - WEARING APPAREL	131,830	120,193	(11,637)	-8.83%
45930 - TOOL ALLOWANCE	68,100	11,100	(57,000)	-83.70%
45940 - TOWING	34,813	33,122	(1,691)	-4.86%
45950 - BANKING & CREDIT CARD FEES	326,148	577,088	250,940	76.94%
45951 - COLLECTION FEES	23,072	22,275	(797)	-3.45%
45960 - PRISONER CARE	150,000	150,000	-	0.00%
45970 - POSTAGE/SHIPPING	134,837	133,628	(1,209)	-0.90%
45980 - LAUNDRY	500	500	-	0.00%
45990 - MAFB METER	2,000	2,500	500	25.00%
TOTAL OTHER PURCHASED SERVICES	2,897,796	3,291,969	394,173	13.60%

COMPARISON OF OPERATING BUDGETS BY SPENDING CATEGORY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
46101 - DPMT MATERIALS & SUPPLIES	\$ 1,427,387	\$ 1,429,459	\$ 2,072	0.15%
46102 - FURNITURE & EQUIPMENT	644,602	595,426	(49,176)	-7.63%
46103 - COPIER & PRINTER SUPPLIES	64,152	62,777	(1,376)	-2.14%
46104 - CANINE CARE & SUPPLIES	9,000	13,000	4,000	44.44%
46105 - CLEANING SUPPLIES	44,519	43,950	(569)	-1.28%
46106 - EMPLOYEE AWARDS	10,182	13,600	3,419	33.58%
46107 - FOAM & CHEMICALS	7,000	13,013	6,013	85.89%
46108 - AMMUNITION & TARGETS	30,000	30,000	-	0.00%
46109 - WATER METERS	70,000	60,000	(10,000)	-14.29%
46110 - WATER TREATMENT SUPPLIES	3,800,000	2,112,380	(1,687,620)	-44.41%
46111 - THINNER PAINT & MARKINGS	535	-	(535)	-100.00%
46112 - CUTTING EDGES & BROOMS	85,000	85,000	-	0.00%
46114 - CRIME INVESTIGAT & BUY MONEY	12,500	2,500	(10,000)	-80.00%
46115 - FLEET LABOR	90,000	105,500	15,500	17.22%
46117 - SIGNS & MARKERS	81,000	117,000	36,000	44.44%
46119 - COMMUNITY OUTREACH	11,000	12,000	1,000	9.09%
46120 - SIGNALS & LIGHTING	150,000	100,000	(50,000)	-33.33%
46210 - NATURAL GAS	467,258	392,038	(75,220)	-16.10%
46220 - ELECTRICITY	4,349,244	3,379,428	(969,816)	-22.30%
46230 - PROPANE	54,504	76,250	21,746	39.90%
46240 - GENERATOR FUEL	-	1,500	1,500	100.00%
46261 - DIESEL	1,108,247	1,016,167	(92,080)	-8.31%
46262 - UNLEADED	362,691	353,702	(8,989)	-2.48%
46300 - SAND & SALT	200,000	225,000	25,000	12.50%
46400 - BOOKS & SUBSCRIPTIONS	328,804	385,524	56,721	17.25%
TOTAL SUPPLIES	13,407,624	10,625,213	(2,782,411)	-20.75%
47100 - PRINCIPAL ON DEBT	8,876,169	8,568,279	(307,890)	-3.47%
47201 - INTEREST ON GO BONDS	335,947	285,657	(50,290)	-14.97%
47202 - INTEREST ON SA BONDS	464,060	491,514	27,454	5.92%
47203 - INT REVENUE BONDS WATER	35,241	25,998	(9,243)	-26.23%
47204 - INT REVENUE BONDS SEWER	291,937	250,430	(41,507)	-14.22%
47205 - INT REVENUE BONDS STORM SEW	164,205	145,709	(18,496)	-11.26%
47206 - INTEREST OTHER DEBT	1,874,446	2,447,563	573,117	30.58%
TOTAL DEBT RETIREMENT	12,042,005	12,215,150	173,145	1.44%
48100 - COMMUNITY CONTRIBUTIONS	520,500	773,522	253,022	48.61%
48200 - PASS-THROUGH	398,753	435,879	37,126	9.31%
48201 - DOMESTIC VIOLENCE	24,033	30,500	6,467	26.91%
48202 - RESTITUTION	25,356	50,000	24,644	97.19%
48203 - BONDS POSTED	111,483	170,000	58,517	52.49%
48204 - PARK DISTRICT STATE AID	661,567	694,327	32,760	4.95%
48206 - LIBRARY MEMORIAL FUNDS	12,000	15,000	3,000	25.00%
48300 - GF REIMBURSEMENT	3,313,162	3,584,233	271,071	8.18%
48400 - PAYMENT IN LIEU OF TAXES	4,739	5,379	640	13.50%
TOTAL OTHER	5,071,593	5,758,840	687,247	13.55%

COMPARISON OF OPERATING BUDGETS BY SPENDING CATEGORY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
49101 - GENERAL FUND	\$ 331,851	\$ 829,799	\$ 497,948	150.05%
49105 - SANITATION	246,726	288,456	41,730	16.91%
49106 - WATER/SEWER/STORM SEWER	229,739	237,725	7,986	3.48%
49124 - CAPITAL INFRASTRUCTURE	2,377,640	1,711,500	(666,140)	-28.02%
49125 - CAPITAL EQUIPMENT	1,793,300	2,044,581	251,281	14.01%
49137 - CENTRAL DAKOTA MPO	-	86,117	86,117	100.00%
TOTAL TRANSFERS BETWEEN FUNDS	4,979,256	5,198,177	218,921	4.40%
57100 - LAND	2,000,000	6,500,000	4,500,000	225.00%
57200 - INFRASTRUCTURE	43,783,890	53,556,814	9,772,924	22.32%
57300 - BUILDINGS	565,000	250,000	(315,000)	-55.75%
57500 - EQUIPMENT	4,772,500	5,619,473	846,973	17.75%
57600 - INTANGIBLES	5,000	5,000	-	0.00%
57700 - BOOKS	139,214	124,134	(15,080)	-10.83%
TOTAL CAPITAL PURCHASES	51,265,604	66,055,420	14,789,816	28.85%
GRAND TOTALS	<u>\$ 166,357,812</u>	<u>\$ 186,718,933</u>	<u>\$ 20,361,121</u>	<u>12.24%</u>



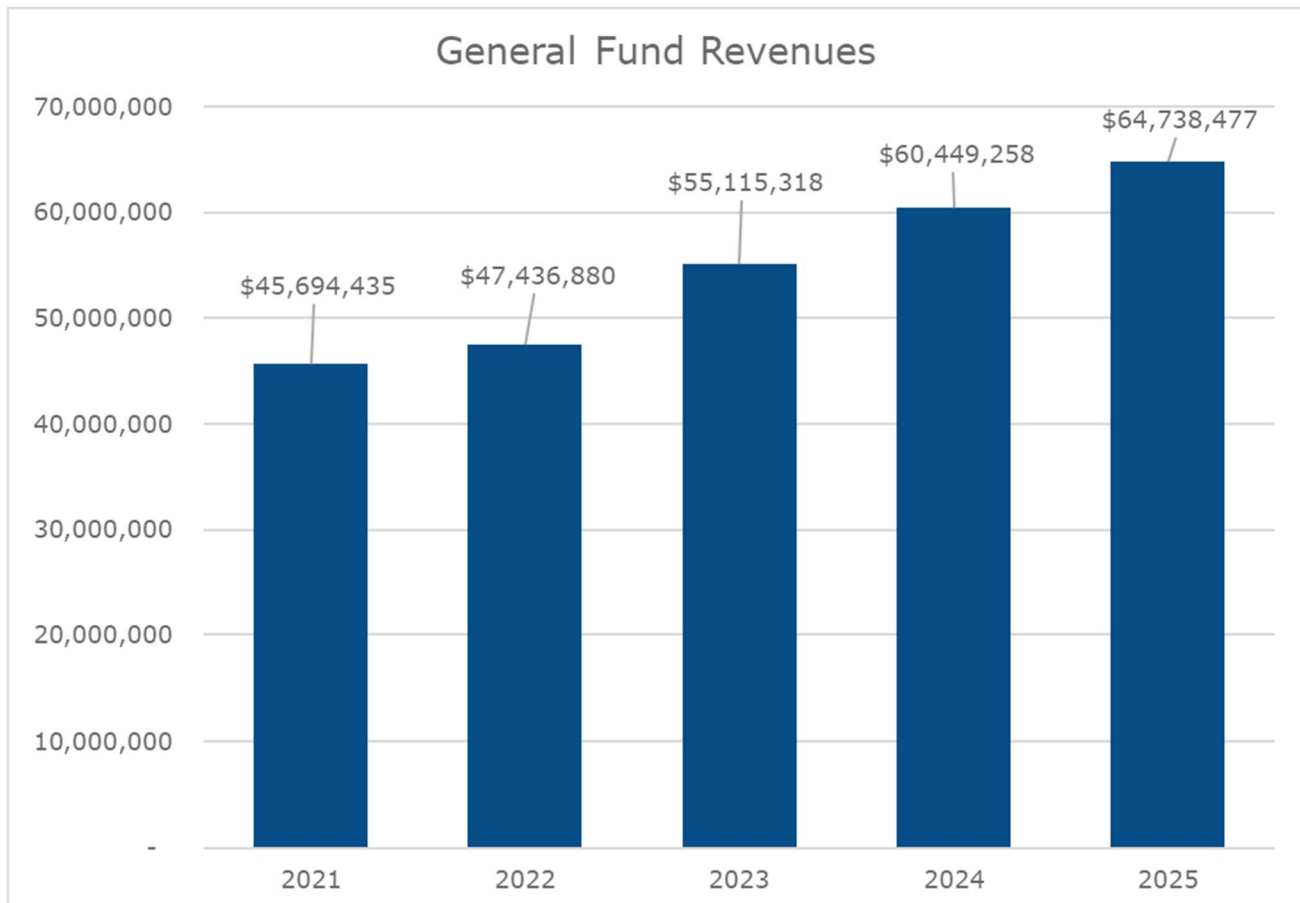
BUDGET SUMMARY

The budget summary provides an analysis of the proposed budget. This section includes a summary of operating and capital budgets, a summary of fund balance, detailed analysis of the General Fund, Special Revenue Funds, Debt Service Funds, Enterprise Funds and significant changes in the budget.

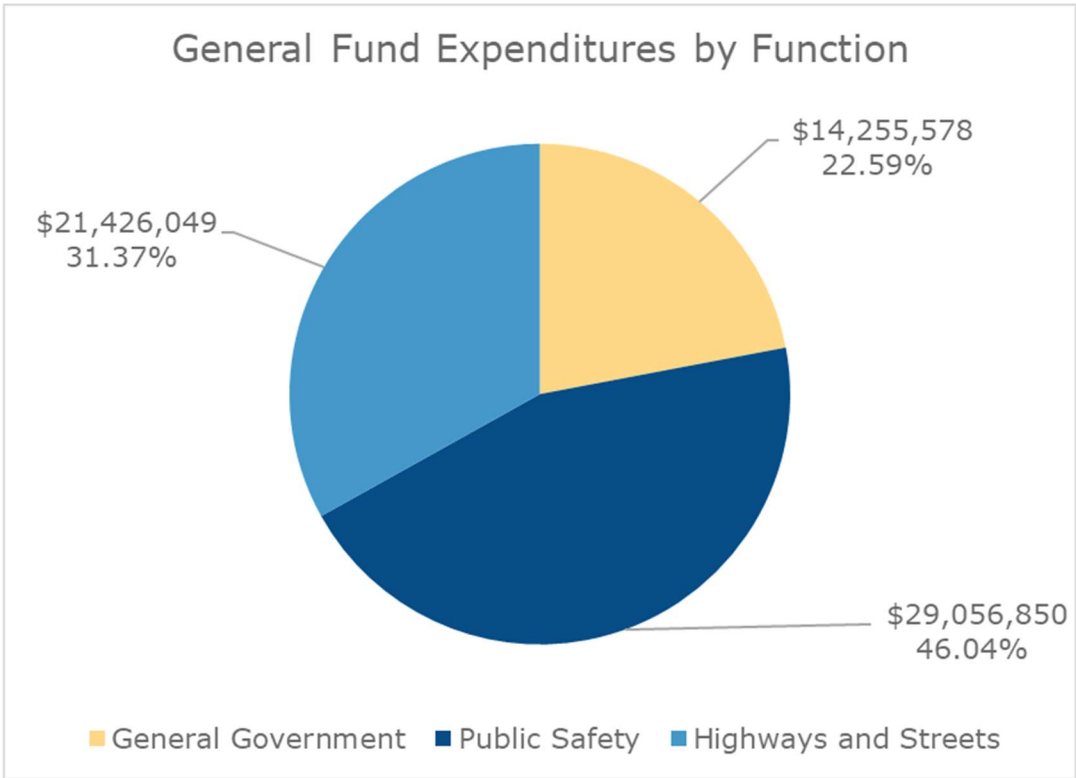
The following summarizes the fiscal year 2025 proposed annual budget by providing a summary of the revenue and expenditures of the City's various funds and provides a comparison to the 2024 annual budget.

GENERAL FUND

The general fund is the government's primary operating fund. It accounts for all the financial resources of the general government, except those required to be accounted for in another fund. The City takes a conservative approach in estimating revenues for the budget. Funding of the City's general fund operations is derived from major revenue categories including property taxes, licenses and permits, intergovernmental, charges for services, fines and forfeitures, and transfers.



There are three main functions in the General Fund including general government, public safety and highways and streets. A breakdown of the 2025 departmental expenditures and a brief description is provided below.



GENERAL GOVERNMENT

General government is comprised of the mayor and city council, city manager, human resources, city attorney, finance, information technology, assessors, municipal judge, community development, building inspection, vehicle maintenance and property maintenance departments.

PUBLIC SAFETY

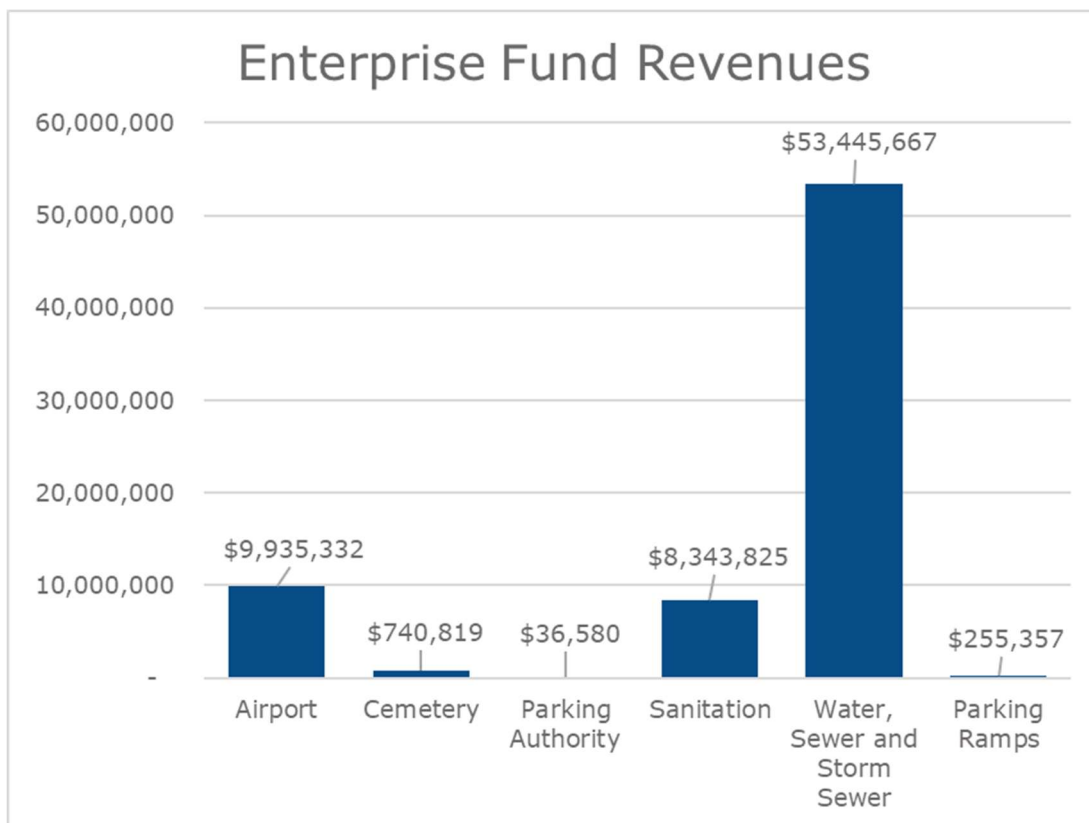
Public safety handles all aspects related to citizen protection and consists of police, fire, dispatch and traffic. Over \$22.9 million of public safety expenditures are relating to personnel costs in these departments.

HIGHWAYS AND STREETS

Highways and streets function handles both commercial and residential development as well as the maintenance of City streets and right-of-way. This function is comprised of the engineering and street department. The majority of the expenditures in this function are attributed to the City’s street maintenance and improvement projects of \$11 million.

ENTERPRISE FUNDS

An enterprise fund is a self-supporting proprietary fund that sells goods and services to the public for a fee. The enterprise funds for the City of Minot include the following airport, cemetery, parking authority, sanitation, water-sewer-storm sewer, and parking ramps. Only two enterprise funds, airport and cemetery, are subsidized by minimal property tax levy for the City.



Under North Dakota State law, cities are allowed to transfer up to 20% of revenues from utility funds to the general fund in part to cover the City's administrative costs in providing water and sewer services. The recommendation for the 2025 proposed budget is a transfer of 7.32%. The 2024 transfer was 8.77%.

SPECIAL REVENUE FUNDS

The special revenue funds are established to account for specific revenue sources that are legally restricted to expenditures for specified purposes. These funds include Public Transportation, Library, NAWS Biota Plant, Flood Control Maintenance, Emergency Fund, Central Dakota Metropolitan Planning Organization, Community Development Block Grant - Entitlement and Sales Tax. Revenues are generated primarily from sales tax, property taxes, grant funds and fines and forfeitures. For the 2025 proposed annual budget, the total revenues are \$35,824,660, which is mainly sales tax revenue of \$24,500,000. The total appropriated expenditures is \$48,504,776.

DEBT SERVICE FUND

The Debt Service Fund provides the resources necessary to retire the outstanding governmental indebtedness of the City of Minot. Debt in this category consists of general obligation bonds, special assessment bonds, sales tax bonds, tax incremental financing bonds, and state revolving loan funds which all funded various public improvement projects such as street improvements, street lighting, flood control, etc. Revenues are generated from the collection of special assessments, property taxes, and sales tax proceeds. For the 2025 proposed budget, the total revenues are estimated at \$6,755,783. The total appropriated expenditures is \$6,684,863, which includes \$3,815,785 for principal retirement, \$2,660,241 for interest, and \$208,837 for administrative charges. In November 2022, the international credit rating agency Moody's reaffirmed the City of Minot's Aa2 bond rating for all debt except sales tax bonds which carry a rating of Aa3. The bond rating for a City is similar to a credit score for an individual person of

2025 PROPOSED ANNUAL BUDGET

business. A higher bond rating enables the City to issue debt at a lower interest rate and allows the City the flexibility to refinance existing debt at a lower interest rate, ultimately saving taxpayers money.

Long-term debt outstanding as of 12/31/2023, is as follows:

Issuance	Issuance Date	Date of Final Payment	Interest Rates	Original Par Value	Beginning Balance	Additions	Deletions	Ending Balance	Due Within One Year
Series 2015E Airport Revenue Bonds	11/24/2015	10/1/2035	2.25-3.625%	\$ 11,770,000	\$ 8,335,000	\$ -	\$ 535,000	\$ 7,800,000	\$ 550,000
Series 2020C Airport Revenue Refunding Bonds	9/9/2020	10/1/2035	1.00-1.70%	16,750,000	14,705,000	-	1,060,000	13,645,000	1,075,000
Series 2012C Water & Sewer Revenue Refunding Bonds	11/28/2012	10/1/2024	2.00%	1,955,000	380,000	-	190,000	190,000	190,000
Series 2012B Water & Sewer Revenue Refunding Bonds	11/28/2012	10/1/2023	2.00%	3,650,000	270,000	-	270,000	-	-
Series 2013C Water & Sewer Revenue Bonds	11/26/2013	10/1/2028	3.00-4.00%	5,220,000	2,400,000	-	370,000	2,030,000	380,000
Series 2014C Water & Sewer Revenue Bonds	11/25/2014	10/1/2029	2.25-3.10%	4,200,000	2,160,000	-	285,000	1,875,000	290,000
Series 2015D Water & Sewer Revenue Bonds	11/24/2015	10/1/2025	3.00%	6,860,000	2,235,000	-	725,000	1,510,000	745,000
Series 2016C Water & Sewer Revenue Bonds	11/29/2016	10/1/2031	3.00-4.00%	4,785,000	3,170,000	-	305,000	2,865,000	315,000
Clean Water State Revolving Loan Fund	9/24/2018	9/1/2038	1.50%	6,433,406	5,335,000	-	285,000	5,050,000	290,000
Clean Water State Revolving Loan Fund	6/1/2018	9/1/2040	1.50%	9,120,716	7,663,716	-	505,000	7,158,716	515,000
Drinking Water State Revolving Loan Fund	6/1/2018	9/1/2040	1.50%	1,143,947	934,947	-	70,000	864,947	75,000
Series 2012D General Obligation Refunding Bonds	11/28/2012	10/1/2023	2.00%	2,900,000	170,000	-	170,000	-	-
Series 2013B General Obligation Bonds	11/26/2013	10/1/2023	3.00%	6,815,000	705,000	-	705,000	-	-
Series 2014B General Obligation Bonds	11/25/2014	10/1/2024	3.00-4.00%	3,950,000	870,000	-	425,000	445,000	445,000
Series 2015C General Obligation Bonds	11/24/2015	10/1/2025	3.00%	390,000	130,000	-	40,000	90,000	45,000
Series 2016B General Obligation Bonds	11/29/2016	10/1/2031	3.00-4.00%	10,110,000	6,700,000	-	640,000	6,060,000	665,000
Series 2022A Taxable General Obligation Bonds (Tax Increment)	12/8/2022	10/1/2042	4.54-5.40%	2,385,000	2,385,000	-	115,000	2,270,000	100,000
Series 2012A Refunding Improvement Bonds	11/28/2012	10/1/2023	1.45-1.60%	1,885,000	200,000	-	200,000	-	-
Series 2013A Refunding Improvement Bonds	11/26/2013	10/1/2033	3.00-4.00%	11,595,000	5,610,000	-	5,610,000	-	-
Series 2014A Refunding Improvement Bonds	11/25/2014	10/1/2034	3.00-3.375%	4,135,000	1,640,000	-	345,000	1,295,000	355,000
Series 2015B Refunding Improvement Bonds	11/24/2015	10/1/2035	2.00-3.25%	1,835,000	1,300,000	-	85,000	1,215,000	85,000
Series 2016A Refunding Improvement Bonds	11/29/2016	10/1/2036	3.00-3.25%	780,000	590,000	-	35,000	555,000	35,000
Series 2020A Refunding Improvement Bonds	9/9/2020	10/1/2030	2.00%	1,340,000	1,095,000	-	125,000	970,000	130,000
Series 2021A Refunding Improvement Bonds	9/29/2021	10/1/2031	4.00-5.00%	3,535,000	3,255,000	-	295,000	2,960,000	310,000
Series 2022B Refunding Improvement Bonds	12/29/2022	10/1/2033	5.00%	5,610,000	5,160,000	-	845,000	4,315,000	820,000
Series 2015A Capital Financing Program Bonds	2/11/2015	6/1/2029	3.00-4.00%	1,945,000	1,060,000	-	135,000	925,000	140,000
Series 2020B Sales Tax Revenue Bonds	9/9/2020	10/1/2050	1.00-3.00%	8,145,000	7,760,000	-	205,000	7,555,000	210,000
Series 2021B Sales Tax Revenue Bonds	9/29/2021	10/1/2051	2.00-5.00%	42,555,000	41,770,000	-	830,000	40,940,000	870,000
				\$ 181,798,069	\$ 127,988,663	\$ -	\$ 15,405,000	\$ 112,583,663	\$ 8,635,000

CAPITAL PROJECT FUNDS

The City of Minot maintains three capital project funds: capital infrastructure, capital equipment and capital flood control. Capital project funds are used to account for the capital resources for highway improvement project, equipment, flood control and other capital infrastructure needs within the City. Funding for these projects vary depending on the type of project.

TAXES

Taxes are the largest general fund revenue source for the City of Minot. Property tax is split between the General Fund, Airport, Cemetery, Public Transportation, Library, and Debt Retirement. The 2025 proposed budget is based on the valuation of the 2024 mill, which has a one-year lag. The City represented 32.77 percent of the consolidated mill levy in 2024, including school, county, park and state and city levies.

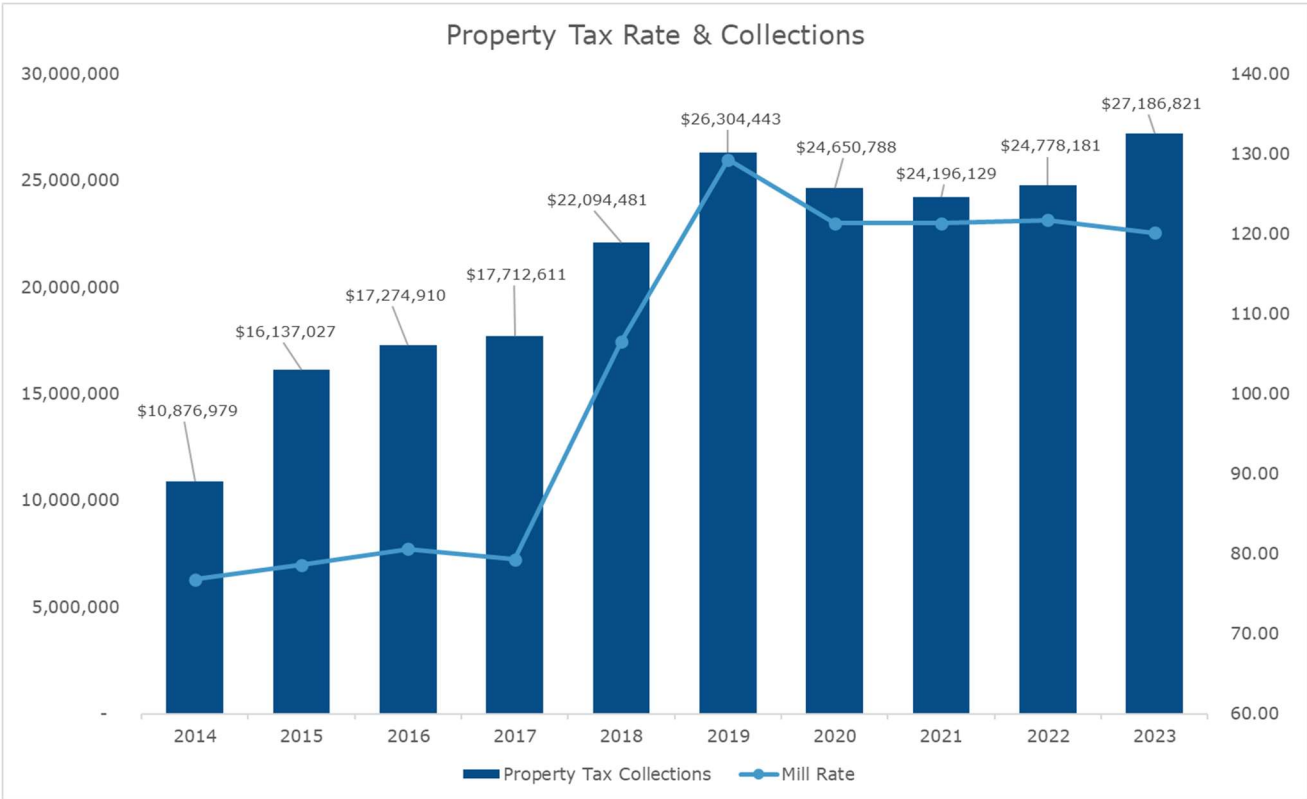
Property taxes are based on the assessed value of an individual's home and the number of mills required by the City for services supported by property tax, such as public safety and street maintenance. The 2025 proposed budget will affect individual property owners differently. The 2025 estimated value of a mill (\$247,848,015) increased 4.22 percent compared to 2024. The number of mills budgeted includes a decrease of 4.85 mills and a flat dollar amount.

The following example illustrates the change in mill value of a \$100,000 home in Minot from 2024 to 2025:

	2024	2025
Home value	\$ 100,000	\$ 100,000
Assessed value at 50%	50,000	50,000
Taxable value at 9%	4,500	4,500
Total City budgeted mills	0.11993	0.11507
Property tax	<u>\$ 539.69</u>	<u>\$ 517.82</u>

This means a homeowner within the City of Minot would see a decrease of approximately \$21.87/year or \$1.82/month for every \$100,000 of home value.

The following chart summarizes the property tax mill rate history and property tax collections.



The General Fund receives approximately 70.85% of the total property tax revenues to support basic city services such as police, fire, traffic, and streets.

SALES TAXES

Sales tax is another primary revenue source used to offset property taxes. Sales tax is collected in each respective sales tax fund and transferred according to the adopted budget. The City’s portion of the local sales tax rate is 2% which is projected to generate \$24.5 million in revenue for 2025. The 2025 sales tax allocations are as follows:

First Penny Sales Tax

Property Tax Relief (10%)
Economic Development (15%)
Improvements (25%)
Flood Control (50%)

Second Penny Sales Tax

Property Tax Relief (18%)
Infrastructure (24%)
Community Facilities/Flood Control (18%)
Northwest Area Water Supply Project (NAWS)
(40%)

The NAWS project will bring Missouri River water to Minot and Northwest North Dakota, ensuring an adequate water supply for the future, and has an estimated \$141.8 million in expenditures remaining. The project will be to complete pipelines, storage tanks, and pumping facilities along the pipeline. The City of Minot has a 35% cost share or approximately \$39.8 million which will be paid with sales tax funds. The City has approximately \$18.1 million in cash reserves remaining for this purpose. The project will extend to northwest North Dakota.

The City will be operating and maintaining the biota treatment facility in Max, North Dakota which is scheduled to be operating in 2024. The costs associated with operating this facility will be 100% funded through the federal government. The 2025 proposed budget continues to include estimated expenditures for the operation of the plant.

The Mouse River Enhanced Flood Protection Project (MREFPP) is designed to provide flood relief to Mouse River valley residents – both urban and rural. The project was originally initiated by the North Dakota State Water Commission (NDSWC) in response to a request for assistance from the Souris River Joint Board (SRJB) following the record-breaking Mouse River flood of June 2011.

The first phase of MREFPP included the development of a plan to reduce flood risk in the river valley from Burlington to Velva, and Mouse River Park, presented in the Preliminary Engineering Report (PER). This report describes in detail proposed improvements along the Mouse River to reduce flood risk in areas that are primarily developed or urban in nature.

In the latter stages of the development of the PER, the focus began to shift to the rural areas of the Mouse River valley. Basin-wide evaluations of erosion, sedimentation, hydraulics and hydrology were completed to begin to assess the basin-wide implication of improvements proposed in the valley. Additionally, an evaluation of 12 different alternatives for reducing flood risk for the rural reaches of the basin was completed.

The focus of the MREFPP now shifts toward implementation. The SRJB has developed a long-range capital improvements program (through 2039) focused on rural and urban improvements throughout the Mouse River valley. The total estimated cost of this program, in 2022 dollars, is approximately \$1 billion.

EMPLOYEE PAY/BENEFITS

The 2025 proposed budget incorporates the established pay plan as recommended by the Civil Service Commission. The individual costs of the recommended 2025 pay plan are: normal raises (\$828,595) and market adjustment increases (\$1,452,776) for a total of \$2,281,371.

The City Council approved the transition to a PTO system for 2024. This transition will shift time-off from the traditional vacation and sick leave model to a more flexible Paid Time Off (PTO) system, offering greater freedom and work-life balance for employees. Along with this, the Council approved the inclusion of short-term disability coverage, providing financial protection to employees and the organization during temporary absences due to illness or injury.

The annual recommended contribution for the City's closed pension plan for 2025 is 74.50 percent or \$8,292,738 (60.28 percent City and 14.74 percent active pension employees). It is composed of 14.50 percent normal cost and 59.99 percent for the unfunded liability. Normal cost is the

2025 PROPOSED ANNUAL BUDGET

present value of benefits attributed to employee service performed during the current year or in simple terms, the cost of the pension plan for the current employees.

STAFFING

The 2025 proposed budget includes the addition of 14 full-time positions in the following departments:

<u>New Position Requested</u>	<u>Department</u>	<u>Salary & Benefits</u>
Human Resource Specialist	Human Resources	85,011
Commercial Plan Reviewer	Inspection	100,537
Water Plant Foreman	NAWS Biota Plant	89,809
Water Plant Operator Lead	NAWS Biota Plant	79,144
Water Plant Operator Lead	NAWS Biota Plant	79,144
Water Plant Instrumentation Tech	NAWS Biota Plant	79,144
Water Plant Operator II	NAWS Biota Plant	73,828
Water Plant Operator II	NAWS Biota Plant	73,828
Water Plant Operator II	NAWS Biota Plant	73,828
Water Plant Operator I	NAWS Biota Plant	71,361
Water Plant Operator I	NAWS Biota Plant	71,361
Water Plant Operator I	NAWS Biota Plant	71,361
Water Plant Operator I	NAWS Biota Plant	71,361
Water Plant Operator I	NAWS Biota Plant	<u>71,361</u>
		\$1,091,078

RATES AND FEES

Rates and fees are revenues received for directly providing a service to a specialized group or individual. The City of Minot charges rates or fees for many services including water, sewer, storm sewer, cemetery, airport, sanitation, bus, planning, etc. These rates are reviewed annually by staff and adjusted accordingly. The 2025 proposed budget will include the following rate adjustments.

<u>Airport Rates and Fees</u>	<u>2024</u>	<u>2025</u>	<u>Change</u>	
Terminal Rents and Fees				
Terminal Airline Rent & Per User Fees	\$ 18.70	\$ 25.00	\$ 6.30	Per square foot
Non-Signatory Rate Premium	444.42	600.00	155.58	Per Turn
Remain Over Night (RON) fees	-	150.00	150.00	Per Day
Landing and ARFF Fees				
<i>Signatory Rates</i>				
Landing Fees	\$ 2.35	\$ 2.41	\$ 0.06	Per 1,000 lbs MGLW (All aircraft greater than 12,500 lbs and all commercial)
ARFF Fees	0.57	0.57	-	Per 1,000 lbs MGLW (All aircraft greater than 12,500 lbs and all commercial)
Commercial Air Freight Operator & all Commercial Commuter aircraft weighting less than 12,500 lbs	23.66	23.72	0.06	Per Landing
<i>Non-Signatory Rate Premium</i>				
125% of Signatory Landing Fees and ARFF Fees	\$ 3.61	\$ 3.67	\$ 0.06	Per 1,000 lbs MGLW
Non-signatory: Commercial Air Freight Operator & all Commercial Commuter aircraft weighting less than 12,500 lbs	29.58	29.64	0.06	Per Landing
Ground Lease Rates				
<i>General Aviation Leases</i>				
Southeast General Aviation Lots - Improved Area	\$ 0.22	\$ 0.22	\$ -	per Square Foot/year - General Utilities and Accesses
Southeast General Aviation Lots - Unimproved Area	0.11	0.11	-	per Square Foot/year - Bare Land
Northwest General Aviation Lots - Improved Area	0.26	0.26	-	per Square Foot/year - General Utilities and Accesses
Northwest General Aviation Lots - Unimproved Area	0.13	0.13	-	per Square Foot/year - Bare Land
Westside General Aviation Lots - Improved Area	0.30	0.30	-	per Square Foot/year - All Utilities and Accesses
<i>Commercial Aviation Leases</i>				
Aircraft Storage	\$ 0.32	\$ 0.32	\$ -	per Square Foot/year
Specialized Aviation Operator	0.32	0.32	-	per Square Foot/year
Fixed Based Operator (FBO)	0.30	0.30	-	per Square Foot/year
Hangar Rates				
T-Hangars	\$ 75.00	\$ 125.00	\$ 50.00	Per Month
Airport Parking Fees				
Short-Term Parking	\$ 1.00	\$ 1.00	\$ -	Zero (0) - One (1) Hour
	5.00	5.00	-	One (1) - Three (3) Hours
	8.00	8.00	-	Four (4) - Six (6) Hours
	14.00	14.00	-	Six (6) - Twnty-Four (24) Hours
Long-Term Parking	12.00	12.00	-	Daily Rate
	-	-	-	Weekly Maximum
Employee Parking	200.00	250.00	50.00	Terminal Tenant Employee Parking (yearly)
Unreturned Parking Pass	50.00	50.00	-	Unreturned parking permit fee
	30.00	30.00	-	Air Crews Using Pay Parking (monthly)

2025 PROPOSED ANNUAL BUDGET

Airport Rates and Fees		2024	2025	Change	
Conference Room Rental Rates					
2nd Floor Conference Room at Airport Terminal	\$	40.00	\$ 40.00	\$ -	Per hour - 50% discount for Airport Tenants
2nd Floor Conference Room at Airport Terminal		-	-	-	Per day - 50% discount for Airport Tenants
1st Floor Conference Rooms at Airport Terminal		20.00	20.00	-	Per hour - 50% discount for Airport Tenants
1st Floor Conference Rooms at Airport Terminal		-	-	-	Per day - 50% discount for Airport Tenants
1st Floor Training Room		20.00	20.00	-	Per hour - 50% discount for Airport Tenants
1st Floor Training Room		-	-	-	Per day - 50% discount for Airport Tenants
Ramp Parking Fees					
Aircrafts under 12,500 pounds	\$	60.00	\$ 60.00	\$ -	Per Month
		5.00	5.00	-	Per Day
Aircrafts over 12,500 pounds		15.00	15.00	-	Per Day
Aircraft Fuel Flowage Fees					
FBO	\$	0.06	\$ 0.06	\$ -	Per Gallon
Self Fueling Permits		50.00	50.00	-	Per Year
Commercial Service Provider License Fees					
Commercial Aeronautical Service Provider Tenant	\$	325.00	\$ 325.00	\$ -	Per Year
Commercial Aeronautical Service Provider Non-Tenant		1,000.00	1,000.00	-	Per Year
Commercial Ground Transportation (Taxis, Shuttles, Vans, etc.) Tenant		400.00	400.00	-	Per Year
Commercial Ground Transportation (Taxis, Shuttles, Vans, etc.) Non-Tenant		600.00	600.00	-	Per Year
Hotel shuttles/vans		100.00	100.00	-	Per Year
Rental Car Agencies					
Terminal Facilities Base Rate	\$	18.70	\$ 25.00	\$ 6.30	Per Square Foot
Car Rental Leased Space		15.00	15.00	-	Per stall/month
Badges, Keys, and Security					
Badges	\$	40.00	\$ 40.00	\$ -	AOA Badge
		80.00	80.00	-	SIDA Badge
		20.00	20.00	-	Renewal
	50.00-150.00	50.00-150.00	-	-	Lost Badge - determined by number of offenses
	30.00	30.00	-	-	Damaged Badge
	100.00	100.00	-	-	Unreturned Badge
Keys		50.00	50.00	-	Building/Office Key
	20.00	20.00	-	-	Post Office Key
	50.00-150.00	50.00-150.00	-	-	Lost Key-determined by number of offenses
	200.00	200.00	-	-	ReKey Locks
	20.00	20.00	-	-	Rental Per Year
Security Violation Fines		500.00	500.00	-	1st Fine; Three offenses in 60 days
	1,500.00	1,500.00	-	-	2nd Fine; Subsequent offense within 60 days of 1st fine
	2,500.00	2,500.00	-	-	3rd Fine; Subsequent offense within 60 days of 2nd
Miscellaneous Charges					
Special Operator Permit Fee (Per Occurrence)	\$500.00-\$1,000.00	\$500.00-\$1,000.00	-	-	Per Occurrence
Security Video Request Fee	50.00	50.00	-	-	per video - Labor rate charges after 1 hour
Mobile Runway Closure X's Monthly Rental Fee	1,500.00	1,500.00	-	-	
Mobile Runway Closure X's Daily Rental Fee	50.00	50.00	-	-	
GSE Repair Area (Maintenance Bay)	400.00	400.00	-	-	Per Bay/Month
Glycol Storage	18.70	18.70	-	-	Per square foot
Labor Rates	85.00	85.00	-	-	Per Hour
Labor with Equipment Usage	120.00	120.00	-	-	Per Hour
Advertising Upload Fee	25.00	25.00	-	-	Per Occurrence
Airport Administrative Fee	-	-	-	-	Actual Cost plus 15%
Repair Fees	-	-	-	-	Actual cost of materials plus 15% and labor rates
Sales Tax will be charged when Applicable	-	-	-	-	Only when applicable
Finance Charges on Overdue Payments	1.75%	1.75%	0.00%	Assessed on bills 30 days past due	

Cemetery Rates and Fees	2024	2025	Change		2024	2025	Change
Interment Fees				General Care Lots			
<u>Monday - Friday</u>				Adult	\$ 700	\$ 800	\$ 100
Adult (Summer)	\$ 725	\$ 800	\$ 75	Infant	250	300	50
Adult (Winter)	825	900	75	Monument Area Lots	\$ 800	\$ 900	\$ 100
Infant (Summer)	300	350	50				
Infant (Winter)	400	450	50				
Urn (Summer)	550	625	75				
Urn (Winter)	650	725	75	Winter Storage Fee	\$ 95	\$ 115	\$ 20
<u>Saturday</u>				Setting Fees			
Adult (Summer)	\$ 825	\$ 900	\$ 75	<u>Monument Foundation</u>			
Adult (Winter)	925	1,000	75	Single	\$ 175	\$ 225	\$ 50
Infant (Summer)	400	450	50	Double	225	275	50
Infant (Winter)	500	550	50	Markers & Vases	\$ 100	\$ 150	\$ 50
Urn (Summer)	650	725	75				
Urn (Winter)	750	825	75				
<u>Sunday or Holiday</u>				Single	150	200	50
Adult, Infant or Urn (Summer)	\$ 1,050	\$ 1,150	\$ 100	Double	45	60	15
Adult, Infant or Urn (Winter)	1,150	1,250	100	Vases			
Disinterment				Columbarium			
Adult	\$ 850	\$ 850	\$ -	Niche (Top 3 Rows)	\$ 900	\$1,100	\$ 200
				Niche (Bottom 3 Rows)	800	1,000	200
Adult	\$ 850	\$ 850	\$ -	Surcharge for 2nd Interment	\$ 150	\$ 150	\$ -

Winter fees will be applied during the time period of November 1st to April 1st.

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Sanitation Rates and Fees	2024	2025	Change
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Garbage Collection

35-Gallon Cart	\$ 14.72	\$ 15.00	\$ 0.28
65-Gallon Cart	16.72	17.50	0.78
95-Gallon Cart	18.72	20.00	1.28
Recycling Cart	2.50	2.50	-

Landfill

Asbestos Material	\$ 100.00	\$ 100.00	\$ -	Per ton
Asphalt Pavement	8.00	8.00	-	Per ton
Animal Waste	48.00	53.00	5.00	Per ton
Landfill Com. Manure	8.00	8.00	-	Per ton
Contaminated Soil	75.00	75.00	-	Per ton
Inert Commercial	35.00	39.00	4.00	Per ton
<i>Minimum Charge - \$5.00</i>				
Lime Commercial	13.00	13.00	-	Per ton
MSW Commercial	48.00	53.00	5.00	Per ton
<i>Minimum Charge - \$10.00</i>				
Single Stream Recycling	175.00	175.00	-	Per ton
<i>Minimum Charge - \$3.00</i>				
Trees Commercial	15.00	15.00	-	Per ton
Tires Per Ton	200.00	200.00	-	Per ton
Auto Tires	3.00	3.00	-	Each
Truck Tires	5.00	5.00	-	Each
Tractor Tires	15.00	15.00	-	Each
Heavy Equipment Tires	25.00	25.00	-	Each
Non-Freon Appliances	1.00	5.00	4.00	Each
Freon Appliances	2.00	7.00	5.00	Each
Propane Tanks	2.00	2.00	-	Each
Sanitation Roll-Off Tanks	75.00	100.00	25.00	Each
Sanitation Bulk Collection:	10.00	15.00	5.00	Each

Water Rates and Fees	2024	2025	Change
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Residential, Duplex, Tri-plex, & Four-plex

Flat meter rate	\$ 10.78	\$ 10.78	\$ -
Cubic fee per month per 100 cubic feet	3.75	3.75	-
MXU Rate	2.00	2.00	-
Irrigation meter rate (May through October)	\$ 10.78	\$ 10.78	\$ -
Cubic fee per month per 100 cubic feet	3.75	3.75	-

Apartment, Commercial, Government, Industrial and Mobile Homes

Flat meter rate			
5/8" to 1"	\$ 13.20	\$ 13.20	\$ -
1.5" to 2"	25.23	25.23	-
3" to 4"	66.96	66.96	-
6" to 8"	136.38	136.38	-
Cubic fee per month per 100 cubic feet	4.22	4.22	-
MXU Rate	2.00	2.00	-
Irrigation meter rate	\$ 13.20	\$ 13.20	\$ -
Cubic fee per month per 100 cubic feet	3.75	3.75	-

Sewer Rates and Fees	2024	2025	Change
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Residential, Duplex, Tri-plex, & Four-plex

Flat rate	\$ 7.76	\$ 7.76	\$ -
Cubic fee per month per 100 cubic feet	3.30	3.30	-

Apartment, Commercial, and Government

Flat rate	\$ 7.71	\$ 7.71	\$ -
Cubic fee per month per 100 cubic feet	3.70	3.70	-

Industrial

Flat meter rate	\$ 5.87	\$ 5.87	\$ -
Cubic fee per month per 100 cubic feet	3.36	3.36	-
Bio-oxygen Demand	88.11	88.11	-
Total Suspended Solids	73.92	73.92	-

Storm Sewer Rates and Fees	2024	2025	Change
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Maintenance Charge	\$ 6.07	\$ 6.07	\$ -
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Development Charge	4.82	4.82	-
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Flood Maintenance Charge			
Residential	2.00	2.00	-
Commercial	4.00	4.00	-

Plan Review Fees	2024	2025	Change
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Plan Review Fee			
Hourly Rate	\$ 75.00	\$ 105.00	\$ 30.00
Residential			
Flat Fee	\$ -	\$ 75.00	\$ 75.00
Commercial - Flat Fee			
Under \$249,999	\$ -	\$ 175.00	\$ 175.00
\$250,000 - \$499,999	-	250.00	250.00
\$500,000 - \$999,000	-	350.00	350.00
Over \$1,000,000	-	500.00	500.00

Permit Fees (No changes)

Building Permit-New 1 and 2 Single Family Dwellings

Standard Fee	\$5.00 per \$1,000 of construction value		
Building Valuation	Per square ft. costs		
Main Floor per sq./ft.	\$	63.00	
2nd Floor		41.00	
Finished Basement		41.00	
Unfinished Basement		18.00	
Detached Garage		18.00	
Attached Garage		27.00	
Deck		14.00	
Foundation		18.00	
Plan Review		75.00	
Minimum Fee		75.00	
Re-inspection fees		75.00	
Excavation fees		15.00	

Permit Fees (No changes)			
Residential Remodeling/Addition Permit			
Minimum Fee	\$	75.00	
Standard Fee		Based on provided cost estimates	
Plan Review		75.00	per hour
Re-inspection fees		75.00	per hour
Excavation fee		15.00	
Building Permit-Commercial			
Minimum Fee	\$	75.00	minimum
Standard Fee Valuation based on cost estimates		\$5 per \$1,000 of construction value	
Plan Review		75.00	per hour
Re-inspection fees		75.00	per hour
Excavation fee		15.00	
Use of Outside Consultants for Plan Review, Inspections, or Both	Actual Costs (plus 10% for administrative and overhead costs)		
Demolition Permit			
Minimum Fee	\$	50.00	
Standard Fee Valuation based on cost estimates		\$5 per \$1,000 for construction value	
	\$15,000 surety bond is required prior to permit issuance (Sec. 9-2 (a))		
Excavation fee		15.00	
Temporary Structure Permit			
Minimum Fee	\$	75.00	
Standard Fee Valuation based on cost estimates		\$5 per \$1,000 for construction value	
Accessory Building Permit			
Minimum Fee	\$	75.00	
Standard Fee Valuation based on cost estimates		\$5 per \$1,000 for construction value	
Plan Review		75.00	per hour
Re-inspection fees		75.00	per hour
Excavation fee		15.00	
Moving Permit			
Permit fee Approved by City Council	\$	450.00	
Permit Fee Approved by City Engineer	\$	250.00	
	10,000.00 surety bond is required prior to permit issuance (Section 9-51)		
Electrical Permit			
Electrical construction less than \$500		No permit required	
Electrical construction over \$500	\$	-	
Inspections requested to certify that electrical facilities in a building meet code (standards)		-	per inspection
Temporary service		-	
Mechanical Permit/Commercial Plumbing Permit			
Valuation	Permit Fee		
\$0-\$1,000.00	\$	50.00	
\$1,001.00-\$2,500.00		65.00	
\$2,501.00-\$5,000.00		95.00	
\$5,001.00-\$10,000.00		120.00	
\$10,001.00-\$20,000.00		150.00	
\$20,001.00-\$40,000.00		200.00	
\$40,001.00-\$60,000.00		250.00	
\$60,001.00-\$80,000.00		315.00	
\$80,001.00-\$100,000.00		420.00	
\$100,001.00-\$200,000.00		550.00	
Over \$200,000.00		\$2.75 per \$1,000.00	
Gas Piping Permit			
		Minimum fee: \$50.00	
		\$10.00 per Fixture	

Permit Fees (No changes)		
Plumbing Permit		
Water Heater Only	\$	50.00
Gas Water Heaters		50.00
Electric Water Heaters		50.00
Irrigation (sprinkling system)		50.00
Water Softner		35.00
Sewer Line		30.00
Water Line		30.00
Residential - NEW	\$8 per fixture (\$50.00 minimum)	
Commerical - NEW	By Valuation, schedule listed in Mechanical Permit/Commerical Plumbing Permit	

Commercial Building Permit

Minimum Fee: \$75
\$5 per \$1,000 of construction value

Residential Building Permits:

New Residential/Remodel/Additions

Minimum Fee: \$75
Standard Fee: \$5 per \$1,000 of construction cost
New Residential Construction Valuation: Per square foot cost-
Main Floor (per sq. ft.) \$67
2nd Floor \$44
Finished Basement \$45
Unfinished Basement \$19
Detached Garage \$19
Attached Garage \$28
Deck \$14
Foundation \$19

City Clerk Licensing Fees	2024	2025	Change
<u>Alcohol License</u>			
Retail Liquor, Beer, and Wine	\$ 3,125.00	\$ 3,125.00	\$ -
Retail Beer	625.00	625.00	-
Retail Wine	325.00	325.00	-
Specialty Restaurant Wine	325.00	325.00	-
Specialty Restaurant Beer	625.00	625.00	-
Supper Club	3,125.00	3,125.00	-
Winery	325.00	325.00	-
Hotel	3,125.00	3,125.00	-
Motel	3,125.00	3,125.00	-
Fraternal Order or Club Beer	500.00	500.00	-
Fraternal Order or Club Liquor	2,000.00	2,000.00	-
MAYSA	947.50	947.50	-
Airport Terminal Restaurant	3,125.00	3,125.00	-
Souris Valley Golf Course	947.50	947.50	-
Private Golf Course	3,125.00	3,125.00	-
Minot State University	3,125.00	3,125.00	-
Movie Theater	3,125.00	3,125.00	-
<u>Tabcacco License</u>			
1st year (New) License	\$ 100.00	\$ 200.00	\$ 100.00
Annual Renewal	100.00	200.00	100.00
Alcohol License Holder	-		
<u>Gaming Site Authorization</u>			
Yearly Gaming Fee per Site	\$ 100.00	\$ 100.00	\$ -
<u>Permits</u>			
Raffle	\$ 25.00	\$ 25.00	\$ -
Special Event	25.00	25.00	-
<u>Secondhand Dealer's License</u>			
1st year (New) License	\$ 250.00	\$ 250.00	\$ -
Annual Renewal	125.00	125.00	-
<u>Taxi Cab Licensing</u>			
Per Vehicle Charge	\$ 30.00	\$ 30.00	\$ -

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Engineering Fees (No changes)

Wireless Telecommunication Facility Guidelines

Type of Installation

Attachment to existing franchised utility pole owned by a third party (i.e. no pole replacement/ground disturbance)

Fees

One-time Application review fee of \$500 for the first 5 sites with an additional \$100 per site after 5

No annual fee

Attachment to existing City-owned structure (i.e. no pole replacement/ground disturbance)

One-time Application review fee of \$500 for the first 5 sites with an additional \$100 per site after 5

\$175 annual fee per site

Attachment to existing Wireless Company or Wireless Infrastructure Provider owned pole (i.e. no pole replacement/ground disturbance)

One-time Application review fee of \$500 for the first 5 sites with an additional \$100 per site after 5

\$175 annual fee per site

One-time Application review fee of \$500 for the first 5 sites with an additional \$100 per site after 5

Installation of new or replacement franchised utility pole and attachment thereto.

No annual fee

One-time Application review fee of \$500 for the first 5 sites with an additional \$100 per site after 5

Installation of replacement or new City-owned structure and attachment thereto.

\$175 annual fee per site

Installation of replacement or new Wireless Company or Wireless Infrastructure Provider owned structure and attachment thereto.

One-time Application review fee of \$500 for the first 5 sites with an additional \$100 per site after 5

\$175 annual fee per site

Storm Water Management

Type of Review

Storm Water Management Plan Review

Fees

\$75 base charge plus \$15 per acre.

Storm Water Letter of De Minimis Effect Review

\$75

Site Plan Review

\$250

Note: There is an old fee schedule for subdivision reviews. If review is needed for a subdivision please reach out to Lance Meyer, City Engineer

Permits, Licenses, Inspections, and Encroachments Service

Excavator License

Fees

\$80 Annual Fee

\$25,000 Bond

Right of Way Permit

\$80 each

Traffic Control Only

\$40 each

Re-inspection

Up to \$80 per hour

Permanent Encroachment Permit

\$100 each

Outdoor Dining, Streatery and Parklet Encroachment License

\$35 each

Water/Sewer Maintenance Fees (No changes)				
Meter Type				
Service	Size	Fee	Meter Charges	
Corporation	3/4"	\$99	5"	\$203
	1"	\$126		
	1.5"	\$299		
	2"	\$522		
Curb Stop	3/4"	\$154	3/4"	\$285
	1"	\$206		
	1.5"	\$486		
	2"	\$785		
Curb Box Riser	1 1/2"	\$105	1 1/2"	\$915
	2"	\$110		
SS Rod	54"	\$58	2"	\$1,290
	60"	\$63		
	72"	\$65		
Gate Value Riser	10"	\$65	3"	\$2,950
	GV Cover	\$30		
Taps, Labor, & Equipment			4"	\$5,200
	Service			
Service Tap	1"	\$150	6"	\$8,600
	2"	\$150		
	4"	\$500		
	6"	\$500		
	8"	\$500	MXU	
Tailpiece/Flanges	5/8"	\$20	Single Port	\$225
	3/4"	\$28		
	3/4" Ally	\$28		
	1"	\$29		
	1.5"	\$180 a set w/gaskets		
	2"	\$150 a set w/gaskets		
	3"	\$550 a set w/gaskets		
	4"	\$850 a set w/gaskets		
	6"	\$1,600 a set w/gaskets		
Hydrant Repair Kit		\$563	Touch Coupler Dual Port	\$225 \$285
Hydrant Meter		\$50	Initial Turn On at the Curb Stop	\$15
	Set hydrant	\$50		
	Move hydrant	(1.5 cents per gallon) (\$15 per 1,000 gallons)		
	Rent hydrant	\$10 weekly		
Tracing a Line		\$100	Gate Valves	\$25

Parking Ramp Rates (No changes)

1-2 Hours	-
3-7 Hours	1.50 per hour
8 Hour Maximum	6.00
24 Hour Maximum	9.00

Fire Permit Rates		2024	2025	Change
Annual Operational Fire Permits		\$60.00	\$60.00	\$0.00
IFC Section 105.5.42 Pyrotechnic special effects materials		\$120 + \$85/hr min. 2hrs		
Construction Permits		\$ 60.00 \$	60.00 \$	-
IFC Section 105.6.8 Flammable and combustible liquids		\$85 + (Tank Fee Schedule)		Per project
Tank Fees				
Tank fee is added to the base fee for the construction permit specified above.				
0 - 1,000 gallon		\$150	\$150	\$0 per tank
1,001 - 5,000 gallon		300.00	300.00	- per tank
5,001 - 12,000 gallon		400.00	400.00	- per tank
12,001 - 20,000 gallon		500.00	500.00	- per tank
20,001 - +		600.00	600.00	- per tank
Special Use Inspection Fees				
Daycare Center		\$25	\$25	\$0 Annually
Re-inspection/Overdue violations fee (Violation not corrected after 60 days).		60.00	60.00	- per inspection/late report

Equipment Rental Rates and Fees (No changes)			
<u>Item</u>	<u>Machine</u>	<u>Personnel</u>	<u>Total</u>
Rubber Tire Backhoe w/1 Operator	\$ 110.00	\$ 75.00	\$ 185.00
Kent KF-9 Backhoe Impactor	80.00	-	80.00
Tractor w/Flail Mower w/1 Operator	55.00	70.00	125.00
Bucket Truck w/1 Operator	70.00	75.00	145.00
Tractor w/1 Operator	35.00	75.00	110.00
Small Loader w/1 Operator	99.00	70.00	169.00
Skid Steer Loader w/1 Operator	85.00	70.00	155.00
Front-end Loader w/1 Operator	120.00	75.00	195.00
Snow blowers (CAT or Snow-go)	250.00	-	250.00
Dozer w/1 Operator	160.00	75.00	235.00
Sweeper w/1 Operator	115.00	75.00	190.00
Sand Spreader w/1 Operator (Salt & Sand Extra)	80.00	70.00	150.00
Dump Truck (Tandem) w/1 Driver	90.00	70.00	160.00
Dump Truck (Single) w/1 Driver	80.00	70.00	150.00
Welder Truck w/1 Welder (no materials)	75.00	85.00	160.00
Chipper Truck w/1 Operator	90.00	60.00	150.00
Pickup or Car w/1 Driver	25.00	60.00	85.00
Tilt or non-tilt trailer	10.00	-	10.00
Kubota UTV	20.00	140.00	160.00
Steamer w/2 Operators	99.00	140.00	239.00
Air Compressor w/2 Operators	66.00	-	66.00
Air Compressor (Portable)	35.00	70.00	105.00
Flusher Truck w/1 Operator	80.00	190.00	270.00
Garbage Truck w/Driver & 2 Laborers	100.00	70.00	170.00
6" Pump w/1 Operator	55.00	70.00	125.00
4" Pump w/1 Operator	33.00	70.00	103.00
3" Pump w/1 Operator	28.00	70.00	98.00
Sewer Jetter w/2 Operators	125.00	140.00	265.00
Motor Grader w/1 Operator	135.00	75.00	210.00
Pulser w/2 Operators	50.00	140.00	190.00
Wrecker w/1 Driver & Assistant	250.00	140.00	390.00
Jetter/Vac All w/2 Operators	225.00	140.00	365.00
Sewer Televising Unit w/2 Operators (\$250 mobilization fee plus \$0.6	250.00	-	250.00
Service Truck w/crane w/1Mechanic	95.00	85.00	180.00
Pot Hole Machine w/1 Operator	100.00	70.00	170.00
Roll Off	100.00	70.00	170.00
Hot Taps ¾" - 2"	150.00	-	150.00
Hot Taps 3" - 8"	500.00	-	500.00
Hydrant Repair Kit without barrel	300.00	-	300.00
Hydrant Repair Kit with barrel	505.00	-	505.00

CASH RESERVES

The City must present a balanced budget. In an effort to balance the budget, the following cash reserves will be used by each respective fund with a comparison to the 2024 budgeted cash reserves.

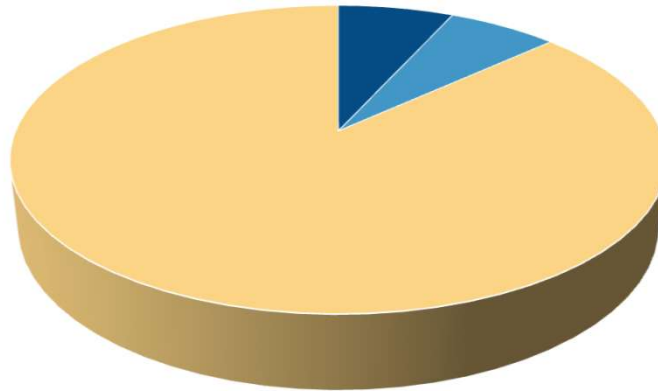
Fund	2024 Budgeted Cash Reserves Used (Saved)	2025 Budgeted Cash Reserves Used (Saved)
General Fund	\$3,000,000	-
Airport	(450,000)	(200,000)
Cemetery	150,000	48,750
Parking Authority	(23,495)	(35,858)
Sanitation	(109,533)	-
Water, Sewer & Storm Sewer	9,483,413	7,349,235
Parking Ramps	109,632	86,235
Public Transportation	97,834	9,384
Emergency Fund	-	300,000
Sales Tax Property Tax Relief (1 st Penny)	-	500,000
Sales Tax Improvements	141,435	70,653
Sales Tax Flood Control	(2,854,246)	653,505
Sales Tax NAWS	10,851,244	8,106,874
Sales Tax Property Tax Relief (2 nd Penny)	-	750,000
Sales Tax Infrastructure	(168,685)	2,289,700
Debt Retirement	151,082	(70,920)
Capital Infrastructure	-	5,578,206
Capital Equipment	306,214	120,000
Capital Flood Control	-	18,350,383
Total Budgeted Cash Reserves Used (Saved)	\$20,684,895	\$43,906,147

GENERAL FUND - REVENUE DETAIL

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
STATE REVENUES				
10000000- 33400 - STATE OPERATING REVENUES	\$ 145,912	\$ -	\$ (145,912)	-100.00%
CIGARETTE TAX	85,960	76,152	(9,808)	-11.41%
GAMBLING TAX	20,903	25,111	4,208	20.13%
HIGHWAY FUND	2,950,796	3,754,439	803,643	27.23%
STATE AID DISTRIBUTION	4,410,446	4,628,849	218,403	4.95%
FIRE INSURANCE REFUND	581,906	549,862	(32,044)	-5.51%
TELECOMMUNICATIONS TAX	151,190	151,853	663	0.44%
10000000- 33510 - HUB CITY OIL & GAS	5,219,000	6,250,000	1,031,000	19.75%
TOTAL STATE REVENUES	13,566,113	15,436,266	1,870,153	13.79%
LOCAL GOVERNMENT REVENUES				
10000000- 33600 - LOCAL OPERATING REVENUES	30,580	29,664	(916)	-2.99%
COMPUTER MAINTENANCE	89,678	107,022	17,344	19.34%
JOINT COMMUNICATIONS - DISPATCH	970,300	979,962	9,662	1.00%
10000000- 33800 - LOCAL GOVT UNIT PILOT	99,062	112,177	13,115	13.24%
TOTAL LOCAL GOVERNMENT REVENUES	1,189,620	1,228,825	39,206	3.30%
OTHER AGENCY REVENUES				
10000000- 31820 - CABLE FRANCHISE TAXES	430,103	417,109	(12,994)	-3.02%
10000000- 36902 - COA & SOURIS BASIN	116,666	160,948	44,282	37.96%
TOTAL OTHER AGENCY REVENUES	546,769	578,057	31,288	5.72%
CITY REVENUES				
10000000- 32000 - LICENSES AND PERMITS	1,156,569	1,534,953	378,384	32.72%
10000000- 34100 - CHARGES FOR SERVICES	50,000	50,000	-	0.00%
10000000- 34130 - ZONING & SUBDIVISION FEES	34,492	35,271	779	2.26%
10000000- 34140 - ENGINEERING & ADMIN FEES	3,766	13,424	9,658	256.45%
10000000- 34210 - POLICE SERVICES	391,314	290,671	(100,643)	-25.72%
10000000- 34220 - FIRE PROTECTION SERVICES	311,317	333,109	21,792	7.00%
10000000- 34440 - FLEET LABOR	90,000	105,500	15,500	17.22%
10000000- 35100 - COURT FINES	693,186	794,373	101,187	14.60%
10000000- 35500 - SPECIAL ASSESSMENTS	68,731	152,481	83,750	121.85%
10000000- 36110 - INTEREST REVENUES	2,500,000	650,256	(1,849,744)	-73.99%
10000000- 36200 - RENTS AND ROYALTIES	7,260	14,742	7,482	103.06%
10000000- 36904 - PAYROLL FORFEITURES	40,633	-	(40,633)	-100.00%
10000000- 36906 - PROGRAM INCOME	34,788	34,788	-	0.00%
10000000- 36911 - COPY MACHINE REVENUE	1,661	1,751	90	5.40%
10000000- 36912 - FINANCE CHARGES	2,813	-	(2,813)	-100.00%
10000000- 36913 - MISCELLANEOUS	331,911	260,839	(71,072)	-21.41%
10000000- 39210 - SALE OF CITY PROPERTY	18,872	16,187	(2,685)	-14.23%
TOTAL CITY REVENUES	5,737,313	4,288,343	(1,448,970)	-25.26%
TRANSFERS BETWEEN FUNDS				
10000000- 36905 - REIMBURSEMENT TO GF	\$ 3,313,162	\$ 3,584,233	271,071	8.18%
10000000- 39106 - WATER/SEWER/STORM SEWER	185,548	193,237	7,689	4.14%
10000000- 39111 - EMERGENCY FUND	-	357,400	357,400	100.00%
10000000- 39112 - SALES TAX PROP TAX RELIEF 1P	1,150,000	1,752,928	602,928	52.43%
10000000- 39113 - SALES TAX ECONOMIC DEVELOP	594,460	98,000	(496,460)	-83.51%
10000000- 39114 - SALES TAX IMPROVEMENTS	2,810,185	3,044,581	234,396	8.34%
10000000- 39115 - SALES TAX FLOOD CONTROL	3,141,059	5,800,695	2,659,636	84.67%
10000000- 39116 - SALES TAX NAWS	50,000	50,000	-	0.00%
10000000- 39117 - SALES TAX PROP TAX RELIEF 2P	2,070,000	3,000,822	930,822	44.97%
10000000- 39118 - SALES TAX INFRASTRUCTURE	2,335,000	4,838,500	2,503,500	107.22%
10000000- 39136 - FLOOD CONTROL MAINTENANCE	146,303	279,162	132,859	90.81%
TOTAL TRANSFERS BETWEEN FUNDS	15,795,717	22,999,558	7,203,841	45.61%
RESOURCES AVAILABLE	36,835,532	44,531,050	7,695,518	20.89%
CASH RESERVES	3,000,000	-	(3,000,000)	-100.00%
10000000- 31100 - GENERAL PROPERTY TAXES	20,613,726	20,207,428	(406,298)	-1.97%
TOTAL BUDGETED REVENUE	\$ 60,449,258	\$ 64,738,477	\$ 4,289,220	7.10%
MILL LEVY	86.68	81.53	(5.14)	-5.93%

CITY COUNCIL SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 103,680	\$ 103,680	\$ -	0.00%
1 MAYOR				
6 COUNCIL MEMBERS				
BENEFITS	8,061	8,061	-	0.00%
PROFESSIONAL AND TECHNICAL SERVICES	96,478	68,950	(27,528)	-28.53%
REPAIR & MAINTENANCE	1,262	5,892	4,630	366.89%
OTHER PURCHASED SERVICES	19,254	17,445	(1,809)	-9.40%
OPERATION SUPPLIES	9,420	2,750	(6,670)	-70.81%
UTILITIES	12,212	11,229	(983)	-8.05%
OTHER	1,174,067	1,206,827	32,760	2.79%
TRANSFERS BETWEEN FUNDS	69,800	220,176	150,376	100.00%
TOTAL CITY COUNCIL	\$ 1,494,234	\$ 1,645,010	\$ 150,776	10.09%



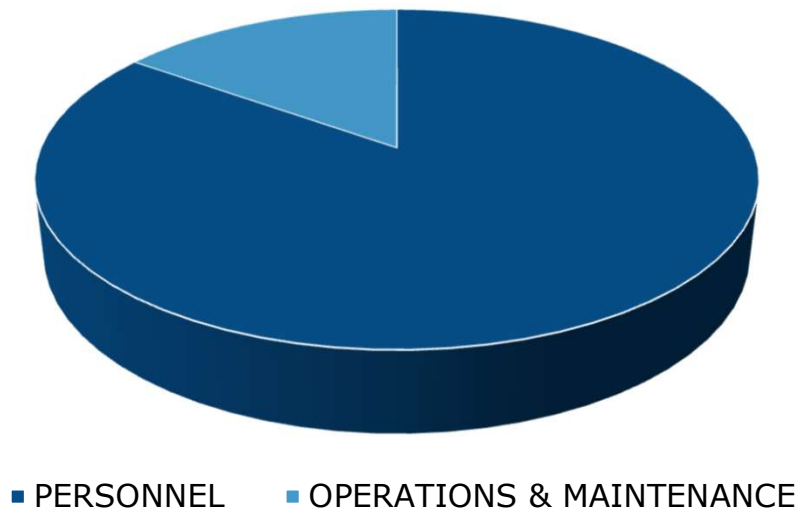
■ PERSONNEL ■ OPERATIONS & MAINTENANCE ■ OTHER

CITY COUNCIL LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10011000-41100 - REGULAR EMPLOYEES	\$ 103,680	\$ 103,680	\$ -	0.00%
10011000-42200 - ER'S SOCIAL SECURITY	6,428	6,428	-	0.00%
10011000-42210 - ER'S MEDICARE	1,503	1,503	-	0.00%
10011000-42600 - WORKERS' COMPENSATION INSUR	130	130	-	0.00%
10011000-43040 - CONSULTANTS	60,000	22,000	(38,000)	-63.33%
10011000-43100 - ELECTIONS	7,550	15,000	7,450	98.68%
10011000-43300 - OTHER PROFESSIONAL SERVICES	1,000	-	(1,000)	-100.00%
10011000-43900 - MEMBERSHIPS & ASSOCIATIONS	27,928	31,950	4,022	14.40%
10011000-44110 - WATER, SEWER, GARBAGE UTILITY	925	1,182	257	27.78%
10011000-44350 - IT MTCE & REPAIR AGREEMTS	337	4,710	4,373	1297.68%
10011000-45201 - GENERAL LIABILITY INSURANCE	5,103	3,621	(1,482)	-29.03%
10011000-45202 - BUILDING & CONTENTS INSUR	1,470	6,842	5,372	365.44%
10011000-45207 - CYBER SECURITY INSURANCE	931	631	(300)	-32.18%
10011000-45300 - TELEPHONE SERVICES	555	555	-	0.00%
10011000-45800 - TRAVEL COSTS	10,250	4,250	(6,000)	-58.54%
10011000-45900 - EDUCATION & TRAINING	-	1,000	1,000	100.00%
10011000-45920 - WEARING APPAREL	700	300	(400)	-57.14%
10011000-45970 - POSTAGE/SHIPPING	245	245	-	0.00%
10011000-46101 - DPMT MATERIALS & SUPPLIES	2,750	750	(2,000)	-72.73%
10011000-46102 - FURNITURE & EQUIPMENT	6,670	2,000	(4,670)	-70.01%
10011000-46210 - NATURAL GAS	1,456	597	(859)	-59.00%
10011000-46220 - ELECTRICITY	10,756	10,632	(124)	-1.15%
10011000-48100 - COMMUNITY CONTRIBUTIONS	512,500	512,500	-	0.00%
MINOT COMMISSION ON AGING	154,500			
FIRST DISTRICT HEALTH UNIT	318,000			
MINOT AREA COUNCIL OF THE ARTS	40,000			
10011000-48204 - PARK DISTRICT STATE AID	661,567	694,327	32,760	4.95%
10011000-49125 - CAPITAL EQUIPMENT	69,800	134,059	64,259	92.06%
10011000-49137 - CENTRAL DAKOTA MPO	-	86,117	86,117	100.00%
TOTAL CITY COUNCIL	\$ 1,494,234	\$ 1,645,010	\$ 150,776	10.09%

CITY MANAGER SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 587,032	\$ 620,335	\$ 33,303	5.67%
1 CITY MANAGER				
0.20 ASSISTANT CITY MANAGER				
1 COMMUNICATION & ENGAGEMENT MANAGER				
1 CITY CLERK				
1 PUBLIC SAFETY INFORMATION OUTREACH OFFICER				
1 COMMUNICATION SPECIALIST				
1 EXECUTIVE SECRETARY				
BENEFITS	175,789	161,356	(14,433)	-8.21%
PROFESSIONAL AND TECHNICAL SERVICES	17,465	14,355	(3,110)	-17.81%
INFRASTRUCTURE MAINTENANCE	2,232	980	(1,252)	-56.09%
REPAIR & MAINTENANCE	39,737	42,515	2,778	6.99%
OTHER PURCHASED SERVICES	54,213	53,753	(460)	-0.85%
OPERATION SUPPLIES	22,210	18,202	(4,008)	-18.05%
UTILITIES	11,066	10,175	(891)	-8.05%
TOTAL CITY MANAGER	\$ 909,744	\$ 921,672	\$ 11,927	1.31%

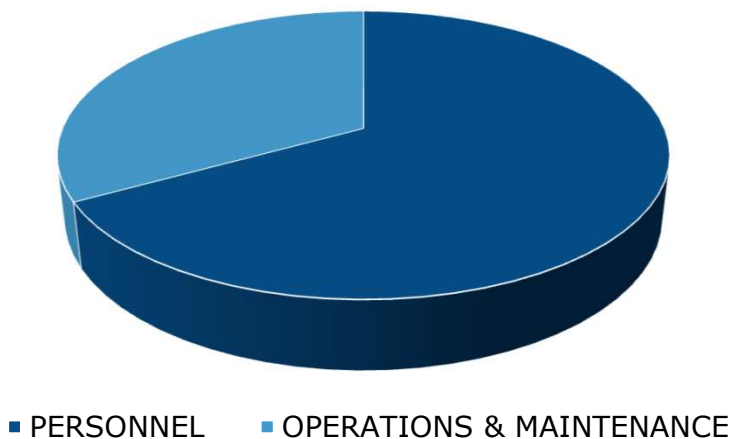


CITY MANAGER LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10012000-41100 - REGULAR EMPLOYEES	\$ 587,032	\$ 620,335	\$ 33,303	5.67%
10012000-42100 - ER'S HEALTH INSURANCE	95,513	77,157	(18,356)	-19.22%
10012000-42110 - ER'S LIFE INSURANCE	304	304	-	0.00%
10012000-42200 - ER'S SOCIAL SECURITY	11,895	12,143	248	2.08%
10012000-42210 - ER'S MEDICARE	7,875	8,425	550	6.98%
10012000-42320 - ER'S NDPERS	36,155	38,846	2,691	7.44%
10012000-42500 - UNEMPLOYMENT COMP	723	723	-	0.00%
10012000-42600 - WORKERS' COMPENSATION INSUR	398	398	-	0.00%
10012000-42610 - CITY MANAGER PAY PLAN	16,239	16,588	349	2.15%
10012000-42700 - ER'S ST DISABILITY INS	4,163	4,105	(58)	-1.39%
10012000-42900 - ER'S LT DISABILITY INS	2,524	2,667	143	5.67%
10012000-43300 - OTHER PROFESSIONAL SERVICES	-	50	50	100.00%
10012000-43900 - MEMBERSHIPS & ASSOCIATIONS	17,465	14,305	(3,160)	-18.09%
10012000-44110 - WATER, SEWER, GARBAGE UTILITY	850	1,071	221	26.00%
10012000-44350 - IT MTCE & REPAIR AGREEMTS	38,887	41,444	2,557	6.58%
10012000-44400 - RENTALS	2,232	980	(1,252)	-56.09%
10012000-45201 - GENERAL LIABILITY INSURANCE	2,459	1,784	(675)	-27.45%
10012000-45202 - BUILDING & CONTENTS INSUR	2,040	8,229	6,189	303.36%
10012000-45207 - CYBER SECURITY INSURANCE	799	560	(239)	-29.92%
10012000-45300 - TELEPHONE SERVICES	3,500	3,500	-	0.00%
10012000-45400 - ADVERTISING	18,000	18,000	-	0.00%
10012000-45800 - TRAVEL COSTS	20,000	16,040	(3,960)	-19.80%
10012000-45900 - EDUCATION & TRAINING	6,150	3,475	(2,675)	-43.50%
10012000-45920 - WEARING APPAREL	250	270	20	8.00%
10012000-45950 - BANKING & CREDIT CARD FEES	378	1,296	918	242.86%
10012000-45970 - POSTAGE/SHIPPING	637	600	(37)	-5.81%
10012000-46101 - DPMT MATERIALS & SUPPLIES	5,000	3,000	(2,000)	-40.00%
10012000-46102 - FURNITURE & EQUIPMENT	6,360	7,200	840	13.21%
10012000-46103 - COPIER & PRINTER SUPPLIES	6,317	3,807	(2,510)	-39.74%
10012000-46210 - NATURAL GAS	1,320	541	(779)	-59.02%
10012000-46220 - ELECTRICITY	9,746	9,634	(112)	-1.15%
10012000-46400 - BOOKS & SUBSCRIPTIONS	4,533	4,195	(338)	-7.46%
TOTAL CITY MANAGER	\$ 909,744	\$ 921,672	\$ 11,927	1.31%

HUMAN RESOURCES SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 357,906	\$ 442,959	\$ 85,053	23.76%
1 HUMAN RESOURCES DIRECTOR				
2 HUMAN RESOURCE GENERALISTS, SENIOR				
1 HUMAN RESOURCE GENERALIST				
1 HUMAN RESOURCE SPECIALIST				
BENEFITS	192,111	230,754	38,643	20.11%
PROFESSIONAL AND TECHNICAL SERVICES	19,335	74,038	54,703	282.92%
REPAIR & MAINTENANCE	2,857	3,710	853	29.85%
OTHER PURCHASED SERVICES	25,564	30,377	4,813	18.83%
OPERATION SUPPLIES	205,600	219,045	13,445	6.54%
UTILITIES	5,316	4,888	(428)	-8.05%
TOTAL HUMAN RESOURCES	\$ 808,689	\$ 1,005,771	\$ 197,082	24.37%

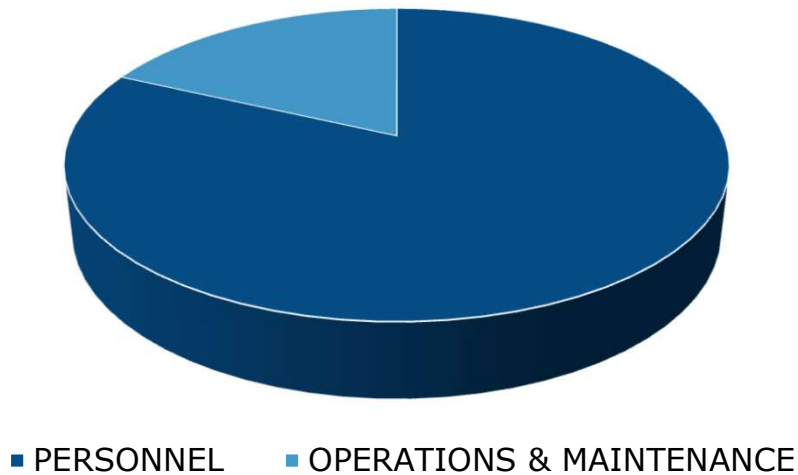


HUMAN RESOURCES LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10013000-41100 - REGULAR EMPLOYEES	\$ 357,906	\$ 442,959	\$ 85,053	23.76%
10013000-42100 - ER'S HEALTH INSURANCE	64,444	90,312	25,868	40.14%
10013000-42110 - ER'S LIFE INSURANCE	196	245	49	25.00%
10013000-42210 - ER'S MEDICARE	4,568	5,634	1,066	23.34%
10013000-42300 - ER'S PENSION	77,754	78,487	733	0.94%
10013000-42320 - ER'S NDPERS	20,879	28,510	7,631	36.55%
10013000-42400 - TUITION REIMBURSEMENTS	20,000	22,000	2,000	10.00%
10013000-42600 - WORKERS' COMPENSATION INSUR	193	314	121	62.69%
10013000-42700 - ER'S ST DISABILITY INS	2,538	3,347	809	31.88%
10013000-42900 - ER'S LT DISABILITY INS	1,539	1,905	366	23.78%
10013000-43040 - CONSULTANTS	-	40,000	40,000	100.00%
10013000-43200 - PROFESSIONAL TESTING	3,700	5,000	1,300	35.14%
10013000-43300 - OTHER PROFESSIONAL SERVICES	12,580	26,788	14,208	112.94%
10013000-43900 - MEMBERSHIPS & ASSOCIATIONS	3,055	2,250	(805)	-26.35%
10013000-44110 - WATER, SEWER, GARBAGE UTILITY	405	514	109	26.91%
10013000-44210 - THIRD PARTY DISPOSAL	100	100	-	0.00%
10013000-44350 - IT MTCE & REPAIR AGREEMTS	2,352	3,096	744	31.62%
10013000-45201 - GENERAL LIABILITY INSURANCE	2,009	1,415	(594)	-29.55%
10013000-45202 - BUILDING & CONTENTS INSUR	640	2,978	2,338	365.34%
10013000-45207 - CYBER SECURITY INSURANCE	532	361	(171)	-32.18%
10013000-45300 - TELEPHONE SERVICES	1,693	1,693	-	0.00%
10013000-45400 - ADVERTISING	3,500	2,500	(1,000)	-28.57%
10013000-45800 - TRAVEL COSTS	1,500	3,895	2,395	159.67%
10013000-45900 - EDUCATION & TRAINING	14,500	16,500	2,000	13.79%
10013000-45950 - BANKING & CREDIT CARD FEES	33	35	2	6.06%
10013000-45970 - POSTAGE/SHIPPING	1,157	1,000	(157)	-13.57%
10013000-46101 - DPMT MATERIALS & SUPPLIES	4,000	2,000	(2,000)	-50.00%
10013000-46102 - FURNITURE & EQUIPMENT	4,650	3,270	(1,380)	-29.68%
10013000-46106 - EMPLOYEE AWARDS	10,000	13,500	3,500	35.00%
10013000-46210 - NATURAL GAS	634	260	(374)	-58.99%
10013000-46220 - ELECTRICITY	4,682	4,628	(54)	-1.15%
10013000-46400 - BOOKS & SUBSCRIPTIONS	186,950	200,275	13,325	7.13%
TOTAL HUMAN RESOURCES	\$ 808,689	\$ 1,005,771	\$ 197,082	24.37%

CITY ATTORNEY SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 480,235	\$ 514,378	\$ 34,143	7.11%
1 CITY ATTORNEY				
2 ASSISTANT CITY ATTORNEYS				
1 LEGAL ADMINISTRATIVE ASSISTANT				
1 ADMINISTRATIVE CLERK, PRINCIPAL				
BENEFITS	139,360	124,933	(14,427)	-10.35%
PROFESSIONAL AND TECHNICAL SERVICES	102,349	100,859	(1,490)	-1.46%
INFRASTRUCTURE MAINTENANCE	-	-	-	100.00%
REPAIR & MAINTENANCE	2,071	5,379	3,307	159.66%
OTHER PURCHASED SERVICES	16,301	20,654	4,353	26.70%
OPERATION SUPPLIES	12,300	11,194	(1,106)	-8.99%
UTILITIES	3,706	3,407	(299)	-8.07%
TOTAL CITY ATTORNEY	\$ 756,323	\$ 780,804	\$ 24,481	3.24%

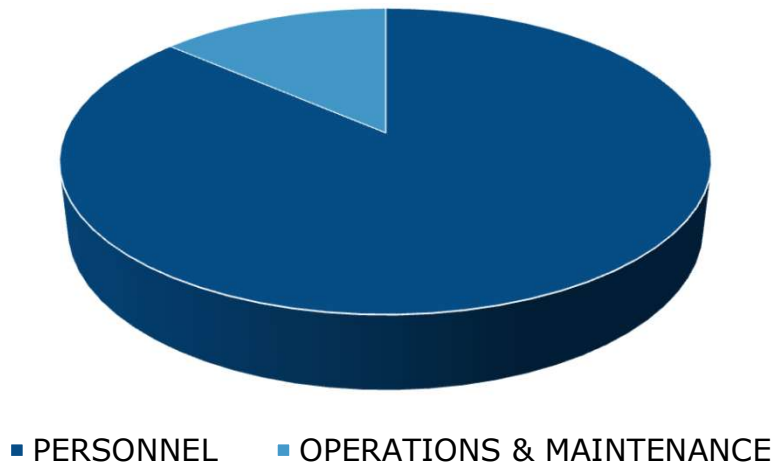


CITY ATTORNEY LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10014000-41100 - REGULAR EMPLOYEES	\$ 480,235	\$ 514,378	\$ 34,143	7.11%
10014000-42100 - ER'S HEALTH INSURANCE	86,270	67,938	(18,332)	-21.25%
10014000-42110 - ER'S LIFE INSURANCE	245	245	-	0.00%
10014000-42210 - ER'S MEDICARE	6,119	6,633	514	8.40%
10014000-42310 - ER'S DEF CONTRIBUTION	21,818	23,303	1,485	6.81%
10014000-42320 - ER'S NDPERS	19,215	20,658	1,443	7.51%
10014000-42600 - WORKERS' COMPENSATION INSUR	222	222	-	0.00%
10014000-42700 - ER'S ST DISABILITY INS	3,406	3,722	316	9.28%
10014000-42900 - ER'S LT DISABILITY INS	2,065	2,212	147	7.12%
10014000-43020 - ATTORNEYS	100,000	98,000	(2,000)	-2.00%
10014000-43900 - MEMBERSHIPS & ASSOCIATIONS	2,349	2,859	510	21.71%
10014000-44110 - WATER, SEWER, GARBAGE UTILITY	300	359	59	19.67%
10014000-44210 - THIRD PARTY DISPOSAL	28	240	212	745.37%
10014000-44350 - IT MTCE & REPAIR AGREEMTS	1,743	4,780	3,037	174.21%
10014000-45201 - GENERAL LIABILITY INSURANCE	3,604	1,782	(1,822)	-50.56%
10014000-45202 - BUILDING & CONTENTS INSUR	446	2,076	1,630	365.49%
10014000-45207 - CYBER SECURITY INSURANCE	632	451	(181)	-28.64%
10014000-45300 - TELEPHONE SERVICES	654	800	146	22.32%
10014000-45400 - ADVERTISING	300	-	(300)	-100.00%
10014000-45800 - TRAVEL COSTS	8,000	10,971	2,971	37.14%
10014000-45900 - EDUCATION & TRAINING	2,000	3,774	1,774	88.70%
10014000-45970 - POSTAGE/SHIPPING	665	800	135	20.30%
10014000-46101 - DPMT MATERIALS & SUPPLIES	2,260	2,100	(160)	-7.10%
10014000-46102 - FURNITURE & EQUIPMENT	4,500	1,000	(3,500)	-77.78%
10014000-46210 - NATURAL GAS	442	181	(261)	-59.05%
10014000-46220 - ELECTRICITY	3,264	3,226	(38)	-1.16%
10014000-46400 - BOOKS & SUBSCRIPTIONS	5,540	8,094	2,554	46.10%
TOTAL CITY ATTORNEY	\$ 756,323	\$ 780,804	\$ 24,481	3.24%

FINANCE SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 1,005,115	\$ 1,120,674	\$ 115,560	11.50%
1 FINANCE DIRECTOR				
1 COMPTROLLER				
0.50 CITY TREASURER				
1.9 ACCOUNTANT, SENIOR				
1 BUSINESS SYSTEMS ANALYST				
0.85 INTERNAL AUDITOR				
3.25 ACCOUNTANTS				
3 FINANCIAL SPECIALISTS				
BENEFITS	315,142	369,745	54,603	17.33%
PROFESSIONAL AND TECHNICAL SERVICES	72,882	75,538	2,656	3.64%
REPAIR & MAINTENANCE	16,578	15,119	(1,459)	-8.80%
OTHER PURCHASED SERVICES	125,885	111,800	(14,085)	-11.19%
OPERATION SUPPLIES	26,616	19,735	(6,881)	-25.85%
UTILITIES	13,352	12,414	(938)	-7.03%
TOTAL FINANCE	\$ 1,575,570	\$ 1,725,025	\$ 149,455	9.49%

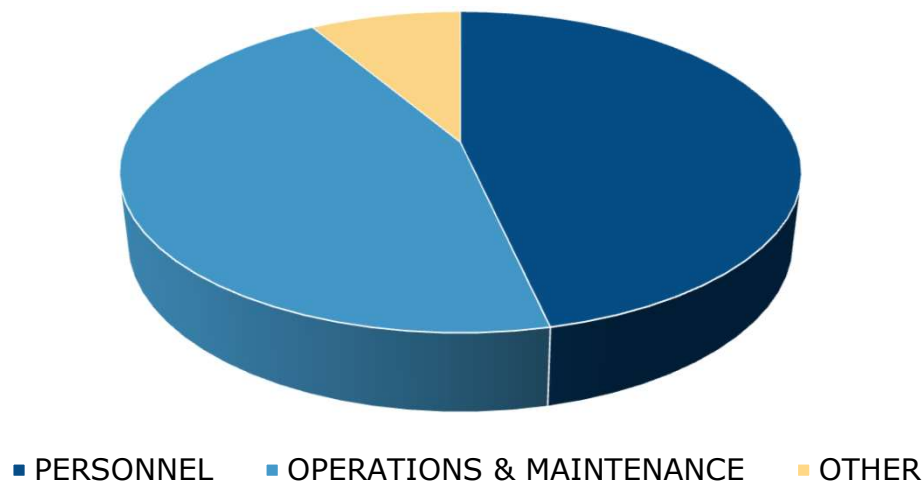


FINANCE LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10018000-41100 - REGULAR EMPLOYEES	\$ 979,912	\$ 1,095,471	\$ 115,559	11.79%
10018000-41200 - TEMP & PART-TIME EMPLOYEES	17,203	17,203	1	0.00%
10018000-41300 - OVERTIME	8,000	8,000	-	0.00%
10018000-42100 - ER'S HEALTH INSURANCE	174,566	213,453	38,887	22.28%
10018000-42110 - ER'S LIFE INSURANCE	605	613	8	1.32%
10018000-42200 - ER'S SOCIAL SECURITY	1,067	1,067	-	0.00%
10018000-42210 - ER'S MEDICARE	13,205	14,650	1,445	10.94%
10018000-42300 - ER'S PENSION	27,514	30,056	2,542	9.24%
10018000-42310 - ER'S DEF CONTRIBUTION	6,308	6,793	485	7.69%
10018000-42320 - ER'S NDPERS	79,099	88,788	9,689	12.25%
10018000-42500 - UNEMPLOYMENT COMP	945	940	(5)	-0.53%
10018000-42600 - WORKERS' COMPENSATION INSUR	668	668	-	0.00%
10018000-42700 - ER'S ST DISABILITY INS	6,951	8,006	1,055	15.18%
10018000-42900 - ER'S LT DISABILITY INS	4,214	4,711	497	11.79%
10018000-43030 - AUDITORS	69,913	72,108	2,195	3.14%
10018000-43300 - OTHER PROFESSIONAL SERVICES	624	1,500	876	140.38%
10018000-43900 - MEMBERSHIPS & ASSOCIATIONS	2,345	1,930	(415)	-17.70%
10018000-44110 - WATER, SEWER, GARBAGE UTILITY	950	1,216	266	28.00%
10018000-44210 - THIRD PARTY DISPOSAL	300	240	(60)	-20.00%
10018000-44324 - ELEVATOR RPR & MTCE	4,500	-	(4,500)	#####
10018000-44350 - IT MTCE & REPAIR AGREEMTS	10,828	13,663	2,835	26.18%
10018000-45201 - GENERAL LIABILITY INSURANCE	7,636	4,950	(2,686)	-35.18%
10018000-45202 - BUILDING & CONTENTS INSUR	14,244	7,040	(7,204)	-50.58%
10018000-45203 - AUTOMOTIVE INSURANCE	755	928	173	22.94%
10018000-45204 - INLAND MARINE INSURANCE	716	722	6	0.89%
10018000-45207 - CYBER SECURITY INSURANCE	1,863	1,114	(749)	-40.19%
10018000-45300 - TELEPHONE SERVICES	5,293	5,293	-	0.00%
10018000-45400 - ADVERTISING	1,300	1,300	-	0.00%
10018000-45800 - TRAVEL COSTS	21,908	20,183	(1,725)	-7.87%
10018000-45900 - EDUCATION & TRAINING	10,850	8,950	(1,900)	-17.51%
10018000-45950 - BANKING & CREDIT CARD FEES	56,120	56,120	-	0.00%
10018000-45970 - POSTAGE/SHIPPING	5,200	5,200	-	0.00%
10018000-46101 - DPMT MATERIALS & SUPPLIES	7,576	7,845	269	3.55%
10018000-46102 - FURNITURE & EQUIPMENT	15,600	8,775	(6,825)	-43.75%
10018000-46103 - COPIER & PRINTER SUPPLIES	2,690	2,690	-	0.00%
10018000-46105 - CLEANING SUPPLIES	500	100	(400)	-80.00%
10018000-46210 - NATURAL GAS	1,499	614	(885)	-59.04%
10018000-46220 - ELECTRICITY	11,853	11,800	(53)	-0.45%
10018000-46400 - BOOKS & SUBSCRIPTIONS	250	325	75	30.00%
TOTAL FINANCE	\$ 1,575,570	\$ 1,725,025	\$ 149,455	9.49%

INFORMATION TECHNOLOGY SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 465,332	\$ 506,500	\$ 41,168	8.85%
1 MANAGER OF SYSTEMS & SUPPORT				
1 MANAGER OF NETWORKS & COMMUNICATIONS				
1 INFORMATION TECHNOLOGY SPECIALIST, SENIOR				
1 INFORMATION TECHNOLOGY TECH II				
2 INFORMATION TECHNOLOGY TECH I				
BENEFITS	257,344	267,222	9,878	3.84%
PROFESSIONAL AND TECHNICAL SERVICES	13,014	14,375	1,361	10.46%
REPAIR & MAINTENANCE	673,633	598,987	(74,646)	-11.08%
OTHER PURCHASED SERVICES	38,510	44,150	5,640	14.65%
OPERATION SUPPLIES	97,859	84,784	(13,075)	-13.36%
UTILITIES	6,654	6,118	(536)	-8.06%
FUEL	106	137	31	29.25%
TRANSFERS BETWEEN FUNDS	-	142,497	142,497	100.00%
TOTAL INFORMATION TECHNOLOGY	\$ 1,552,452	\$ 1,664,770	\$ 112,318	7.23%

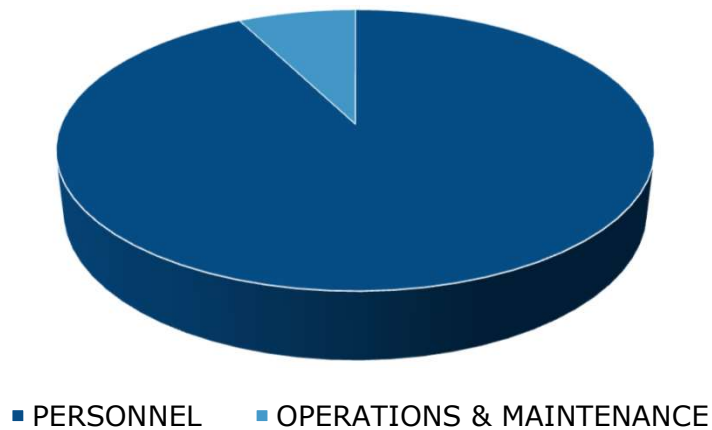


INFORMATION TECHNOLOGY LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10019000-41100 - REGULAR EMPLOYEES	\$ 465,332	\$ 504,500	\$ 39,168	8.42%
10019000-41300 - OVERTIME	-	2,000	2,000	100.00%
10019000-42100 - ER'S HEALTH INSURANCE	90,940	95,487	4,547	5.00%
10019000-42110 - ER'S LIFE INSURANCE	294	294	-	0.00%
10019000-42210 - ER'S MEDICARE	5,891	6,445	554	9.40%
10019000-42300 - ER'S PENSION	132,460	134,363	1,903	1.44%
10019000-42320 - ER'S NDPERS	22,199	24,459	2,260	10.18%
10019000-42600 - WORKERS' COMPENSATION INSUR	258	258	-	0.00%
10019000-42700 - ER'S ST DISABILITY INS	3,301	3,786	485	14.69%
10019000-42900 - ER'S LT DISABILITY INS	2,001	2,130	129	6.45%
10019000-43040 - CONSULTANTS	13,014	14,075	1,061	8.15%
10019000-43300 - OTHER PROFESSIONAL SERVICES	-	300	300	100.00%
10019000-44110 - WATER, SEWER, GARBAGE UTILITY	500	644	144	28.80%
10019000-44330 - VEHICLE & EQUIPMENT REPAIR	730	730	-	0.00%
10019000-44350 - IT MTCE & REPAIR AGREEMTS	672,403	597,613	(74,790)	-11.12%
10019000-45201 - GENERAL LIABILITY INSURANCE	4,533	3,462	(1,071)	-23.63%
10019000-45202 - BUILDING & CONTENTS INSUR	801	3,728	2,927	365.41%
10019000-45203 - AUTOMOTIVE INSURANCE	403	372	(31)	-7.59%
10019000-45207 - CYBER SECURITY INSURANCE	799	541	(258)	-32.27%
10019000-45300 - TELEPHONE SERVICES	16,587	19,460	2,873	17.32%
10019000-45400 - ADVERTISING	200	200	-	0.00%
10019000-45800 - TRAVEL COSTS	5,000	5,000	-	0.00%
10019000-45900 - EDUCATION & TRAINING	10,000	11,300	1,300	13.00%
10019000-45950 - BANKING & CREDIT CARD FEES	100	-	(100)	-100.00%
10019000-45970 - POSTAGE/SHIPPING	87	87	-	0.00%
10019000-46101 - DPMT MATERIALS & SUPPLIES	5,118	2,500	(2,618)	-51.16%
10019000-46102 - FURNITURE & EQUIPMENT	92,621	82,164	(10,457)	-11.29%
10019000-46210 - NATURAL GAS	794	325	(469)	-59.07%
10019000-46220 - ELECTRICITY	5,860	5,793	(67)	-1.14%
10019000-46262 - UNLEADED	106	137	31	29.25%
10019000-46400 - BOOKS & SUBSCRIPTIONS	120	120	-	0.00%
10019000-49125 - CAPITAL EQUIPMENT	-	142,497	142,497	100.00%
TOTAL INFORMATION TECHNOLOGY	\$ 1,552,452	\$ 1,664,770	\$ 112,318	7.23%

ASSESSOR SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 556,724	\$ 572,293	\$ 15,569	2.80%
1 CITY ASSESSOR				
1 ASSISTANT CITY ASSESSOR				
3 PROPERTY APPRAISERS, SENIOR				
1 PROPERTY ASSESSMENT SPECIALIST				
BENEFITS	271,568	303,011	31,443	11.58%
PROFESSIONAL AND TECHNICAL SERVICES	1,150	1,700	550	47.83%
INFRASTRUCTURE MAINTENANCE	662	984	322	48.74%
REPAIR & MAINTENANCE	19,566	23,214	3,648	18.65%
OTHER PURCHASED SERVICES	30,146	33,768	3,622	12.02%
OPERATION SUPPLIES	11,248	5,661	(5,587)	-49.67%
UTILITIES	4,566	4,198	(368)	-8.06%
FUEL	2,662	2,415	(247)	-9.28%
TOTAL ASSESSOR	\$ 898,291	\$ 947,244	\$ 48,953	5.45%

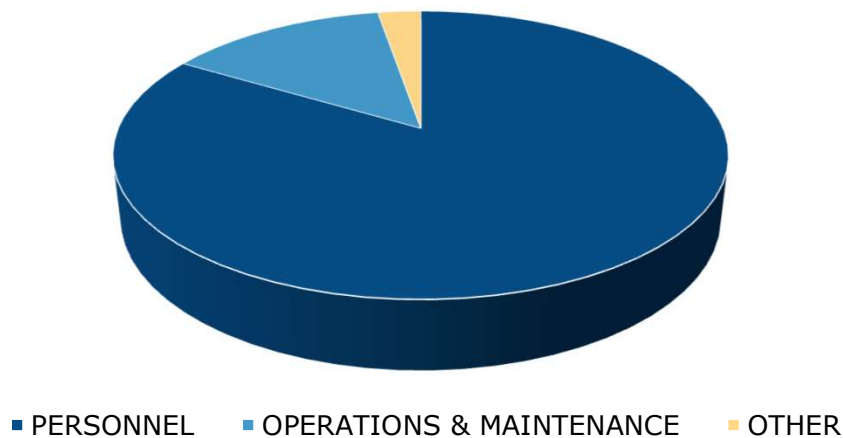


ASSESSOR LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10021100- 41100 - REGULAR EMPLOYEES	\$ 556,724	\$ 572,293	\$ 15,569	2.80%
10021100- 42100 - ER'S HEALTH INSURANCE	63,367	87,779	24,412	38.52%
10021100- 42110 - ER'S LIFE INSURANCE	294	294	-	0.00%
10021100- 42210 - ER'S MEDICARE	7,046	7,234	188	2.67%
10021100- 42300 - ER'S PENSION	169,350	175,522	6,172	3.64%
10021100- 42320 - ER'S NDPERS	24,844	25,022	178	0.72%
10021100- 42600 - WORKERS' COMPENSATION INSUR	325	325	-	0.00%
10021100- 42700 - ER'S ST DISABILITY INS	3,948	4,374	426	10.79%
10021100- 42900 - ER'S LT DISABILITY INS	2,394	2,461	67	2.80%
10021100- 43900 - MEMBERSHIPS & ASSOCIATIONS	1,150	1,700	550	47.83%
10021100- 44110 - WATER, SEWER, GARBAGE UTILITY	350	442	92	26.29%
10021100- 44320 - STRUCTURE RPR & MTCE	2,500	1,250	(1,250)	-50.00%
10021100- 44325 - PEST CONTROL RPR & MTCE	20	-	(20)	-100.00%
10021100- 44327 - SECURITY SYSTEM RPR & MTCE	21	-	(21)	-100.00%
10021100- 44330 - VEHICLE & EQUIPMENT REPAIR	2,000	3,500	1,500	75.00%
10021100- 44350 - IT MTCE & REPAIR AGREEMTS	25,255	28,576	3,321	13.15%
10021100- 44400 - RENTALS	662	984	322	48.74%
10021100- 45201 - GENERAL LIABILITY INSURANCE	2,577	2,017	(560)	-21.73%
10021100- 45202 - BUILDING & CONTENTS INSUR	613	2,558	1,945	317.30%
10021100- 45203 - AUTOMOTIVE INSURANCE	2,071	1,747	(324)	-15.66%
10021100- 45207 - CYBER SECURITY INSURANCE	799	541	(258)	-32.27%
10021100- 45300 - TELEPHONE SERVICES	3,081	3,684	603	19.57%
10021100- 45400 - ADVERTISING	50	-	(50)	-100.00%
10021100- 45800 - TRAVEL COSTS	3,675	4,593	918	24.97%
10021100- 45900 - EDUCATION & TRAINING	2,400	2,600	200	8.33%
10021100- 45920 - WEARING APPAREL	300	300	-	0.00%
10021100- 45970 - POSTAGE/SHIPPING	4,000	5,175	1,175	29.38%
10021100- 46101 - DPMT MATERIALS & SUPPLIES	3,700	1,525	(2,175)	-58.78%
10021100- 46102 - FURNITURE & EQUIPMENT	5,101	1,650	(3,451)	-67.65%
10021100- 46103 - COPIER & PRINTER SUPPLIES	837	1,026	189	22.61%
10021100- 46210 - NATURAL GAS	545	223	(322)	-59.08%
10021100- 46220 - ELECTRICITY	4,021	3,975	(46)	-1.14%
10021100- 46262 - UNLEADED	2,662	2,415	(247)	-9.28%
10021100- 46400 - BOOKS & SUBSCRIPTIONS	1,610	1,460	(150)	-9.32%
TOTAL ASSESSOR	\$ 898,291	\$ 947,244	\$ 48,953	5.45%

POLICE SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 7,555,845	\$ 7,771,119	\$ 215,274	2.85%
1 POLICE CHIEF				
3 POLICE CAPTAINS				
5 POLICE LIEUTENANTS				
14 POLICE SERGEANTS				
30 POLICE OFFICERS, MASTER				
7 POLICE OFFICERS, SENIOR				
25 POLICE OFFICERS				
1 DIGITAL FORENSIC ANALYST				
1 EVIDENCE AND PROPERTY TECHNICIAN				
1 INTELLIGENCE ANALYST				
1 OFFICE & ADMINISTRATIVE SPECIALISTS, SENIOR				
1 LAW ENFORCEMENT OFFICE MANAGER				
1 LAW ENFORCEMENT SPECIALIST III				
2 LAW ENFORCEMENT SPECIALISTS II				
2 LAW ENFORCEMENT SPECIALISTS I				
3 COMMUNITY SERVICE OFFICERS				
BENEFITS	3,748,677	3,688,758	(59,919)	-1.60%
PROFESSIONAL AND TECHNICAL SERVICES	86,622	78,319	(8,303)	-9.59%
INFRASTRUCTURE MAINTENANCE	200,093	249,798	49,705	24.84%
REPAIR & MAINTENANCE	298,214	476,278	178,063	59.71%
OTHER PURCHASED SERVICES	406,836	460,793	53,957	13.26%
OPERATION SUPPLIES	306,517	394,858	88,341	28.82%
UTILITIES	94,899	68,066	(26,833)	-28.28%
FUEL	170,538	163,665	(6,873)	-4.03%
OTHER	20,000	22,000	2,000	10.00%
TRANSFERS BETWEEN FUNDS	774,140	348,667	(425,473)	-54.96%
TOTAL POLICE	\$ 13,662,381	\$ 13,722,320	\$ 59,940	0.44%



POLICE LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10021000-41100 - REGULAR EMPLOYEES	\$ 7,314,619	\$ 7,468,399	\$ 153,780	2.10%
10021000-41200 - TEMP & PART-TIME EMPLOYEES	26,400	27,720	1,320	5.00%
10021000-41300 - OVERTIME	214,826	275,000	60,174	28.01%
10021000-42100 - ER'S HEALTH INSURANCE	1,465,246	1,366,829	(98,417)	-6.72%
10021000-42110 - ER'S LIFE INSURANCE	4,802	4,508	(294)	-6.12%
10021000-42200 - ER'S SOCIAL SECURITY	1,637	1,719	82	5.01%
10021000-42210 - ER'S MEDICARE	95,723	99,079	3,356	3.51%
10021000-42300 - ER'S PENSION	1,687,156	1,713,423	26,267	1.56%
10021000-42310 - ER'S DEF CONTRIBUTION	67,415	59,387	(8,028)	-11.91%
10021000-42320 - ER'S NDPERS	306,528	318,767	12,239	3.99%
10021000-42500 - UNEMPLOYMENT COMP	820	813	(7)	-0.85%
10021000-42600 - WORKERS' COMPENSATION INSUR	36,233	36,233	-	0.00%
10021000-42700 - ER'S ST DISABILITY INS	51,875	56,210	4,335	8.36%
10021000-42900 - ER'S LT DISABILITY INS	31,242	31,790	548	1.75%
10021000-43040 - CONSULTANTS	45,673	-	(45,673)	-100.00%
10021000-43200 - PROFESSIONAL TESTING	-	3,600	3,600	100.00%
10021000-43300 - OTHER PROFESSIONAL SERVICES	33,864	67,629	33,765	99.71%
10021000-43900 - MEMBERSHIPS & ASSOCIATIONS	7,085	7,090	5	0.07%
10021000-44110 - WATER, SEWER, GARBAGE UTILITY	3,000	4,470	1,470	49.00%
10021000-44320 - STRUCTURE RPR & MTCE	49,400	140,000	90,600	183.40%
10021000-44322 - HVAC RPR & MTCE	16,500	10,500	(6,000)	-36.36%
10021000-44324 - ELEVATOR RPR & MTCE	-	4,700	4,700	100.00%
10021000-44325 - PEST CONTROL RPR & MTCE	-	325	325	100.00%
10021000-44327 - SECURITY SYSTEM RPR & MTCE	-	2,500	2,500	100.00%
10021000-44330 - VEHICLE & EQUIPMENT REPAIR	109,800	127,700	17,900	16.30%
10021000-44340 - POUND SERVICES AGMTS	50,000	45,000	(5,000)	-10.00%
10021000-44350 - IT MTCE & REPAIR AGREEMTS	69,514	141,083	71,568	102.96%
10021000-44400 - RENTALS	200,093	249,798	49,705	24.84%
10021000-45201 - GENERAL LIABILITY INSURANCE	41,355	84,928	43,573	105.36%
10021000-45202 - BUILDING & CONTENTS INSUR	9,629	12,287	2,658	27.60%
10021000-45203 - AUTOMOTIVE INSURANCE	55,240	54,608	(632)	-1.14%
10021000-45204 - INLAND MARINE INSURANCE	1,191	766	(425)	-35.70%
10021000-45205 - COVERAGE FOR FLOOD INSURANCE	3,680	4,459	779	21.18%
10021000-45207 - CYBER SECURITY INSURANCE	12,772	8,394	(4,378)	-34.28%
10021000-45300 - TELEPHONE SERVICES	60,777	62,477	1,700	2.80%
10021000-45400 - ADVERTISING	5,573	6,000	427	7.67%
10021000-45800 - TRAVEL COSTS	55,125	69,391	14,266	25.88%
10021000-45900 - EDUCATION & TRAINING	71,950	78,180	6,230	8.66%
10021000-45920 - WEARING APPAREL	47,060	38,093	(8,967)	-19.06%
10021000-45940 - TOWING	33,813	32,122	(1,691)	-5.00%
10021000-45950 - BANKING & CREDIT CARD FEES	1,600	2,088	488	30.50%
10021000-45951 - COLLECTION FEES	71	-	(71)	-100.00%
10021000-45970 - POSTAGE/SHIPPING	6,500	6,500	-	0.00%
10021000-45980 - LAUNDRY	500	500	-	0.00%
10021000-46101 - DPMT MATERIALS & SUPPLIES	67,900	73,611	5,711	8.41%
10021000-46102 - FURNITURE & EQUIPMENT	172,385	227,266	54,881	31.84%
10021000-46103 - COPIER & PRINTER SUPPLIES	10,302	7,057	(3,245)	-31.50%
10021000-46104 - CANINE CARE & SUPPLIES	9,000	13,000	4,000	44.44%
10021000-46105 - CLEANING SUPPLIES	148	-	(148)	-100.00%
10021000-46106 - EMPLOYEE AWARDS	182	-	(182)	-100.00%
10021000-46108 - AMMUNITION & TARGETS	30,000	30,000	-	0.00%
10021000-46114 - CRIME INVESTIGAT & BUY MONEY	2,500	2,500	-	0.00%
10021000-46119 - COMMUNITY OUTREACH	11,000	12,000	1,000	9.09%
10021000-46210 - NATURAL GAS	14,493	4,981	(9,512)	-65.63%
10021000-46220 - ELECTRICITY	80,406	63,085	(17,321)	-21.54%
10021000-46261 - DIESEL	83	74	(9)	-10.84%
10021000-46262 - UNLEADED	170,455	163,591	(6,864)	-4.03%
10021000-46400 - BOOKS & SUBSCRIPTIONS	3,100	29,424	26,324	849.16%
10021000-48100 - COMMUNITY CONTRIBUTIONS	8,000	8,500	500	6.25%
10021000-48201 - DOMESTIC VIOLENCE	12,000	13,500	1,500	12.50%
10021000-49124 - CAPITAL INFRASTRUCTURE	522,640	-	(522,640)	-100.00%
10021000-49125 - CAPITAL EQUIPMENT	251,500	348,667	97,167	38.63%
TOTAL POLICE	\$ 13,662,381	\$ 13,722,320	\$ 59,940	0.44%

NARCOTICS TASK FORCE SUMMARY

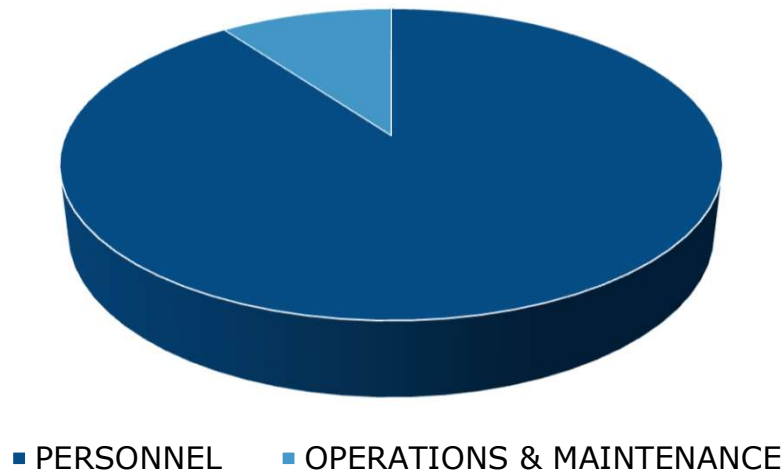
	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
INFRASTRUCTURE MAINTENANCE	\$ 71,150	\$ -	\$ (71,150)	-100.00%
REPAIR & MAINTENANCE	7,450	-	(7,450)	-100.00%
OTHER PURCHASED SERVICES	11,700	-	(11,700)	-100.00%
OPERATION SUPPLIES	45,112	-	(45,112)	-100.00%
FUEL	10,500	-	(10,500)	-100.00%
TOTAL NARCOTICS TASK FORCE	\$ 145,912	\$ -	\$ (145,912)	-100.00%

NARCOTICS TASK FORCE LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10023000-44330 - VEHICLE & EQUIPMENT REPAIR	\$ 1,000	\$ -	(1,000)	-100.00%
10023000-44350 - IT MTCE & REPAIR AGREEMTS	6,450	-	(6,450)	-100.00%
10023000-44400 - RENTALS	71,150	-	(71,150)	-100.00%
10023000-45300 - TELEPHONE SERVICES	4,700	-	(4,700)	-100.00%
10023000-45800 - TRAVEL COSTS	7,000	-	(7,000)	-100.00%
10023000-46101 - DPMT MATERIALS & SUPPLIES	5,000	-	(5,000)	-100.00%
10023000-46102 - FURNITURE & EQUIPMENT	30,112	-	(30,112)	-100.00%
10023000-46114 - CRIME INVESTIGAT & BUY MONEY	10,000	-	(10,000)	-100.00%
10023000-46262 - UNLEADED	10,500	-	(10,500)	-100.00%
TOTAL NARCOTICS TASK FORCE	\$ 145,912	\$ -	\$ (145,912)	-100.00%

DISPATCH SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 1,271,840	\$ 1,281,240	\$ 9,400	0.74%
1 PSAP MANAGER				
1 ASSISTANT PSAP MANAGER				
4 DISPATCHERS, LEAD				
5 DISPATCHERS, SENIOR				
8 DISPATCHERS				
BENEFITS	524,521	519,459	(5,062)	-0.97%
PROFESSIONAL AND TECHNICAL SERVICES	1,950	2,050	100	5.13%
INFRASTRUCTURE MAINTENANCE	16,200	17,184	984	6.07%
REPAIR & MAINTENANCE	90,270	111,932	21,662	24.00%
OTHER PURCHASED SERVICES	34,255	42,105	7,851	22.92%
OPERATION SUPPLIES	15,401	14,647	(754)	-4.90%
UTILITIES	14,169	13,027	(1,142)	-8.06%
TOTAL DISPATCH	\$ 1,968,606	\$ 2,001,644	\$ 33,038	1.68%

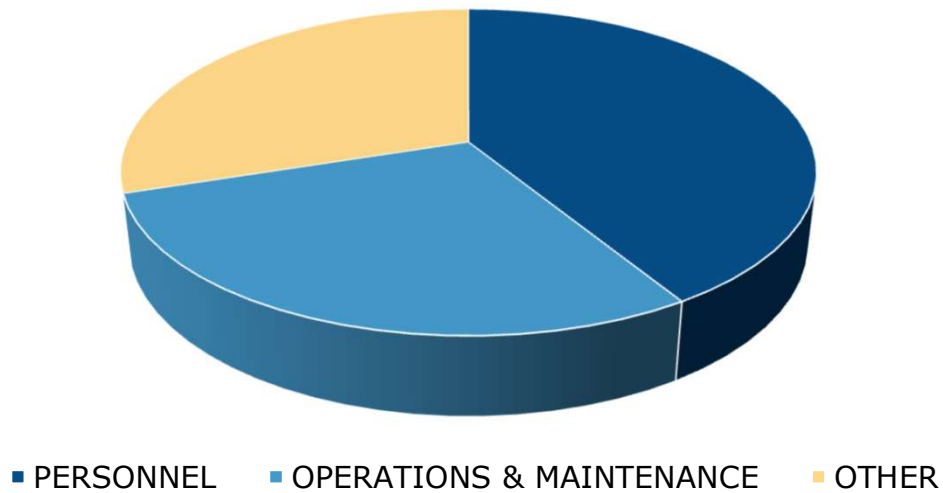


DISPATCH LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10024000- 41100 - REGULAR EMPLOYEES	\$ 1,211,840	\$ 1,218,240	\$ 6,400	0.53%
10024000- 41300 - OVERTIME	60,000	63,000	3,000	5.00%
10024000- 42100 - ER'S HEALTH INSURANCE	217,521	245,595	28,074	12.91%
10024000- 42110 - ER'S LIFE INSURANCE	931	931	-	0.00%
10024000- 42210 - ER'S MEDICARE	16,555	16,752	197	1.19%
10024000- 42300 - ER'S PENSION	197,630	156,408	(41,222)	-20.86%
10024000- 42310 - ER'S DEF CONTRIBUTION	21,518	17,300	(4,218)	-19.60%
10024000- 42320 - ER'S NDPERS	55,659	67,135	11,476	20.62%
10024000- 42500 - UNEMPLOYMENT COMP	254	211	(43)	-16.93%
10024000- 42600 - WORKERS' COMPENSATION INSUR	671	671	-	0.00%
10024000- 42700 - ER'S ST DISABILITY INS	8,594	9,251	657	7.64%
10024000- 42900 - ER'S LT DISABILITY INS	5,188	5,205	17	0.33%
10024000- 43300 - OTHER PROFESSIONAL SERVICES	750	850	100	13.33%
10024000- 43900 - MEMBERSHIPS & ASSOCIATIONS	1,200	1,200	-	0.00%
10024000- 44110 - WATER, SEWER, GARBAGE UTILITY	1,090	1,371	281	25.78%
10024000- 44320 - STRUCTURE RPR & MTCE	1,192	-	(1,192)	-100.00%
10024000- 44330 - VEHICLE & EQUIPMENT REPAIR	30,000	30,000	-	0.00%
10024000- 44350 - IT MTCE & REPAIR AGREEMTS	57,988	80,561	22,573	38.93%
10024000- 44400 - RENTALS	16,200	17,184	984	6.07%
10024000- 45201 - GENERAL LIABILITY INSURANCE	5,211	3,708	(1,503)	-28.85%
10024000- 45202 - BUILDING & CONTENTS INSUR	1,706	7,938	6,232	365.28%
10024000- 45207 - CYBER SECURITY INSURANCE	2,528	1,715	(813)	-32.16%
10024000- 45300 - TELEPHONE SERVICES	7,194	7,550	356	4.95%
10024000- 45400 - ADVERTISING	216	-	(216)	-100.00%
10024000- 45800 - TRAVEL COSTS	7,700	8,200	500	6.49%
10024000- 45900 - EDUCATION & TRAINING	8,200	11,245	3,045	37.13%
10024000- 45920 - WEARING APPAREL	1,500	1,750	250	16.67%
10024000- 46101 - DPMT MATERIALS & SUPPLIES	4,000	4,000	-	0.00%
10024000- 46102 - FURNITURE & EQUIPMENT	10,625	8,990	(1,635)	-15.39%
10024000- 46103 - COPIER & PRINTER SUPPLIES	276	1,157	881	318.81%
10024000- 46210 - NATURAL GAS	1,690	692	(998)	-59.05%
10024000- 46220 - ELECTRICITY	12,479	12,335	(144)	-1.15%
10024000- 46400 - BOOKS & SUBSCRIPTIONS	500	500	-	0.00%
TOTAL DISPATCH	\$ 1,968,606	\$ 2,001,644	\$ 33,038	1.68%

MUNICIPAL JUDGE SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 232,325	\$ 245,210	\$ 12,885	5.55%
1 CITY PROSECUTOR				
1 CLERK OF COURT				
1 ADMINISTRATIVE CLERK, PRINCIPAL				
1 ADMINISTRATIVE CLERK, SENIOR				
BENEFITS	76,845	80,525	3,680	4.79%
PROFESSIONAL AND TECHNICAL SERVICES	33,100	31,150	(1,950)	-5.89%
INFRASTRUCTURE MAINTENANCE	662	984	322	48.74%
REPAIR & MAINTENANCE	2,500	5,300	2,800	112.00%
OTHER PURCHASED SERVICES	184,039	182,841	(1,198)	-0.65%
OPERATION SUPPLIES	9,151	7,407	(1,744)	-19.06%
OTHER	148,872	237,000	88,128	59.20%
TOTAL MUNICIPAL JUDGE	\$ 687,493	\$ 790,417	\$ 102,924	14.97%

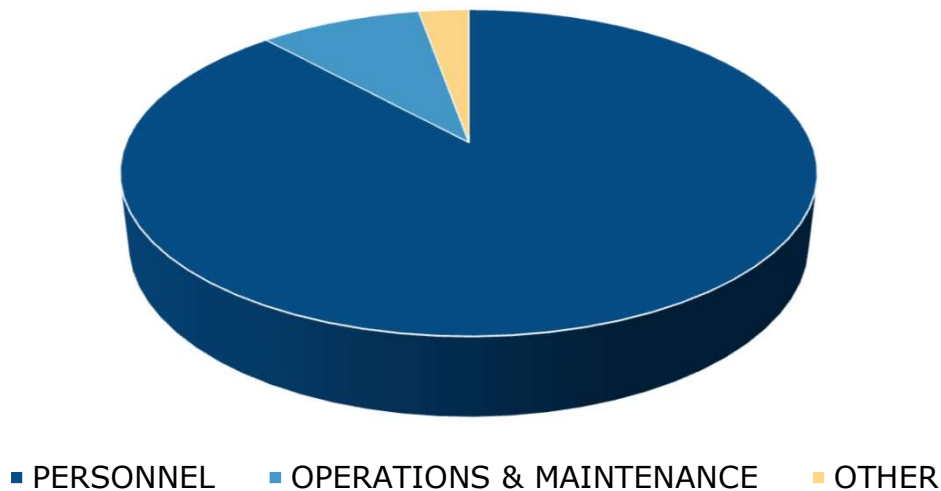


MUNICIPAL JUDGE LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10025000-41100 - REGULAR EMPLOYEES	\$ 222,825	\$ 235,235	\$ 12,410	5.57%
10025000-41200 - TEMP & PART-TIME EMPLOYEES	9,500	9,975	475	5.00%
10025000-42100 - ER'S HEALTH INSURANCE	51,916	54,511	2,595	5.00%
10025000-42110 - ER'S LIFE INSURANCE	196	196	-	0.00%
10025000-42200 - ER'S SOCIAL SECURITY	4,018	4,126	108	2.69%
10025000-42210 - ER'S MEDICARE	3,135	3,307	172	5.49%
10025000-42320 - ER'S NDPERS	15,074	16,084	1,010	6.70%
10025000-42500 - UNEMPLOYMENT COMP	56	56	-	0.00%
10025000-42600 - WORKERS' COMPENSATION INSUR	170	170	-	0.00%
10025000-42700 - ER'S ST DISABILITY INS	1,580	1,328	(252)	-15.95%
10025000-42900 - ER'S LT DISABILITY INS	700	747	47	6.71%
10025000-43020 - ATTORNEYS	32,000	30,000	(2,000)	-6.25%
10025000-43040 - CONSULTANTS	400	400	-	0.00%
10025000-43300 - OTHER PROFESSIONAL SERVICES	-	50	50	100.00%
10025000-43900 - MEMBERSHIPS & ASSOCIATIONS	700	700	-	0.00%
10025000-44330 - VEHICLE & EQUIPMENT REPAIR	1,500	1,000	(500)	-33.33%
10025000-44350 - IT MTCE & REPAIR AGREEMTS	1,000	4,300	3,300	330.00%
10025000-44400 - RENTALS	662	984	322	48.74%
10025000-45201 - GENERAL LIABILITY INSURANCE	2,381	1,787	(594)	-24.94%
10025000-45202 - BUILDING & CONTENTS INSUR	-	593	593	100.00%
10025000-45207 - CYBER SECURITY INSURANCE	532	361	(171)	-32.18%
10025000-45300 - TELEPHONE SERVICES	2,058	2,058	-	0.00%
10025000-45800 - TRAVEL COSTS	1,500	1,500	-	0.00%
10025000-45900 - EDUCATION & TRAINING	1,000	1,000	-	0.00%
10025000-45950 - BANKING & CREDIT CARD FEES	14,153	13,532	(621)	-4.39%
10025000-45951 - COLLECTION FEES	12,415	12,000	(415)	-3.34%
10025000-45960 - PRISONER CARE	150,000	150,000	-	0.00%
10025000-45970 - POSTAGE/SHIPPING	-	10	10	100.00%
10025000-46101 - DPMT MATERIALS & SUPPLIES	4,000	3,000	(1,000)	-25.00%
10025000-46102 - FURNITURE & EQUIPMENT	3,000	1,500	(1,500)	-50.00%
10025000-46103 - COPIER & PRINTER SUPPLIES	1,651	2,357	706	42.77%
10025000-46105 - CLEANING SUPPLIES	-	50	50	100.00%
10025000-46400 - BOOKS & SUBSCRIPTIONS	500	500	-	0.00%
10025000-48201 - DOMESTIC VIOLENCE	12,033	17,000	4,967	41.28%
10025000-48202 - RESTITUTION	25,356	50,000	24,644	97.19%
10025000-48203 - BONDS POSTED	111,483	170,000	58,517	52.49%
TOTAL MUNICIPAL JUDGE	\$ 687,493	\$ 790,417	\$102,924	14.97%

FIRE CONTROL SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 5,742,676	\$ 6,142,069	\$ 399,393	6.95%
1 FIRE CHIEF				
1 ASSISTANT FIRE CHIEF				
4 FIRE BATTALION CHIEFS				
15 FIRE CAPTAINS				
33 FIREFIGHTERS, SENIOR				
12 FIREFIGHTERS				
3 FIRE INSPECTORS II				
1 FIRE EQUIPMENT MECHANIC				
1 OFFICE & ADMINISTRATIVE SPECIALIST, SENIOR				
BENEFITS	2,756,372	2,797,725	41,353	1.50%
PROFESSIONAL AND TECHNICAL SERVICES	40,125	42,628	2,503	6.24%
INFRASTRUCTURE MAINTENANCE	662	984	322	48.74%
REPAIR & MAINTENANCE	205,415	198,756	(6,660)	-3.24%
OTHER PURCHASED SERVICES	194,033	217,134	23,101	11.91%
OPERATION SUPPLIES	208,785	279,029	70,243	33.64%
UTILITIES	120,324	105,469	(14,855)	-12.35%
FUEL	73,215	64,712	(8,503)	-11.61%
OTHER	280,441	274,931	(5,510)	-1.96%
TRANSFERS BETWEEN FUNDS	-	7,358	7,358	100.00%
TOTAL FIRE CONTROL	\$ 9,622,048	\$ 10,130,794	\$ 508,746	5.29%

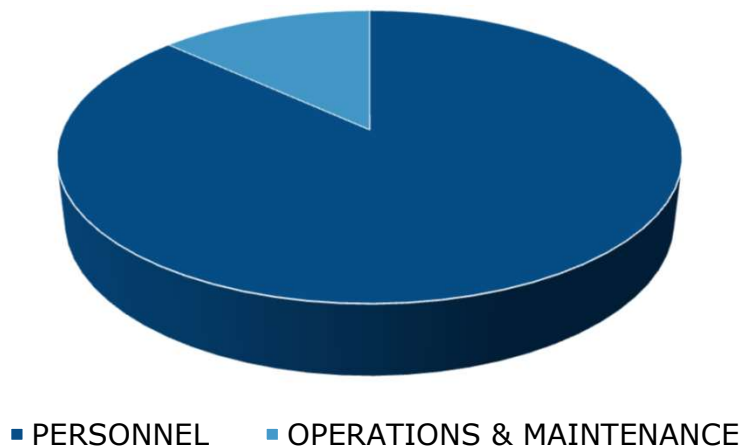


FIRE CONTROL

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10031000-41100 - REGULAR EMPLOYEES	\$ 5,372,373	\$ 5,467,069	\$ 94,696	1.76%
10031000-41300 - OVERTIME	370,303	675,000	304,697	82.28%
10031000-42100 - ER'S HEALTH INSURANCE	1,017,409	1,102,675	85,266	8.38%
10031000-42110 - ER'S LIFE INSURANCE	3,332	3,479	147	4.41%
10031000-42210 - ER'S MEDICARE	72,770	78,446	5,676	7.80%
10031000-42300 - ER'S PENSION	1,276,373	1,202,922	(73,451)	-5.75%
10031000-42310 - ER'S DEF CONTRIBUTION	132,549	122,044	(10,505)	-7.93%
10031000-42320 - ER'S NDPERS	142,421	172,945	30,524	21.43%
10031000-42500 - UNEMPLOYMENT COMP	1,172	1,172	-	0.00%
10031000-42600 - WORKERS' COMPENSATION INSUR	49,158	49,158	-	0.00%
10031000-42700 - ER'S ST DISABILITY INS	38,101	41,391	3,290	8.63%
10031000-42900 - ER'S LT DISABILITY INS	23,087	23,493	406	1.76%
10031000-43300 - OTHER PROFESSIONAL SERVICES	35,000	40,453	5,453	15.58%
10031000-43900 - MEMBERSHIPS & ASSOCIATIONS	5,125	2,175	(2,950)	-57.56%
10031000-44110 - WATER, SEWER, GARBAGE UTILITY	16,500	22,355	5,855	35.48%
10031000-44320 - STRUCTURE RPR & MTCE	103,952	68,770	(35,182)	-33.84%
10031000-44325 - PEST CONTROL RPR & MTCE	2,500	2,500	-	0.00%
10031000-44327 - SECURITY SYSTEM RPR & MTCE	500	-	(500)	-100.00%
10031000-44330 - VEHICLE & EQUIPMENT REPAIR	71,000	71,630	630	0.89%
10031000-44350 - IT MTCE & REPAIR AGREEMTS	10,963	33,501	22,537	205.57%
10031000-44400 - RENTALS	662	984	322	48.74%
10031000-45201 - GENERAL LIABILITY INSURANCE	30,476	26,518	(3,958)	-12.99%
10031000-45202 - BUILDING & CONTENTS INSUR	6,591	19,893	13,302	201.81%
10031000-45203 - AUTOMOTIVE INSURANCE	19,775	18,113	(1,662)	-8.41%
10031000-45204 - INLAND MARINE INSURANCE	255	713	458	179.73%
10031000-45207 - CYBER SECURITY INSURANCE	9,845	6,048	(3,797)	-38.57%
10031000-45300 - TELEPHONE SERVICES	22,781	33,700	10,919	47.93%
10031000-45400 - ADVERTISING	2,000	1,000	(1,000)	-50.00%
10031000-45800 - TRAVEL COSTS	10,000	10,000	-	0.00%
10031000-45900 - EDUCATION & TRAINING	59,000	71,550	12,550	21.27%
10031000-45920 - WEARING APPAREL	32,350	28,700	(3,650)	-11.28%
10031000-45950 - BANKING & CREDIT CARD FEES	10	-	(10)	-100.00%
10031000-45970 - POSTAGE/SHIPPING	950	900	(50)	-5.26%
10031000-46101 - DPMT MATERIALS & SUPPLIES	150,274	205,989	55,715	37.08%
10031000-46102 - FURNITURE & EQUIPMENT	27,900	28,750	850	3.05%
10031000-46103 - COPIER & PRINTER SUPPLIES	151	657	506	335.24%
10031000-46105 - CLEANING SUPPLIES	19,960	26,000	6,040	30.26%
10031000-46107 - FOAM & CHEMICALS	6,000	12,013	6,013	100.21%
10031000-46210 - NATURAL GAS	50,896	38,844	(12,052)	-23.68%
10031000-46220 - ELECTRICITY	66,094	66,625	531	0.80%
10031000-46230 - PROPANE	3,334	-	(3,334)	-100.00%
10031000-46261 - DIESEL	64,719	56,139	(8,580)	-13.26%
10031000-46262 - UNLEADED	8,496	8,573	77	0.91%
10031000-46400 - BOOKS & SUBSCRIPTIONS	4,500	5,620	1,120	24.89%
10031000-48200 - PASS-THROUGH	280,441	274,931	(5,510)	-1.96%
10031000-49125 - CAPITAL EQUIPMENT	-	7,358	7,358	100.00%
TOTAL FIRE CONTROL	\$ 9,622,048	\$ 10,130,794	\$ 508,746	5.29%

COMMUNITY DEVELOPMENT SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 584,718	\$ 474,819	\$ (109,899)	-18.80%
1 COMMUNITY/ECONOMIC DEVELOPMENT DIRECTOR				
1 PRINCIPAL PLANNER				
1 ASSISTANT PLANNER I				
1 ZONE/CODE ENFORCEMENT OFFICER				
1 PLANNING & CODE ENFORCEMENT ASSISTANT				
BENEFITS	143,357	133,712	(9,645)	-6.73%
PROFESSIONAL AND TECHNICAL SERVICES	6,303	31,500	25,197	399.74%
INFRASTRUCTURE MAINTENANCE	331	492	161	48.74%
REPAIR & MAINTENANCE	4,776	11,022	6,246	130.79%
OTHER PURCHASED SERVICES	40,797	38,522	(2,275)	-5.58%
OPERATION SUPPLIES	14,521	7,329	(7,192)	-49.53%
UTILITIES	2,456	2,007	(449)	-18.28%
FUEL	300	1,543	1,243	414.33%
TOTAL COMMUNITY DEVELOPMENT	<u>\$ 797,559</u>	<u>\$ 700,947</u>	<u>\$ (96,612)</u>	<u>-12.11%</u>

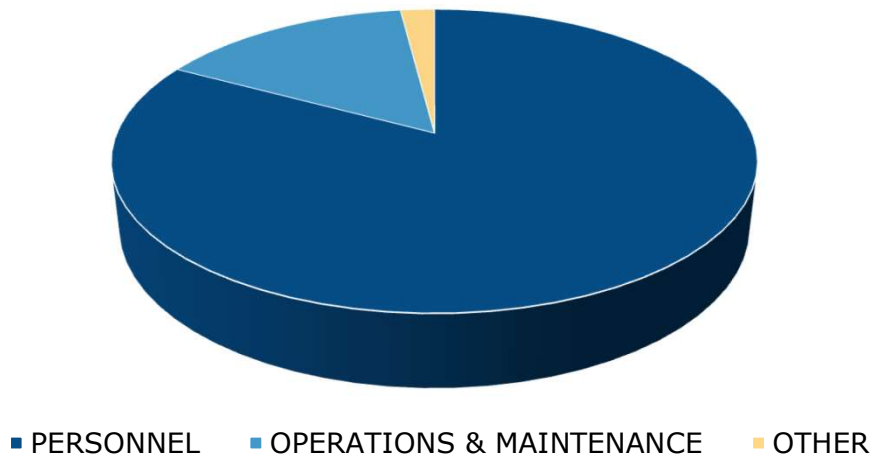


COMMUNITY DEVELOPMENT

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10035000-41100 - REGULAR EMPLOYEES	\$ 572,218	\$449,819	\$ (122,399)	-21.39%
10035000-41200 - TEMP & PART-TIME EMPLOYEES	12,500	25,000	12,500	100.00%
10035000-42100 - ER'S HEALTH INSURANCE	74,560	78,288	3,728	5.00%
10035000-42110 - ER'S LIFE INSURANCE	294	245	(49)	-16.67%
10035000-42200 - ER'S SOCIAL SECURITY	775	1,550	775	100.00%
10035000-42210 - ER'S MEDICARE	7,732	6,256	(1,476)	-19.09%
10035000-42310 - ER'S DEF CONTRIBUTION	5,548	5,659	111	2.00%
10035000-42320 - ER'S NDPERS	46,566	35,103	(11,463)	-24.62%
10035000-42500 - UNEMPLOYMENT COMP	970	970	-	0.00%
10035000-42600 - WORKERS' COMPENSATION INSUR	393	393	-	0.00%
10035000-42700 - ER'S ST DISABILITY INS	4,058	3,314	(744)	-18.33%
10035000-42900 - ER'S LT DISABILITY INS	2,461	1,934	(527)	-21.41%
10035000-43040 - CONSULTANTS	-	25,000	25,000	100.00%
10035000-43300 - OTHER PROFESSIONAL SERVICES	48	-	(48)	-100.00%
10035000-43900 - MEMBERSHIPS & ASSOCIATIONS	6,255	6,500	245	3.92%
10035000-44110 - WATER, SEWER, GARBAGE UTILITY	55	43	(12)	-21.82%
10035000-44325 - PEST CONTROL RPR & MTCE	21	-	(21)	-100.00%
10035000-44330 - VEHICLE & EQUIPMENT REPAIR	1,200	2,000	800	66.67%
10035000-44350 - IT MTCE & REPAIR AGREEMTS	3,500	8,979	5,479	156.55%
10035000-44400 - RENTALS	331	492	161	48.74%
10035000-45201 - GENERAL LIABILITY INSURANCE	2,706	2,496	(210)	-7.77%
10035000-45202 - BUILDING & CONTENTS INSUR	105	298	193	183.74%
10035000-45203 - AUTOMOTIVE INSURANCE	533	786	253	47.51%
10035000-45207 - CYBER SECURITY INSURANCE	799	541	(258)	-32.27%
10035000-45300 - TELEPHONE SERVICES	4,480	5,200	720	16.07%
10035000-45400 - ADVERTISING	4,600	4,500	(100)	-2.17%
10035000-45800 - TRAVEL COSTS	10,874	9,000	(1,874)	-17.23%
10035000-45900 - EDUCATION & TRAINING	11,000	9,800	(1,200)	-10.91%
10035000-45920 - WEARING APPAREL	400	500	100	25.00%
10035000-45950 - BANKING & CREDIT CARD FEES	350	288	(62)	-17.71%
10035000-45970 - POSTAGE/SHIPPING	4,950	5,113	163	3.29%
10035000-46101 - DPMT MATERIALS & SUPPLIES	5,600	3,500	(2,100)	-37.50%
10035000-46102 - FURNITURE & EQUIPMENT	7,250	2,650	(4,600)	-63.45%
10035000-46103 - COPIER & PRINTER SUPPLIES	971	379	(592)	-60.95%
10035000-46106 - EMPLOYEE AWARDS	-	100	100	100.00%
10035000-46210 - NATURAL GAS	665	611	(54)	-8.12%
10035000-46220 - ELECTRICITY	1,791	1,396	(395)	-22.05%
10035000-46262 - UNLEADED	300	1,543	1,243	414.33%
10035000-46400 - BOOKS & SUBSCRIPTIONS	700	700	-	0.00%
TOTAL COMMUNITY DEVELOPMENT	\$ 797,559	\$ 700,947	\$ (96,612)	-12.11%

INSPECTION SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 800,496	\$ 864,736	\$ 64,240	8.03%
1 BUILDING OFFICIAL				
1 SENIOR BUILDING INSPECTOR II				
1 BUILDING INSPECTOR III				
1 BUILDING INSPECTOR II				
1 MECHANICAL INSPECTOR III				
1 PLUMBING INSPECTOR III				
1 RESIDENTIAL PLAN REVIEWER				
1 COMMERCIAL PLAN REVIEWER				
1 ADMINISTRATIVE CLERK, PRINCIPAL				
1 ADMINISTRATIVE CLERK				
BENEFITS	369,418	357,262	(12,156)	-3.29%
PROFESSIONAL AND TECHNICAL SERVICES	3,600	3,700	100	2.78%
INFRASTRUCTURE MAINTENANCE	331	492	161	48.74%
REPAIR & MAINTENANCE	130,041	119,310	(10,731)	-8.25%
OTHER PURCHASED SERVICES	51,599	53,809	2,210	4.28%
OPERATION SUPPLIES	17,863	33,279	15,416	86.30%
UTILITIES	4,186	4,186	-	0.00%
FUEL	10,211	8,679	(1,532)	-15.00%
TRANSFERS BETWEEN FUNDS	-	30,000	30,000	100.00%
TOTAL INSPECTION	\$ 1,387,745	\$ 1,475,453	\$ 87,708	6.32%

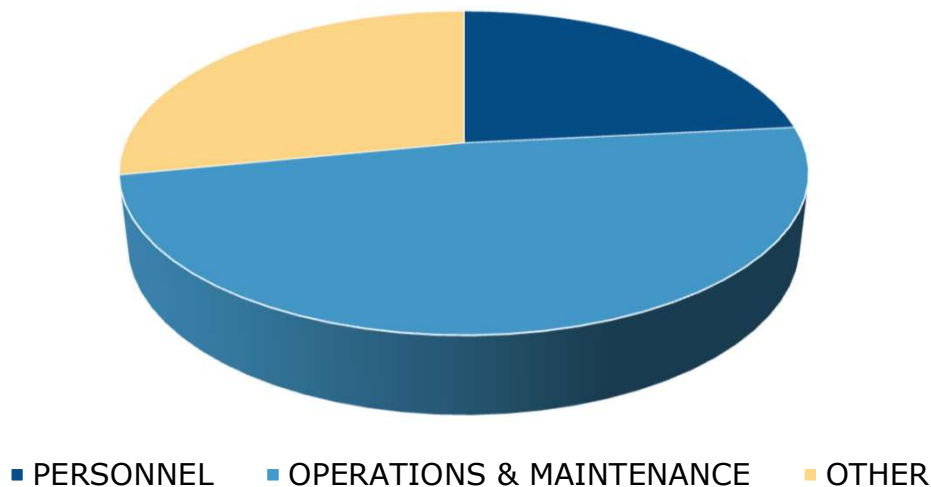


INSPECTION LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10036000-41100 - REGULAR EMPLOYEES	\$ 737,296	\$ 798,376	\$ 61,080	8.28%
10036000-41200 - TEMP & PART-TIME EMPLOYEES	63,200	66,360	3,160	5.00%
10036000-42100 - ER'S HEALTH INSURANCE	127,811	179,494	51,683	40.44%
10036000-42110 - ER'S LIFE INSURANCE	441	490	49	11.11%
10036000-42200 - ER'S SOCIAL SECURITY	3,918	4,114	196	5.00%
10036000-42210 - ER'S MEDICARE	10,263	11,136	873	8.51%
10036000-42300 - ER'S PENSION	178,892	93,964	(84,928)	-47.47%
10036000-42310 - ER'S DEF CONTRIBUTION	7,648	8,030	382	4.99%
10036000-42320 - ER'S NDPERS	31,207	49,660	18,453	59.13%
10036000-42600 - WORKERS' COMPENSATION INSUR	839	839	-	0.00%
10036000-42700 - ER'S ST DISABILITY INS	5,229	6,102	873	16.70%
10036000-42900 - ER'S LT DISABILITY INS	3,170	3,433	263	8.30%
10036000-43900 - MEMBERSHIPS & ASSOCIATIONS	3,600	3,700	100	2.78%
10036000-44325 - PEST CONTROL RPR & MTCE	50	-	(50)	-100.00%
10036000-44327 - SECURITY SYSTEM RPR & MTCE	21	-	(21)	-100.00%
10036000-44330 - VEHICLE & EQUIPMENT REPAIR	11,300	13,000	1,700	15.04%
10036000-44350 - IT MTCE & REPAIR AGREEMTS	670	8,450	7,780	1160.89%
10036000-44360 - NUISANCE ABATEMENT	118,000	97,860	(20,140)	-17.07%
10036000-44400 - RENTALS	331	492	161	48.74%
10036000-45201 - GENERAL LIABILITY INSURANCE	3,986	2,998	(988)	-24.79%
10036000-45202 - BUILDING & CONTENTS INSUR	310	621	311	100.45%
10036000-45203 - AUTOMOTIVE INSURANCE	3,710	2,980	(730)	-19.66%
10036000-45207 - CYBER SECURITY INSURANCE	1,197	813	(384)	-32.09%
10036000-45300 - TELEPHONE SERVICES	7,932	8,200	268	3.38%
10036000-45400 - ADVERTISING	2,000	-	(2,000)	-100.00%
10036000-45800 - TRAVEL COSTS	13,750	14,000	250	1.82%
10036000-45900 - EDUCATION & TRAINING	10,500	12,000	1,500	14.29%
10036000-45920 - WEARING APPAREL	1,800	2,000	200	11.11%
10036000-45950 - BANKING & CREDIT CARD FEES	1,228	5,544	4,316	351.47%
10036000-45951 - COLLECTION FEES	200	-	(200)	-100.00%
10036000-45970 - POSTAGE/SHIPPING	4,986	4,652	(334)	-6.70%
10036000-46101 - DPMT MATERIALS & SUPPLIES	6,500	7,200	700	10.77%
10036000-46102 - FURNITURE & EQUIPMENT	6,088	19,500	13,412	220.30%
10036000-46103 - COPIER & PRINTER SUPPLIES	3,275	3,379	104	3.16%
10036000-46210 - NATURAL GAS	1,275	1,275	-	0.00%
10036000-46220 - ELECTRICITY	2,911	2,911	-	0.00%
10036000-46262 - UNLEADED	10,211	8,679	(1,532)	-15.00%
10036000-46400 - BOOKS & SUBSCRIPTIONS	2,000	3,200	1,200	60.00%
10036000-49125 - CAPITAL EQUIPMENT	-	30,000	30,000	100.00%
TOTAL INSPECTION	\$ 1,387,745	\$ 1,475,453	\$ 87,708	6.32%

TRAFFIC SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 475,076	\$ 506,557	\$ 31,481	6.63%
1 TRAFFIC ENGINEER				
1 TRAFFIC FOREMAN				
1 TRAFFIC MAINTENANCE TECHNICIAN III				
2 TRAFFIC MAINTENANCE TECHNICIANS II				
1 TRAFFIC MAINTENANCE WORKER				
BENEFITS	224,858	242,406	17,548	7.80%
PROFESSIONAL AND TECHNICAL SERVICES	21,690	11,633	(10,057)	-46.37%
INFRASTRUCTURE MAINTENANCE	510,000	585,000	75,000	14.71%
REPAIR & MAINTENANCE	64,504	77,186	12,682	19.66%
OTHER PURCHASED SERVICES	67,577	69,652	2,074	3.07%
OPERATION SUPPLIES	214,815	207,450	(7,365)	-3.43%
UTILITIES	640,339	586,643	(53,696)	-8.39%
FUEL	14,568	14,064	(504)	-3.46%
TRANSFERS BETWEEN FUNDS	1,222,000	901,500	(320,500)	-26.23%
TOTAL TRAFFIC	<u>\$ 3,455,427</u>	<u>\$ 3,202,091</u>	<u>\$ (253,337)</u>	<u>-7.33%</u>

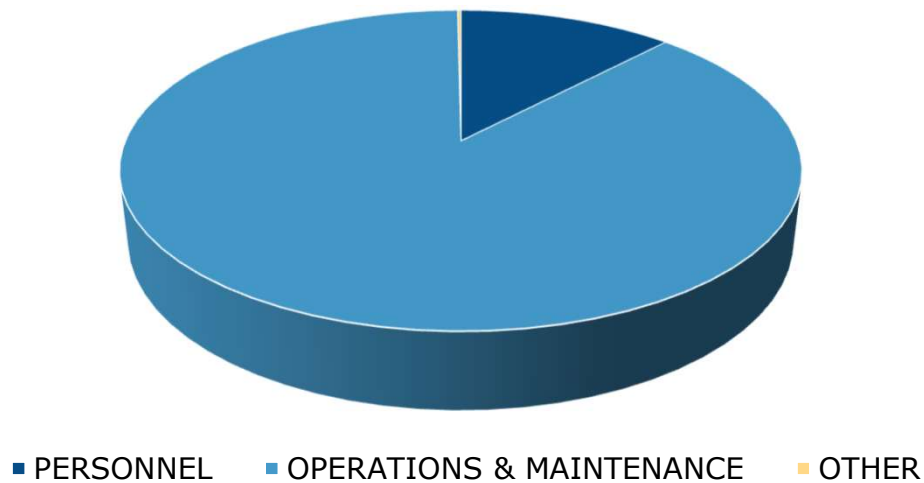


TRAFFIC LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10037000-41100 - REGULAR EMPLOYEES	\$ 438,596	\$ 468,253	\$ 29,657	6.76%
10037000-41200 - TEMP & PART-TIME EMPLOYEES	30,000	31,500	1,500	5.00%
10037000-41300 - OVERTIME	6,480	6,804	324	5.00%
10037000-42100 - ER'S HEALTH INSURANCE	89,864	99,804	9,940	11.06%
10037000-42110 - ER'S LIFE INSURANCE	294	294	-	0.00%
10037000-42200 - ER'S SOCIAL SECURITY	1,860	1,953	93	5.00%
10037000-42210 - ER'S MEDICARE	6,075	6,429	354	5.83%
10037000-42300 - ER'S PENSION	94,884	99,763	4,879	5.14%
10037000-42310 - ER'S DEF CONTRIBUTION	13,940	14,728	788	5.65%
10037000-42320 - ER'S NDPERS	9,514	10,413	899	9.45%
10037000-42600 - WORKERS' COMPENSATION INSUR	3,430	3,430	-	0.00%
10037000-42700 - ER'S ST DISABILITY INS	3,111	3,579	468	15.04%
10037000-42900 - ER'S LT DISABILITY INS	1,886	2,013	127	6.73%
10037000-43050 - ENGINEERS	20,000	10,000	(10,000)	100.00%
10037000-43200 - PROFESSIONAL TESTING	-	88	88	100.00%
10037000-43900 - MEMBERSHIPS & ASSOCIATIONS	1,690	1,545	(145)	-8.58%
10037000-44110 - WATER, SEWER, GARBAGE UTILITY	425	591	166	39.06%
10037000-44250 - ONE-CALL SERVICES	3,500	3,500	-	0.00%
10037000-44320 - STRUCTURE RPR & MTCE	5,000	5,000	-	0.00%
10037000-44330 - VEHICLE & EQUIPMENT REPAIR	9,000	9,500	500	5.56%
10037000-44350 - IT MTCE & REPAIR AGREEMTS	28,579	38,595	10,016	35.05%
10037000-44370 - SIGNS & MARKERS	18,000	20,000	2,000	100.00%
10037000-44504 - STREETS ALLEYS & ROAD MTCE	230,000	300,000	70,000	100.00%
10037000-44505 - SIGNALS & LIGHTING	280,000	285,000	5,000	1.79%
10037000-45201 - GENERAL LIABILITY INSURANCE	7,593	5,378	(2,215)	-29.17%
10037000-45202 - BUILDING & CONTENTS INSUR	682	6,298	5,616	823.51%
10037000-45203 - AUTOMOTIVE INSURANCE	6,344	4,358	(1,986)	-31.30%
10037000-45207 - CYBER SECURITY INSURANCE	799	541	(258)	-32.27%
10037000-45300 - TELEPHONE SERVICES	28,169	28,169	(0)	0.00%
10037000-45800 - TRAVEL COSTS	13,960	15,220	1,260	9.03%
10037000-45900 - EDUCATION & TRAINING	5,500	5,915	415	7.55%
10037000-45920 - WEARING APPAREL	1,200	600	(600)	-50.00%
10037000-45950 - BANKING & CREDIT CARD FEES	45	40	(5)	-11.11%
10037000-45951 - COLLECTION FEES	1,000	1,000	-	100.00%
10037000-45970 - POSTAGE/SHIPPING	2,285	2,132	(153)	-6.70%
10037000-46101 - DPMT MATERIALS & SUPPLIES	4,460	6,500	2,040	45.74%
10037000-46102 - FURNITURE & EQUIPMENT	3,600	13,100	9,500	263.89%
10037000-46103 - COPIER & PRINTER SUPPLIES	720	350	(370)	-51.39%
10037000-46111 - THINNER PAINT & MARKINGS	535	-	(535)	-100.00%
10037000-46117 - SIGNS & MARKERS	55,000	87,000	32,000	58.18%
10037000-46120 - SIGNALS & LIGHTING	150,000	100,000	(50,000)	100.00%
10037000-46210 - NATURAL GAS	2,724	2,724	-	0.00%
10037000-46220 - ELECTRICITY	637,589	583,919	(53,670)	-8.42%
10037000-46230 - PROPANE	26	-	(26)	-100.00%
10037000-46261 - DIESEL	2,360	1,927	(433)	-18.35%
10037000-46262 - UNLEADED	12,208	12,137	(71)	-0.58%
10037000-46400 - BOOKS & SUBSCRIPTIONS	500	500	-	0.00%
10037000-49124 - CAPITAL INFRASTRUCTURE	350,000	86,500	(263,500)	-75.29%
10037000-49125 - CAPITAL EQUIPMENT	872,000	815,000	(57,000)	100.00%
TOTAL TRAFFIC	\$ 3,455,427	\$ 3,202,091	\$ (253,337)	-7.33%

ENGINEERING SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 1,134,355	\$ 1,186,883	\$ 52,528	4.63%
1 CITY ENGINEER				
1 ASSISTANT CITY ENGINEER				
1 PROJECT MANAGER FIELD/DESIGN				
4 PROJECT CIVIL ENGINEERS I				
1 GIS COORDINATOR				
2 ENGINEERING TECHNICIANS I				
1 CAD TECHNICIAN				
1 GIS TECHNICIAN				
1 OFFICE & ADMINISTRATIVE SPECIALIST, SENIOR				
BENEFITS	501,503	525,055	23,552	4.70%
PROFESSIONAL AND TECHNICAL SERVICES	33,805	124,020	90,215	266.87%
INFRASTRUCTURE MAINTENANCE	8,945,547	12,040,984	3,095,437	34.60%
REPAIR & MAINTENANCE	74,842	77,885	3,042	4.07%
OTHER PURCHASED SERVICES	56,168	75,491	19,323	34.40%
OPERATION SUPPLIES	20,911	21,360	449	2.15%
UTILITIES	8,989	8,989	-	0.00%
FUEL	4,987	4,805	(182)	-3.65%
TRANSFERS BETWEEN FUNDS	1,005,000	27,000	(978,000)	-97.31%
TOTAL ENGINEERING	\$ 11,786,107	\$ 14,092,472	\$2,306,365	19.57%

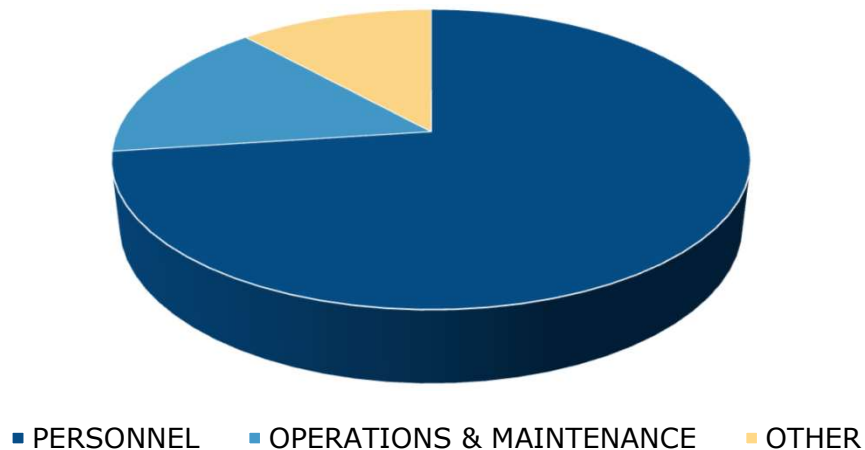


ENGINEERING LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10038000-41100 - REGULAR EMPLOYEES	\$ 1,103,835	\$ 1,153,395	\$ 49,560	4.49%
10038000-41200 - TEMP & PART-TIME EMPLOYEES	30,520	33,488	2,968	9.72%
10038000-42100 - ER'S HEALTH INSURANCE	202,371	212,490	10,119	5.00%
10038000-42110 - ER'S LIFE INSURANCE	637	637	-	0.00%
10038000-42200 - ER'S SOCIAL SECURITY	1,892	2,076	184	9.73%
10038000-42210 - ER'S MEDICARE	14,576	15,247	671	4.60%
10038000-42300 - ER'S PENSION	199,682	208,765	9,083	4.55%
10038000-42310 - ER'S DEF CONTRIBUTION	13,925	15,183	1,258	9.03%
10038000-42320 - ER'S NDPERS	54,604	55,959	1,355	2.48%
10038000-42500 - UNEMPLOYMENT COMP	353	267	(86)	-24.36%
10038000-42600 - WORKERS' COMPENSATION INSUR	889	889	-	0.00%
10038000-42700 - ER'S ST DISABILITY INS	7,828	8,582	754	9.63%
10038000-42900 - ER'S LT DISABILITY INS	4,746	4,960	214	4.51%
10038000-43040 - CONSULTANTS	30,000	120,000	90,000	300.00%
10038000-43200 - PROFESSIONAL TESTING	-	132	132	100.00%
10038000-43300 - OTHER PROFESSIONAL SERVICES	1,000	1,000	-	0.00%
10038000-43900 - MEMBERSHIPS & ASSOCIATIONS	2,805	2,888	83	2.96%
10038000-44320 - STRUCTURE RPR & MTCE	2,800	2,500	(300)	-10.71%
10038000-44325 - PEST CONTROL RPR & MTCE	100	-	(100)	-100.00%
10038000-44327 - SECURITY SYSTEM RPR & MTCE	25	-	(25)	-100.00%
10038000-44330 - VEHICLE & EQUIPMENT REPAIR	7,900	2,500	(5,400)	-68.35%
10038000-44350 - IT MTCE & REPAIR AGREEMTS	64,017	72,885	8,867	13.85%
10038000-44400 - RENTALS	662	984	322	48.74%
10038000-44506 - SIDEWALKS CURB & GUTTERS	944,885	1,040,000	95,115	10.07%
10038000-44508 - STREET MAINTENANCE	8,000,000	11,000,000	3,000,000	37.50%
10038000-45201 - GENERAL LIABILITY INSURANCE	10,608	29,640	19,032	179.42%
10038000-45202 - BUILDING & CONTENTS INSUR	547	1,335	788	143.98%
10038000-45203 - AUTOMOTIVE INSURANCE	4,705	3,646	(1,059)	-22.51%
10038000-45204 - INLAND MARINE INSURANCE	227	877	650	286.44%
10038000-45207 - CYBER SECURITY INSURANCE	1,730	1,174	(556)	-32.16%
10038000-45300 - TELEPHONE SERVICES	6,567	7,602	1,035	15.76%
10038000-45400 - ADVERTISING	2,400	2,400	-	0.00%
10038000-45800 - TRAVEL COSTS	15,560	15,560	-	0.00%
10038000-45900 - EDUCATION & TRAINING	9,480	8,985	(495)	-5.22%
10038000-45950 - BANKING & CREDIT CARD FEES	1,000	1,152	152	15.20%
10038000-45970 - POSTAGE/SHIPPING	3,344	3,120	(224)	-6.70%
10038000-46101 - DPMT MATERIALS & SUPPLIES	3,000	3,000	-	0.00%
10038000-46102 - FURNITURE & EQUIPMENT	17,000	13,400	(3,600)	-21.18%
10038000-46103 - COPIER & PRINTER SUPPLIES	651	4,700	4,049	622.02%
10038000-46210 - NATURAL GAS	2,738	2,738	-	0.00%
10038000-46220 - ELECTRICITY	6,251	6,251	-	0.00%
10038000-46262 - UNLEADED	4,987	4,805	(182)	-3.65%
10038000-46400 - BOOKS & SUBSCRIPTIONS	260	260	-	0.00%
10038000-49124 - CAPITAL INFRASTRUCTURE	1,005,000	-	(1,005,000)	-100.00%
10038000-49125 - CAPITAL EQUIPMENT	-	27,000	27,000	100.00%
TOTAL ENGINEERING	\$ 11,786,107	\$ 14,092,472	\$ 2,306,365	19.57%

SHOP SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 665,220	\$ 688,274	\$ 23,054	3.47%
1 FLEET MANAGER				
1 SHOP MAINTENANCE FOREMAN				
2 MECHANICS, SENIOR				
3 MECHANICS				
1 WELDER/FABRICATOR				
1 PARTS SPECIALIST				
1 LIGHT MECHANIC				
0.50 PARTS SPECIALIST/BUS DRIVER				
0.04 PUBLIC WORKS OPERATIONS DIRECTOR				
BENEFITS	354,658	312,460	(42,198)	-11.90%
PROFESSIONAL AND TECHNICAL SERVICES	1,320	1,496	176	13.33%
REPAIR & MAINTENANCE	78,780	95,317	16,537	20.99%
OTHER PURCHASED SERVICES	46,038	47,863	1,825	3.96%
OPERATION SUPPLIES	31,500	26,350	(5,150)	-16.35%
UTILITIES	41,785	39,022	(2,763)	-6.61%
FUEL	874	923	49	5.61%
OTHER	116,666	160,948	44,282	37.96%
TRANSFERS BETWEEN FUNDS	60,000	-	(60,000)	-100.00%
TOTAL SHOP	\$ 1,396,841	\$ 1,372,653	\$ (24,188)	-1.73%

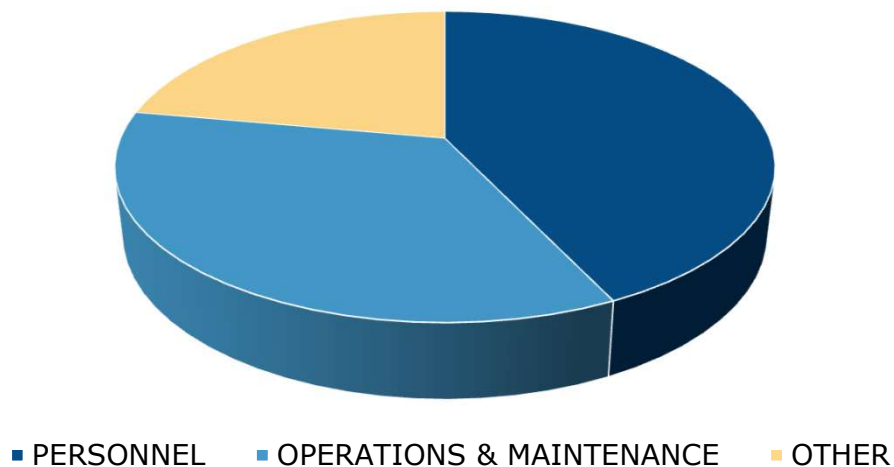


SHOP LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10039000-41100 - REGULAR EMPLOYEES	\$ 660,220	\$ 683,024	\$ 22,804	3.45%
10039000-41300 - OVERTIME	5,000	5,250	250	5.00%
10039000-42100 - ER'S HEALTH INSURANCE	159,677	191,257	31,580	19.78%
10039000-42110 - ER'S LIFE INSURANCE	518	517	(1)	-0.19%
10039000-42210 - ER'S MEDICARE	8,424	8,783	359	4.26%
10039000-42300 - ER'S PENSION	132,237	45,612	(86,625)	-65.51%
10039000-42320 - ER'S NDPERS	40,281	52,137	11,856	29.43%
10039000-42500 - UNEMPLOYMENT COMP	132	132	-	0.00%
10039000-42600 - WORKERS' COMPENSATION INSUR	5,868	5,868	-	0.00%
10039000-42700 - ER'S ST DISABILITY INS	4,682	5,217	535	11.43%
10039000-42900 - ER'S LT DISABILITY INS	2,839	2,937	98	3.45%
10039000-43300 - OTHER PROFESSIONAL SERVICES	1,320	1,496	176	13.33%
10039000-44110 - WATER, SEWER, GARBAGE UTILITY	-	3,412	3,412	100.00%
10039000-44320 - STRUCTURE RPR & MTCE	67,500	70,000	2,500	3.70%
10039000-44330 - VEHICLE & EQUIPMENT REPAIR	6,000	7,000	1,000	16.67%
10039000-44350 - IT MTCE & REPAIR AGREEMTS	5,280	14,905	9,625	182.29%
10039000-45201 - GENERAL LIABILITY INSURANCE	3,909	2,664	(1,245)	-31.85%
10039000-45202 - BUILDING & CONTENTS INSUR	2,594	6,204	3,610	139.15%
10039000-45203 - AUTOMOTIVE INSURANCE	1,878	1,470	(408)	-21.72%
10039000-45204 - INLAND MARINE INSURANCE	772	608	(164)	-21.24%
10039000-45207 - CYBER SECURITY INSURANCE	1,330	954	(376)	-28.29%
10039000-45300 - TELEPHONE SERVICES	3,535	3,744	209	5.91%
10039000-45800 - TRAVEL COSTS	5,000	10,000	5,000	100.00%
10039000-45900 - EDUCATION & TRAINING	18,300	13,500	(4,800)	-26.23%
10039000-45920 - WEARING APPAREL	2,420	2,420	-	0.00%
10039000-45930 - TOOL ALLOWANCE	6,300	6,300	-	0.00%
10039000-46101 - DPMT MATERIALS & SUPPLIES	8,000	10,000	2,000	25.00%
10039000-46102 - FURNITURE & EQUIPMENT	18,500	11,350	(7,150)	-38.65%
10039000-46210 - NATURAL GAS	12,727	9,964	(2,763)	-21.71%
10039000-46220 - ELECTRICITY	29,058	29,058	-	0.00%
10039000-46261 - DIESEL	31	33	2	6.45%
10039000-46262 - UNLEADED	843	890	47	5.58%
10039000-46400 - BOOKS & SUBSCRIPTIONS	5,000	5,000	-	0.00%
10039000-48200 - PASS-THROUGH	116,666	160,948	44,282	37.96%
10039000-49125 - CAPITAL EQUIPMENT	60,000	-	(60,000)	-100.00%
TOTAL SHOP	\$ 1,396,841	\$ 1,372,653	\$ (24,188)	-1.73%

STREET SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 2,060,977	\$ 2,069,589	\$ 8,612	0.42%
0.80 STREET SUPERINTENDENT				
2 STREET FOREMEN				
15 HEAVY EQUIPMENT OPERATORS				
3 MEDIUM EQUIPMENT OPERATORS				
9 LIGHT EQUIPMENT OPERATORS				
0.33 PUBLIC WORKS OPERATIONS DIRECTOR				
0.15 OFFICE & ADMINISTRATIVE SPECIALIST				
BENEFITS	1,166,160	1,075,672	(90,488)	-7.76%
PROFESSIONAL AND TECHNICAL SERVICES	2,040	2,200	160	7.84%
INFRASTRUCTURE MAINTENANCE	756,972	810,000	53,028	7.01%
REPAIR & MAINTENANCE	935,631	889,397	(46,234)	-4.94%
OTHER PURCHASED SERVICES	125,130	98,793	(26,336)	-21.05%
OPERATION SUPPLIES	465,000	454,600	(10,400)	-2.24%
UTILITIES	45,123	42,383	(2,740)	-6.07%
FUEL	283,559	265,943	(17,616)	-6.21%
TRANSFERS BETWEEN FUNDS	500,000	1,625,000	1,125,000	225.00%
TOTAL STREET	\$ 6,340,592	\$ 7,333,577	\$ 992,985	15.66%

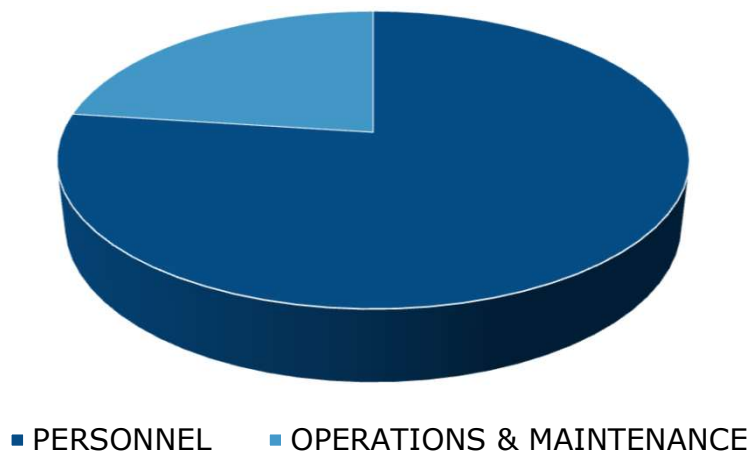


STREET LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10040000-41100 - REGULAR EMPLOYEES	\$ 1,829,868	\$ 1,826,925	\$ (2,943)	-0.16%
10040000-41200 - TEMP & PART-TIME EMPLOYEES	157,500	165,375	7,875	5.00%
10040000-41300 - OVERTIME	73,609	77,289	3,680	5.00%
10040000-42100 - ER'S HEALTH INSURANCE	510,576	483,519	(27,057)	-5.30%
10040000-42110 - ER'S LIFE INSURANCE	1,503	1,484	(19)	-1.26%
10040000-42200 - ER'S SOCIAL SECURITY	9,765	10,253	488	5.00%
10040000-42210 - ER'S MEDICARE	25,813	26,236	423	1.64%
10040000-42300 - ER'S PENSION	484,576	406,486	(78,090)	-16.12%
10040000-42310 - ER'S DEF CONTRIBUTION	14,334	5,051	(9,283)	-64.76%
10040000-42320 - ER'S NDPERS	76,430	98,546	22,116	28.94%
10040000-42500 - UNEMPLOYMENT COMP	2,895	2,881	(14)	-0.48%
10040000-42600 - WORKERS' COMPENSATION INSUR	19,423	19,423	-	0.00%
10040000-42700 - ER'S ST DISABILITY INS	12,977	13,937	960	7.40%
10040000-42900 - ER'S LT DISABILITY INS	7,868	7,856	(12)	-0.15%
10040000-43300 - OTHER PROFESSIONAL SERVICES	1,440	1,600	160	11.11%
10040000-43900 - MEMBERSHIPS & ASSOCIATIONS	600	600	-	0.00%
10040000-44110 - WATER, SEWER, GARBAGE UTILITY	6,350	4,549	(1,801)	-28.36%
10040000-44220 - THIRD PARTY SNOW REMOVAL	250,000	250,000	-	0.00%
10040000-44240 - THIRD PARTY LAWN & GROUNDS	235,281	247,848	12,567	5.34%
10040000-44320 - STRUCTURE RPR & MTCE	45,000	40,000	(5,000)	-11.11%
10040000-44325 - PEST CONTROL RPR & MTCE	-	7,500	7,500	100.00%
10040000-44327 - SECURITY SYSTEM RPR & MTCE	-	600	600	100.00%
10040000-44330 - VEHICLE & EQUIPMENT REPAIR	390,000	315,000	(75,000)	-19.23%
10040000-44350 - IT MTCE & REPAIR AGREEMTS	9,000	23,900	14,900	165.56%
10040000-44400 - RENTALS	181,972	235,000	53,028	29.14%
10040000-44504 - STREETS ALLEYS & ROAD MTCE	575,000	575,000	-	0.00%
10040000-45201 - GENERAL LIABILITY INSURANCE	46,826	14,016	(32,810)	-70.07%
10040000-45202 - BUILDING & CONTENTS INSUR	3,473	8,888	5,415	155.93%
10040000-45203 - AUTOMOTIVE INSURANCE	21,129	23,517	2,388	11.30%
10040000-45204 - INLAND MARINE INSURANCE	11,375	11,029	(346)	-3.05%
10040000-45207 - CYBER SECURITY INSURANCE	3,725	2,770	(955)	-25.64%
10040000-45300 - TELEPHONE SERVICES	5,342	7,773	2,431	45.51%
10040000-45400 - ADVERTISING	3,000	5,000	2,000	66.67%
10040000-45800 - TRAVEL COSTS	13,000	9,000	(4,000)	-30.77%
10040000-45900 - EDUCATION & TRAINING	8,400	8,400	-	0.00%
10040000-45920 - WEARING APPAREL	8,400	8,400	-	0.00%
10040000-45970 - POSTAGE/SHIPPING	460	-	(460)	-100.00%
10040000-46101 - DPMT MATERIALS & SUPPLIES	165,000	129,000	(36,000)	-21.82%
10040000-46102 - FURNITURE & EQUIPMENT	5,000	5,000	-	0.00%
10040000-46103 - COPIER & PRINTER SUPPLIES	-	600	600	100.00%
10040000-46112 - CUTTING EDGES & BROOMS	85,000	85,000	-	0.00%
10040000-46117 - SIGNS & MARKERS	10,000	10,000	-	0.00%
10040000-46210 - NATURAL GAS	13,091	10,251	(2,840)	-21.69%
10040000-46220 - ELECTRICITY	31,732	31,732	-	0.00%
10040000-46230 - PROPANE	300	400	100	33.33%
10040000-46261 - DIESEL	252,482	235,076	(17,406)	-6.89%
10040000-46262 - UNLEADED	31,077	30,867	(210)	-0.68%
10040000-46300 - SAND & SALT	200,000	225,000	25,000	12.50%
10040000-49124 - CAPITAL INFRASTRUCTURE	500,000	1,625,000	1,125,000	225.00%
TOTAL STREET	\$ 6,340,592	\$ 7,333,577	\$ 992,985	15.66%

PROPERTY MAINTENANCE SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 621,164	\$ 642,281	\$ 21,117	3.40%
1 PROPERTY MAINTENANCE SUPERINTENDENT				
1 BUILDING & GROUNDS FOREMAN				
3 BUILDING & GROUNDS WORKERS, SENIOR				
4 BUILDING & GROUNDS WORKERS				
0.04 PUBLIC WORKS OPERATIONS DIRECTOR				
0.02 OFFICE & ADMINISTRATIVE SPECIALIST				
BENEFITS	323,873	302,479	(21,394)	-6.61%
PROFESSIONAL AND TECHNICAL SERVICES	1,375	9,700	8,325	605.45%
INFRASTRUCTURE MAINTENANCE	788	300	(488)	-61.90%
REPAIR & MAINTENANCE	169,939	195,890	25,951	15.27%
OTHER PURCHASED SERVICES	30,936	19,258	(11,679)	-37.75%
OPERATION SUPPLIES	42,700	42,700	-	0.00%
UTILITIES	7,125	6,047	(1,078)	-15.13%
FUEL	5,344	7,157	1,813	33.93%
TOTAL PROPERTY MAINTENANCE	\$ 1,203,243	\$ 1,225,812	\$ 22,568	1.88%

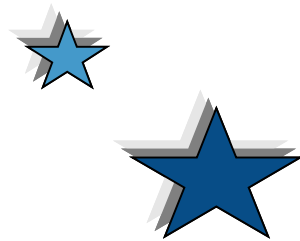


PROPERTY MAINTENANCE LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
10044000-41100 - REGULAR EMPLOYEES	\$ 574,226	\$ 592,996	\$ 18,770	3.27%
10044000-41200 - TEMP & PART-TIME EMPLOYEES	30,000	31,500	1,500	5.00%
10044000-41300 - OVERTIME	16,938	17,785	847	5.00%
10044000-42100 - ER'S HEALTH INSURANCE	123,572	127,440	3,868	3.13%
10044000-42110 - ER'S LIFE INSURANCE	448	444	(4)	-0.89%
10044000-42200 - ER'S SOCIAL SECURITY	1,860	1,953	93	5.00%
10044000-42210 - ER'S MEDICARE	7,996	8,308	312	3.90%
10044000-42300 - ER'S PENSION	151,006	118,545	(32,461)	-21.50%
10044000-42310 - ER'S DEF CONTRIBUTION	4,690	5,177	487	10.38%
10044000-42320 - ER'S NDPERS	23,929	30,027	6,098	25.48%
10044000-42600 - WORKERS' COMPENSATION INSUR	3,506	3,506	-	0.00%
10044000-42700 - ER'S ST DISABILITY INS	4,397	4,529	132	3.00%
10044000-42900 - ER'S LT DISABILITY INS	2,469	2,550	81	3.28%
10044000-43040 - CONSULTANTS	1,200	9,500	8,300	691.67%
10044000-43900 - MEMBERSHIPS & ASSOCIATIONS	175	200	25	14.29%
10044000-44110 - WATER, SEWER, GARBAGE UTILITY	800	1,000	200	25.00%
10044000-44210 - THIRD PARTY DISPOSAL	300	300	-	0.00%
10044000-44320 - STRUCTURE RPR & MTCE	45,500	50,000	4,500	9.89%
10044000-44321 - PLUMBING SYSTEM RPR & MTCE	2,000	3,000	1,000	50.00%
10044000-44322 - HVAC RPR & MTCE	97,500	103,480	5,980	6.13%
10044000-44323 - ELECTRICAL RPR & MTCE	4,000	4,500	500	12.50%
10044000-44324 - ELEVATOR RPR & MTCE	4,500	17,410	12,910	286.89%
10044000-44325 - PEST CONTROL RPR & MTCE	400	700	300	75.00%
10044000-44326 - IRRIGATION/GROUNDS RPR & MTCE	300	300	-	0.00%
10044000-44327 - SECURITY SYSTEM RPR & MTCE	2,000	2,200	200	10.00%
10044000-44330 - VEHICLE & EQUIPMENT REPAIR	7,439	8,000	561	7.54%
10044000-44350 - IT MTCE & REPAIR AGREEMTS	5,200	5,000	(200)	-3.85%
10044000-44400 - RENTALS	788	300	(488)	-61.90%
10044000-45201 - GENERAL LIABILITY INSURANCE	4,239	2,905	(1,334)	-31.46%
10044000-45202 - BUILDING & CONTENTS INSUR	9,512	1,603	(7,909)	-83.15%
10044000-45203 - AUTOMOTIVE INSURANCE	4,382	3,106	(1,276)	-29.11%
10044000-45204 - INLAND MARINE INSURANCE	40	232	192	480.08%
10044000-45206 - STORAGE TANK LIABILITY	100	200	100	100.00%
10044000-45207 - CYBER SECURITY INSURANCE	1,330	825	(505)	-37.97%
10044000-45300 - TELEPHONE SERVICES	3,126	3,126	(0)	0.00%
10044000-45400 - ADVERTISING	47	100	53	110.97%
10044000-45800 - TRAVEL COSTS	2,000	2,000	-	0.00%
10044000-45900 - EDUCATION & TRAINING	4,000	4,000	-	0.00%
10044000-45920 - WEARING APPAREL	2,000	1,000	(1,000)	-50.00%
10044000-45970 - POSTAGE/SHIPPING	160	160	-	0.00%
10044000-46101 - DPMT MATERIALS & SUPPLIES	29,000	30,000	1,000	3.45%
10044000-46102 - FURNITURE & EQUIPMENT	8,000	8,000	-	0.00%
10044000-46103 - COPIER & PRINTER SUPPLIES	700	700	-	0.00%
10044000-46105 - CLEANING SUPPLIES	5,000	4,000	(1,000)	-20.00%
10044000-46210 - NATURAL GAS	4,374	3,246	(1,128)	-25.79%
10044000-46220 - ELECTRICITY	2,751	2,751	-	0.00%
10044000-46230 - PROPANE	-	50	50	100.00%
10044000-46261 - DIESEL	353	1,839	1,486	420.96%
10044000-46262 - UNLEADED	4,991	5,318	327	6.55%
TOTAL PROPERTY MAINTENANCE	\$ 1,203,243	\$ 1,225,812	\$ 22,568	1.88%



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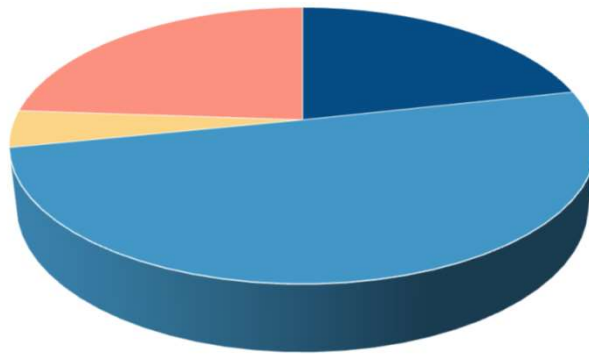


AIRPORT - REVENUE DETAIL

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
FEDERAL REVENUES				
11000000- 33100 - FEDERAL OPERATING REVENUES	\$ 1,513,932	\$ 237,500	\$ (1,276,432)	-84.31%
11000000- 33200 - FEDERAL CAPITAL REVENUES	6,245,100	1,765,000	(4,480,100)	-71.74%
TOTAL FEDERAL REVENUES	7,759,032	2,002,500	(5,756,532)	-74.19%
STATE REVENUES				
11000000- 33400 - STATE OPERATING REVENUES	128,864	140,750	11,886	9.22%
11000000- 33500 - STATE CAPITAL REVENUES	547,035	410,000	(137,035)	-25.05%
TOTAL STATE REVENUES	675,899	550,750	(125,149)	-18.52%
CITY REVENUES				
11000000- 34500 - AIRLINE REVENUE	2,073,628	2,647,413	573,785	27.67%
11000000- 34510 - NON-AIRLINE REVENUE	2,702,465	3,008,345	305,880	11.32%
11000000- 36110 - INTEREST REVENUES	-	383,935	383,935	100.00%
11000000- 36904 - PAYROLL FORFEITURES	3,000	3,000	-	0.00%
11000000- 36912 - FINANCE CHARGES	4,000	15,000	11,000	275.00%
11000000- 36913 - MISCELLANEOUS	3,000	3,000	-	0.00%
11000000- 36918 - PASSENGER FACILITY CHARGE	696,570	630,000	(66,570)	-9.56%
11000000- 36919 - CUSTOMER FACILITY CHARGE	300,000	300,000	-	0.00%
TOTAL CITY REVENUES	5,782,663	6,990,693	1,208,030	20.89%
TRANSFERS BETWEEN FUNDS				
11000000- 39114 - SALES TAX IMPROVEMENTS	150,000	-	(150,000)	-100.00%
TOTAL TRANSFERS BETWEEN FUNDS	150,000	-	(150,000)	-100.00%
RESOURCES AVAILABLE	14,367,594	9,543,943	(4,823,651)	-33.57%
CASH RESERVES	(150,000)	-	150,000	-100.00%
CASH RESERVES (CUSTOMER FACILITY CHARGE - AIRCFC)	(300,000)	(200,000)	100,000	-33.33%
11000000- 31100 - GENERAL PROPERTY TAXES	700,700	591,389	(109,311)	-15.60%
TOTAL BUDGETED REVENUE	\$ 14,618,294	\$ 9,935,332	\$ (4,682,962)	-32.03%
MILL LEVY	2.95	2.39	(0.56)	-19.02%

AIRPORT SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 1,458,428	\$ 1,597,660	\$ 139,232	9.55%
1 AIRPORT DIRECTOR				
1 AIRPORT OPERATIONS & MAINTENANCE MANAGER				
1 AIRPORT BUSINESS & DEVELOPMENT MANAGER				
1 AIRPORT OPERATIONS FOREMAN				
1 AIRPORT FACILITY FOREMAN				
1 AIRPORT FACILITY TECHNICIAN, LEAD				
1 AIRPORT OPERATIONS TECHNICIAN, LEAD				
5 AIRPORT OPERATIONS TECHNICIANS II				
4 AIRPORT OPERATIONS TECHNICIANS I				
3 AIRPORT FACILITY TECHNICIANS II				
2 AIRPORT FACILITY TECHNICIANS I				
1 AIRPORT SAFETY SECURITY SPECIALIST				
1 OFFICE & ADMINISTRATIVE SPECIALIST, SENIOR				
BENEFITS	501,870	540,462	38,592	7.69%
PROFESSIONAL AND TECHNICAL SERVICES	434,823	413,111	(21,712)	-4.99%
INFRASTRUCTURE MAINTENANCE	95,162	40,500	(54,662)	-57.44%
REPAIR & MAINTENANCE	959,130	1,113,386	154,256	16.08%
AIRSIDE MAINTENANCE	551,100	535,550	(15,550)	-2.82%
OTHER PURCHASED SERVICES	194,913	220,033	25,120	12.89%
OPERATION SUPPLIES	127,115	93,551	(33,564)	-26.40%
UTILITIES	538,499	465,500	(72,999)	-13.56%
DEBT RETIREMENT	2,054,026	2,049,526	(4,500)	-0.22%
OTHER	349,370	427,211	77,841	22.28%
CAPITAL PURCHASES	7,282,000	2,374,000	(4,908,000)	-67.40%
TOTAL AIRPORT	\$ 14,618,294	\$ 9,935,332	\$ (4,682,962)	-32.03%



■ PERSONNEL ■ OPERATIONS & MAINTENANCE ■ OTHER ■ CAPITAL PURCHASES

AIRPORT LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
11050000-41100 - REGULAR EMPLOYEES	\$ 1,395,570	\$ 1,531,659	\$ 136,089	9.75%
11050000-41200 - TEMP & PART-TIME EMPLOYEES	46,858	49,201	2,343	100.00%
11050000-41300 - OVERTIME	16,000	16,800	800	100.00%
11050000-42100 - ER'S HEALTH INSURANCE	328,030	348,475	20,445	6.23%
11050000-42110 - ER'S LIFE INSURANCE	1,127	1,127	-	0.00%
11050000-42200 - ER'S SOCIAL SECURITY	2,905	3,050	145	100.00%
11050000-42210 - ER'S MEDICARE	18,780	20,658	1,878	10.00%
11050000-42310 - ER'S DEF CONTRIBUTION	38,630	37,994	(636)	-1.65%
11050000-42320 - ER'S NDPERS	84,515	97,854	13,339	15.78%
11050000-42500 - UNEMPLOYMENT COMP	616	1,963	1,347	218.67%
11050000-42600 - WORKERS' COMPENSATION INSUR	11,369	11,369	-	0.00%
11050000-42700 - ER'S ST DISABILITY INS	9,897	11,386	1,489	15.04%
11050000-42900 - ER'S LT DISABILITY INS	6,001	6,586	585	9.75%
11050000-43040 - CONSULTANTS	399,500	379,500	(20,000)	-5.01%
11050000-43050 - ENGINEERS	15,000	15,000	-	0.00%
11050000-43200 - PROFESSIONAL TESTING	650	938	288	44.31%
11050000-43300 - OTHER PROFESSIONAL SERVICES	14,088	14,088	-	0.00%
11050000-43900 - MEMBERSHIPS & ASSOCIATIONS	5,585	3,585	(2,000)	-35.81%
11050000-44110 - WATER, SEWER, GARBAGE UTILITY	19,000	20,302	1,302	6.85%
11050000-44200 - CLEANING AND RESTORATION	3,000	3,500	500	16.67%
11050000-44220 - THIRD PARTY SNOW REMOVAL	60,000	60,000	-	0.00%
11050000-44260 - ARFF AIRPORT EXPENSES	311,317	333,109	21,792	7.00%
11050000-44320 - STRUCTURE RPR & MTCE	165,801	216,241	50,440	30.42%
11050000-44321 - PLUMBING SYSTEM RPR & MTCE	1,500	1,500	-	0.00%
11050000-44322 - HVAC RPR & MTCE	86,900	213,700	126,800	145.91%
11050000-44323 - ELECTRICAL RPR & MTCE	7,500	7,500	-	0.00%
11050000-44324 - ELEVATOR RPR & MTCE	27,000	28,500	1,500	5.56%
11050000-44325 - PEST CONTROL RPR & MTCE	5,011	5,349	338	6.75%
11050000-44326 - IRRIGATION/GROUNDS RPR & MTCE	500	500	-	0.00%
11050000-44327 - SECURITY SYSTEM RPR & MTCE	70,681	39,265	(31,416)	-44.45%
11050000-44330 - VEHICLE & EQUIPMENT REPAIR	77,500	93,057	15,557	20.07%
11050000-44350 - IT MTCE & REPAIR AGREEMTS	123,420	90,863	(32,557)	-26.38%
11050000-44381 - AIRSIDE WILDLIFE MGMT	1,000	2,000	1,000	100.00%
11050000-44382 - AIRSIDE RUNWAY MTCE	333,000	347,000	14,000	4.20%
11050000-44383 - AIRSIDE ELECTRICAL MTCE	21,850	10,000	(11,850)	-54.23%
11050000-44384 - AIRSIDE CHEMICALS, SEED, TESTS	43,250	41,250	(2,000)	-4.62%
11050000-44385 - AIRSIDE GRASS SEED	200	200	-	100.00%
11050000-44386 - AIRSIDE WATER TEST	1,000	1,300	300	100.00%
11050000-44387 - AIRSIDE FUEL FARM	10,000	30,000	20,000	200.00%
11050000-44388 - AIRSIDE SHOP MATERIALS	62,000	39,000	(23,000)	-37.10%
11050000-44389 - AIRSIDE JET BRIDGE	78,800	64,800	(14,000)	-17.77%
11050000-44400 - RENTALS	2,162	1,500	(662)	-30.61%
11050000-44504 - STREETS ALLEYS & ROAD MTCE	93,000	39,000	(54,000)	-58.06%
11050000-45201 - GENERAL LIABILITY INSURANCE	15,211	15,068	(144)	-0.94%
11050000-45202 - BUILDING & CONTENTS INSUR	34,849	75,801	40,952	117.51%
11050000-45203 - AUTOMOTIVE INSURANCE	7,862	6,613	(1,249)	-15.88%
11050000-45204 - INLAND MARINE INSURANCE	7,000	6,668	(332)	-4.74%
11050000-45206 - STORAGE TANK LIABILITY	535	788	253	100.00%
11050000-45207 - CYBER SECURITY INSURANCE	2,927	2,076	(851)	200.00%
11050000-45300 - TELEPHONE SERVICES	16,990	16,990	-	0.00%
11050000-45400 - ADVERTISING	51,879	29,879	(22,000)	-42.41%
11050000-45800 - TRAVEL COSTS	28,640	29,788	1,148	4.01%
11050000-45900 - EDUCATION & TRAINING	20,570	27,456	6,886	33.48%
11050000-45920 - WEARING APPAREL	7,750	7,750	-	0.00%
11050000-45950 - BANKING & CREDIT CARD FEES	300	756	456	152.00%
11050000-45951 - COLLECTION FEES	200	200	-	0.00%
11050000-45970 - POSTAGE/SHIPPING	200	200	-	0.00%
11050000-46101 - DPMT MATERIALS & SUPPLIES	17,200	17,200	-	0.00%
11050000-46102 - FURNITURE & EQUIPMENT	63,895	18,650	(45,245)	-70.81%
11050000-46103 - COPIER & PRINTER SUPPLIES	1,352	2,682	1,330	98.40%
11050000-46105 - CLEANING SUPPLIES	6,000	6,000	-	0.00%
11050000-46107 - FOAM & CHEMICALS	1,000	1,000	-	0.00%
11050000-46115 - FLEET LABOR	10,000	16,000	6,000	60.00%
11050000-46117 - SIGNS & MARKERS	10,000	13,000	3,000	30.00%
11050000-46210 - NATURAL GAS	129,190	100,000	(29,190)	-22.59%
11050000-46220 - ELECTRICITY	408,809	365,000	(43,809)	-10.72%
11050000-46230 - PROPANE	500	500	-	0.00%
11050000-46261 - DIESEL	57,859	51,531	(6,328)	-10.94%
11050000-46262 - UNLEADED	14,000	13,311	(689)	-4.92%
11050000-46400 - BOOKS & SUBSCRIPTIONS	17,668	19,019	1,351	7.65%

AIRPORT LINE ITEMS

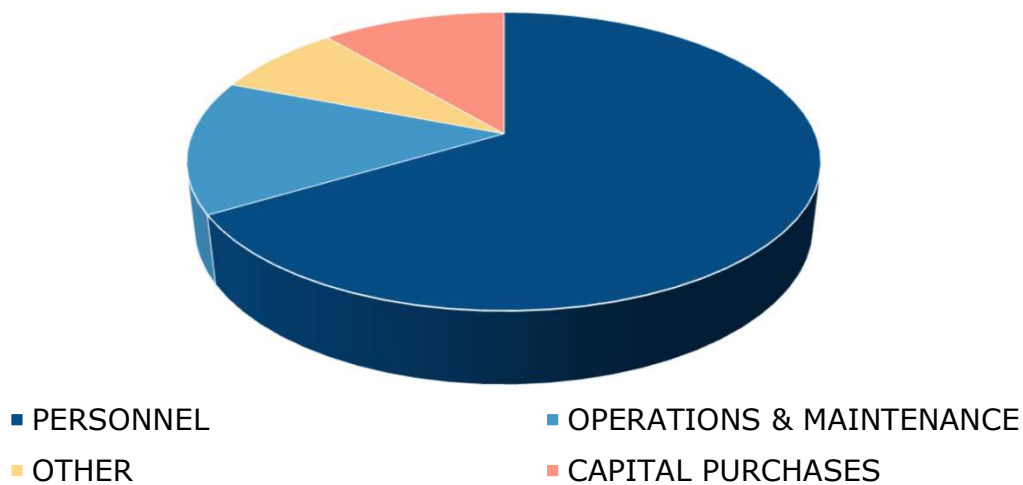
		2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
11050000-47100 - PRINCIPAL ON DEBT		\$ 1,625,000	\$ 1,645,000	\$ 20,000	1.23%
11050000-47206 - INTEREST OTHER DEBT		429,026	404,526	(24,500)	-5.71%
11050000-48300 - GF REIMBURSEMENT		349,370	427,211	77,841	22.28%
11050000-57200 - INFRASTRUCTURE		7,089,000	2,125,000	(4,964,000)	-70.02%
FUEL FARM OIL/WATER SEPARATOR	75,000				
RUNWAY 8/26 REHABILITATION/TAXIWAYS	900,000				
SOUTHSIDE INFRASTRUCTURE	50,000				
GA ACCESS ROAD REHAB AND RECONSTRUCTI	600,000				
TERMINAL ROADWAY IMPROVEMENTS PHASE I	400,000				
TERMINAL ROADWAY IMPROVEMENTS PHASE I	100,000				
11050000-57500 - EQUIPMENT		193,000	249,000	56,000	29.02%
TRACTOR W/ SNOWBLOWER ATTACHMENT	170,000				
UTILITY WORK MACHINE	69,000				
NEW VERICOM	5,000				
LANDSIDE MOWER	5,000				
TOTAL AIRPORT		<u>\$ 14,618,294</u>	<u>\$ 9,935,332</u>	<u>\$ (4,682,962)</u>	<u>-32.03%</u>

CEMETERY - REVENUE DETAIL

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
CITY REVENUES				
12000000- 34100 - CHARGES FOR SERVICES	\$ 340,540	\$ 364,775	\$ 24,235	7.12%
12000000- 36110 - INTEREST REVENUES	-	17,723	17,723	100.00%
12000000- 36200 - RENTS AND ROYALTIES	600	600	-	0.00%
12000000- 36400 - CONTRIBUTIONS AND DONATIONS	100	-	(100)	-100.00%
12000000- 36904 - PAYROLL FORFEITURES	565	-	(565)	-100.00%
12000000- 36913 - MISCELLANEOUS	3,430	3,430	-	0.00%
TOTAL CITY REVENUES	345,235	386,528	41,293	11.96%
TRANSFERS BETWEEN FUNDS				
12000000- 39114 - SALES TAX IMPROVEMENTS	56,250	34,250	(22,000)	-39.11%
TOTAL TRANSFERS BETWEEN FUNDS	56,250	34,250	(22,000)	-39.11%
RESOURCES AVAILABLE	401,485	420,778	19,293	4.81%
CASH RESERVES	150,000	48,750	(101,250)	-67.50%
12000000- 31100 - GENERAL PROPERTY TAXES	125,243	271,291	146,048	116.61%
TOTAL BUDGETED REVENUE	\$ 676,728	\$ 740,819	\$ 64,091	9.47%
MILL LEVY	0.53	1.09	0.57	107.84%

CEMETERY SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 337,468	\$ 342,767	\$ 5,299	1.57%
1 CEMETERY SUPERINTENDENT				
2 MEDIUM EQUIPMENT OPERATORS				
1 OFFICE & ADMINISTRATIVE SPECIALIST, SENIOR				
0.13 PUBLIC WORKS OPERATIONS DIRECTOR				
0.03 OFFICE & ADMINISTRATIVE SPECIALIST				
BENEFITS	148,749	149,639	890	0.60%
PROFESSIONAL AND TECHNICAL SERVICES	270	370	100	37.04%
REPAIR & MAINTENANCE	30,460	61,384	30,924	101.52%
OTHER PURCHASED SERVICES	11,959	14,097	2,138	17.88%
OPERATION SUPPLIES	18,600	20,700	2,100	11.29%
UTILITIES	5,585	5,585	-	0.00%
FUEL	7,000	4,890	(2,110)	-30.14%
OTHER	58,387	58,387	-	0.00%
CAPITAL PURCHASES	58,250	83,000	24,750	42.49%
TOTAL CEMETERY	\$ 676,728	\$ 740,819	\$ 64,091	9.47%

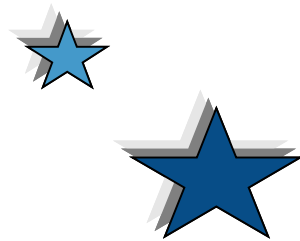


CEMETERY LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
12054000-41100 - REGULAR EMPLOYEES	\$ 295,668	\$ 298,877	\$ 3,209	1.09%
12054000-41200 - TEMP & PART-TIME EMPLOYEES	37,800	39,690	1,890	5.00%
12054000-41300 - OVERTIME	4,000	4,200	200	5.00%
12054000-42100 - ER'S HEALTH INSURANCE	62,684	64,426	1,742	2.78%
12054000-42110 - ER'S LIFE INSURANCE	209	204	(5)	-2.39%
12054000-42200 - ER'S SOCIAL SECURITY	2,344	2,461	117	4.99%
12054000-42210 - ER'S MEDICARE	4,386	4,458	72	1.64%
12054000-42300 - ER'S PENSION	56,160	54,458	(1,702)	-3.03%
12054000-42320 - ER'S NDPERS	18,522	18,997	475	2.56%
12054000-42500 - UNEMPLOYMENT COMP	5	5	-	0.00%
12054000-42600 - WORKERS' COMPENSATION INSUR	1,071	1,071	-	0.00%
12054000-42700 - ER'S ST DISABILITY INS	2,097	2,274	177	8.44%
12054000-42900 - ER'S LT DISABILITY INS	1,271	1,285	14	1.10%
12054000-43200 - PROFESSIONAL TESTING	70	370	300	428.57%
12054000-43900 - MEMBERSHIPS & ASSOCIATIONS	200	-	(200)	-100.00%
12054000-44110 - WATER, SEWER, GARBAGE UTILITY	1,200	3,168	1,968	164.00%
12054000-44320 - STRUCTURE RPR & MTCE	20,200	8,000	(12,200)	-60.40%
12054000-44321 - PLUMBING SYSTEM RPR & MTCE	500	500	-	0.00%
12054000-44327 - SECURITY SYSTEM RPR & MTCE	660	660	-	0.00%
12054000-44330 - VEHICLE & EQUIPMENT REPAIR	7,500	7,500	-	0.00%
12054000-44350 - IT MTCE & REPAIR AGREEMTS	400	41,556	41,156	#####
12054000-45201 - GENERAL LIABILITY INSURANCE	1,832	1,442	(390)	-21.31%
12054000-45202 - BUILDING & CONTENTS INSUR	915	1,975	1,060	115.85%
12054000-45203 - AUTOMOTIVE INSURANCE	824	696	(128)	-15.55%
12054000-45204 - INLAND MARINE INSURANCE	458	454	(4)	-0.85%
12054000-45207 - CYBER SECURITY INSURANCE	532	295	(237)	-44.59%
12054000-45300 - TELEPHONE SERVICES	2,018	4,131	2,113	104.70%
12054000-45400 - ADVERTISING	270	270	-	0.00%
12054000-45800 - TRAVEL COSTS	1,500	1,200	(300)	-20.00%
12054000-45900 - EDUCATION & TRAINING	2,500	2,500	-	0.00%
12054000-45920 - WEARING APPAREL	750	650	(100)	-13.33%
12054000-45950 - BANKING & CREDIT CARD FEES	200	336	136	68.00%
12054000-45970 - POSTAGE/SHIPPING	160	149	(11)	-6.88%
12054000-46101 - DPMT MATERIALS & SUPPLIES	8,500	8,500	-	0.00%
12054000-46102 - FURNITURE & EQUIPMENT	4,000	7,200	3,200	80.00%
12054000-46103 - COPIER & PRINTER SUPPLIES	3,000	2,500	(500)	-16.67%
12054000-46105 - CLEANING SUPPLIES	500	-	(500)	-100.00%
12054000-46115 - FLEET LABOR	2,500	2,500	-	0.00%
12054000-46210 - NATURAL GAS	2,052	2,052	-	0.00%
12054000-46220 - ELECTRICITY	3,533	3,533	-	0.00%
12054000-46261 - DIESEL	2,262	2,011	(251)	-11.10%
12054000-46262 - UNLEADED	4,738	2,879	(1,859)	-39.24%
12054000-46400 - BOOKS & SUBSCRIPTIONS	100	-	(100)	-100.00%
12054000-48300 - GF REIMBURSEMENT	58,387	58,387	-	0.00%
12054000-57200 - INFRASTRUCTURE	16,250	65,000	48,750	300.00%
COLUMBARIUM WITH CONCRETE PAD (YEAR 4 OF 4)	65,000			
12054000-57500 - EQUIPMENT	42,000	18,000	(24,000)	-57.14%
BACKHOE TRACTOR (YEAR 3 OF 6)	18,000			
	<u>\$ 676,728</u>	<u>\$ 740,819</u>	<u>\$ 64,091</u>	<u>9.47%</u>
TOTAL CEMETERY				



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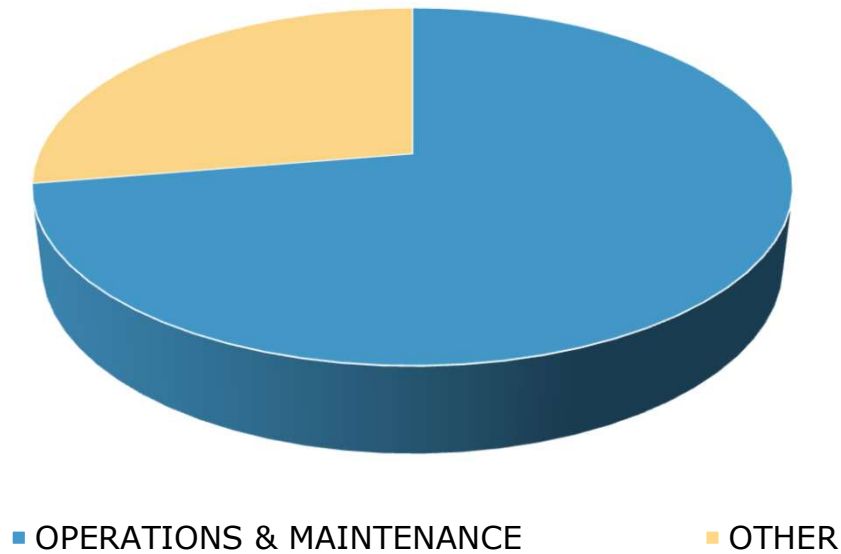


PARKING AUTHORITY - REVENUE DETAIL

	<u>2024</u> <u>BUDGET</u>	<u>2025</u> <u>BUDGET</u>	<u>DOLLAR</u> <u>CHANGE</u>	<u>%</u> <u>CHANGE</u>
CITY REVENUES				
12500000-36110 - INTEREST REVENUES	\$ -	\$ 17,203	\$ 17,203	100.00%
12500000-36200 - RENTS AND ROYALTIES	57,033	55,235	(1,798)	-3.15%
TOTAL CITY REVENUES	<u>57,033</u>	<u>72,438</u>	<u>15,405</u>	<u>27.01%</u>
RESOURCES AVAILABLE	57,033	72,438	15,405	27.01%
CASH RESERVES	<u>(23,495)</u>	<u>(35,858)</u>	<u>(12,364)</u>	<u>52.62%</u>
TOTAL BUDGETED REVENUE	<u>\$ 33,538</u>	<u>\$ 36,580</u>	<u>\$ 3,042</u>	<u>9.07%</u>

PARKING AUTHORITY SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
PROFESSIONAL AND TECHNICAL SERVICES	\$ 2,400	\$ 2,400	\$ -	0.00%
INFRASTRUCTURE MAINTENANCE	3,600	3,600	-	0.00%
REPAIR & MAINTENANCE	15,500	16,100	600	3.87%
OTHER PURCHASED SERVICES	1,214	2,792	1,578	129.95%
OPERATION SUPPLIES	200	200	-	0.00%
UTILITIES	1,370	1,370	-	0.00%
OTHER	9,254	10,118	864	9.34%
TOTAL PARKING AUTHORITY	\$ 33,538	\$ 36,580	\$ 3,042	9.07%

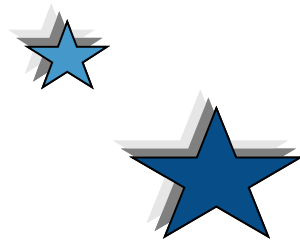


PARKING AUTHORITY LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
12555000-43300 - OTHER PROFESSIONAL SERVICES	\$ 2,400	\$ 2,400	\$ -	0.00%
12555000-44220 - THIRD PARTY SNOW REMOVAL	7,500	7,500	-	0.00%
12555000-44320 - STRUCTURE RPR & MTCE	8,000	8,000	-	0.00%
12555000-44323 - ELECTRICAL RPR & MTCE	-	600	600	100.00%
12555000-44400 - RENTALS	3,600	3,600	-	0.00%
12555000-45201 - GENERAL LIABILITY INSURANCE	81	1,692	1,611	1988.33%
12555000-45300 - TELEPHONE SERVICES	133	133	-	0.00%
12555000-45940 - TOWING	500	500	-	0.00%
12555000-45970 - POSTAGE/SHIPPING	500	467	(33)	-6.60%
12555000-46101 - DPMT MATERIALS & SUPPLIES	200	200	-	0.00%
12555000-46220 - ELECTRICITY	1,370	1,370	-	0.00%
12555000-48300 - GF REIMBURSEMENT	4,515	4,739	224	4.96%
12555000-48400 - PAYMENT IN LIEU OF TAXES	4,739	5,379	640	13.50%
TOTAL PARKING AUTHORITY	\$ 33,538	\$ 36,580	\$ 3,042	9.07%



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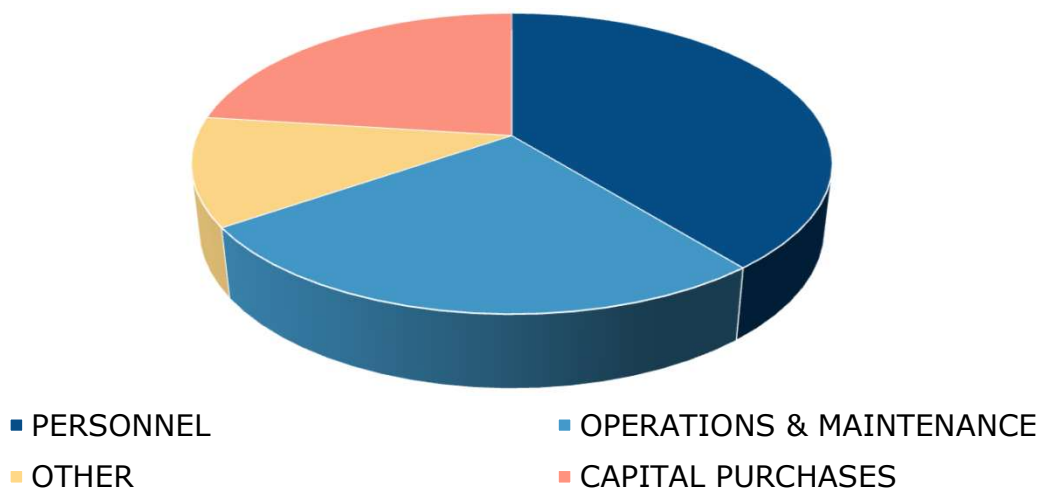


SANITATION - REVENUE DETAIL

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
CITY REVENUES				
13000000- 34100 - CHARGES FOR SERVICES	\$ 4,038,938	\$ 4,374,377	\$ 335,439	8.31%
13000000- 34430 - REFUSE COLLECTION CHARGES	2,689,192	2,842,055	152,863	5.68%
13000000- 34431 - RECYCLING COLLECTION CHARGES	458,000	428,730	(29,270)	-6.39%
13000000- 36110 - INTEREST REVENUES	-	257,957	257,957	100.00%
13000000- 36200 - RENTS AND ROYALTIES	5,000	18,750	13,750	275.00%
13000000- 36913 - MISCELLANEOUS	26,424	33,500	7,076	26.78%
13000000- 39210 - SALE OF CITY PROPERTY	200,000	100,000	(100,000)	-50.00%
TOTAL CITY REVENUES	7,417,554	8,055,369	637,815	8.60%
TRANSFERS BETWEEN FUNDS				
13000000- 39106 - WATER/SEWER/STORM SEWER	246,726	288,456	41,730	16.91%
TOTAL TRANSFERS BETWEEN FUNDS	246,726	288,456	41,730	16.91%
RESOURCES AVAILABLE	7,664,280	8,343,825	679,545	8.87%
CASH RESERVES	(109,533)	-	109,533	-100.00%
TOTAL BUDGETED REVENUE	\$ 7,554,747	\$ 8,343,825	\$ 789,078	10.44%
GARBAGE COLLECTION	\$ 3,343,508	\$ 3,484,825	\$ 141,317	4.23%
LANDFILL	4,211,239	4,859,000	647,761	15.38%
	\$ 7,554,747	\$ 8,343,825	\$ 789,078	10.44%

GARBAGE COLLECTION SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 738,774	\$ 858,286	\$ 119,512	16.18%
0.50 SANITATION SUPERINTENDENT				
1 SANITATION FOREMAN				
9 HEAVY EQUIPMENT OPERATORS				
0.20 PUBLIC WORKS UTILITY DIRECTOR				
0.40 PROJECT CIVIL ENGINEER				
0.20 SENIOR PROJECT MANAGER				
0.20 ENGINEERING TECHNICIAN I				
0.20 OFFICE & ADMINISTRATIVE SPECIALIST, SENIOR				
0.10 OFFICE & ADMINISTRATIVE SPECIALIST				
BENEFITS	461,095	507,890	46,795	10.15%
PROFESSIONAL AND TECHNICAL SERVICES	43,700	47,100	3,400	7.78%
INFRASTRUCTURE MAINTENANCE	165,562	160,560	(5,003)	-3.02%
REPAIR & MAINTENANCE	307,050	358,404	51,354	16.72%
OTHER PURCHASED SERVICES	61,847	61,442	(405)	-0.66%
OPERATION SUPPLIES	85,500	94,500	9,000	10.53%
UTILITIES	11,324	11,461	137	1.21%
FUEL	197,514	179,155	(18,359)	-9.30%
DEBT RETIREMENT	125,409	-	(125,409)	-100.00%
OTHER	255,293	301,343	46,050	18.04%
TRANSFERS BETWEEN FUNDS	110,439	104,685	(5,754)	-5.21%
CAPITAL PURCHASES	780,000	800,000	20,000	2.56%
TOTAL GARBAGE COLLECTION	\$ 3,343,508	\$ 3,484,825	\$ 141,317	4.23%

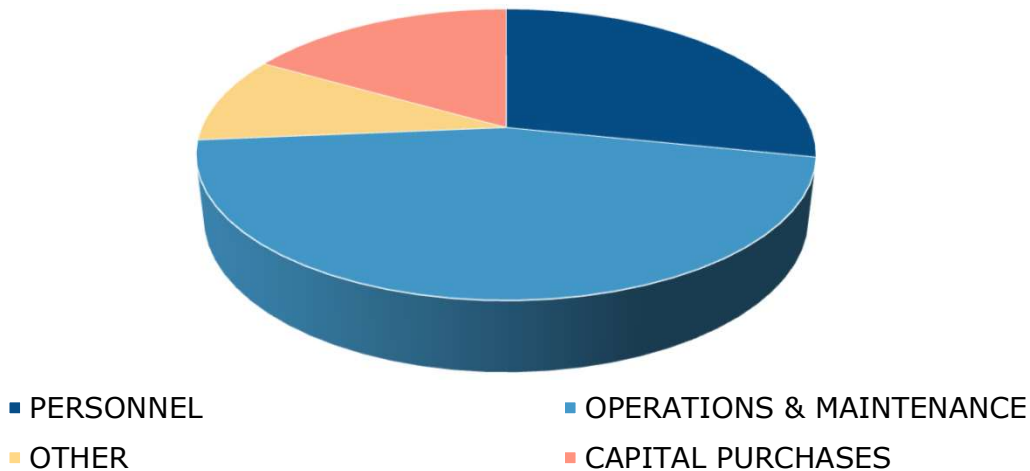


GARBAGE COLLECTION LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
13056000- 41100 - REGULAR EMPLOYEES	\$ 733,974	\$ 850,286	\$ 116,312	15.85%
13056000- 41300 - OVERTIME	4,800	8,000	3,200	66.67%
13056000- 42100 - ER'S HEALTH INSURANCE	142,189	157,844	15,655	11.01%
13056000- 42110 - ER'S LIFE INSURANCE	542	578	36	6.64%
13056000- 42210 - ER'S MEDICARE	9,265	10,820	1,555	16.78%
13056000- 42300 - ER'S PENSION	259,140	280,036	20,896	8.06%
13056000- 42310 - ER'S DEF CONTRIBUTION	9,615	10,354	739	7.69%
13056000- 42320 - ER'S NDPERS	15,967	22,123	6,156	38.55%
13056000- 42500 - UNEMPLOYMENT COMP	694	694	-	0.00%
13056000- 42600 - WORKERS' COMPENSATION INSUR	15,322	15,322	-	0.00%
13056000- 42700 - ER'S ST DISABILITY INS	5,205	6,463	1,258	24.17%
13056000- 42900 - ER'S LT DISABILITY INS	3,156	3,656	500	15.84%
13056000- 43060 - MONITORING	41,700	45,000	3,300	7.91%
13056000- 43300 - OTHER PROFESSIONAL SERVICES	700	800	100	14.29%
13056000- 43900 - MEMBERSHIPS & ASSOCIATIONS	1,300	1,300	-	0.00%
13056000- 44110 - WATER, SEWER, GARBAGE UTILITY	2,850	2,904	54	1.89%
13056000- 44320 - STRUCTURE RPR & MTCE	20,000	20,000	-	0.00%
13056000- 44321 - PLUMBING SYSTEM RPR & MTCE	500	500	-	0.00%
13056000- 44322 - HVAC RPR & MTCE	1,000	30,000	29,000	#####
13056000- 44323 - ELECTRICAL RPR & MTCE	1,000	1,000	-	0.00%
13056000- 44327 - SECURITY SYSTEM RPR & MTCE	700	700	-	0.00%
13056000- 44330 - VEHICLE & EQUIPMENT REPAIR	280,000	300,000	20,000	7.14%
13056000- 44350 - IT MTCE & REPAIR AGREEMTS	1,000	3,300	2,300	230.00%
13056000- 44400 - RENTALS	165,562	160,560	(5,003)	-3.02%
13056000- 45201 - GENERAL LIABILITY INSURANCE	8,395	6,089	(2,306)	-27.47%
13056000- 45202 - BUILDING & CONTENTS INSUR	330	2,044	1,714	519.42%
13056000- 45203 - AUTOMOTIVE INSURANCE	24,508	23,663	(845)	-3.45%
13056000- 45204 - INLAND MARINE INSURANCE	11	11	(0)	-1.27%
13056000- 45207 - CYBER SECURITY INSURANCE	1,463	999	(464)	-31.73%
13056000- 45300 - TELEPHONE SERVICES	390	411	21	5.34%
13056000- 45400 - ADVERTISING	11,500	11,845	345	3.00%
13056000- 45800 - TRAVEL COSTS	6,000	6,180	180	3.00%
13056000- 45900 - EDUCATION & TRAINING	6,500	6,700	200	3.08%
13056000- 45920 - WEARING APPAREL	2,750	3,500	750	27.27%
13056000- 46101 - DPMT MATERIALS & SUPPLIES	25,000	22,500	(2,500)	-10.00%
13056000- 46102 - FURNITURE & EQUIPMENT	31,000	35,000	4,000	12.90%
13056000- 46103 - COPIER & PRINTER SUPPLIES	2,500	2,000	(500)	-20.00%
13056000- 46115 - FLEET LABOR	27,000	35,000	8,000	29.63%
13056000- 46210 - NATURAL GAS	6,746	6,746	-	0.00%
13056000- 46220 - ELECTRICITY	4,578	4,715	137	2.99%
13056000- 46261 - DIESEL	190,992	170,957	(20,035)	-10.49%
13056000- 46262 - UNLEADED	6,522	8,198	1,676	25.70%
13056000- 47100 - PRINCIPAL ON DEBT	125,409	-	(125,409)	-100.00%
13056000- 48300 - GF REIMBURSEMENT	255,293	301,343	46,050	18.04%
13056000- 49106 - WATER/SEWER/STORM SEWER	90,439	84,685	(5,754)	-6.36%
13056000- 49125 - CAPITAL EQUIPMENT	20,000	20,000	-	0.00%
13056000- 57500 - EQUIPMENT	780,000	800,000	20,000	2.56%
(1) FRONT LOADER AUTOMATED GARBAGE	400,000			
(1) DUAL ARM AUTOMATED GARBAGE TRU	400,000			
TOTAL GARBAGE COLLECTION	\$ 3,343,508	\$ 3,484,825	\$ 141,317	4.23%

LANDFILL SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 919,432	\$ 960,187	\$ 40,755	4.43%
0.50 SANITATION SUPERINTENDENT				
1 LANDFILL FOREMAN				
1 RECYCLING COORDINATOR				
6 HEAVY EQUIPMENT OPERATORS				
1 MEDIUM EQUIPMENT OPERATOR				
1 LIGHT EQUIPMENT OPERATOR				
1 LIGHT EQUIPMENT OPERATOR/LANDFILL ATTENDANT				
1 LANDFILL ATTENDANT				
0.20 PUBLIC WORKS UTILITY DIRECTOR				
0.20 SENIOR PROJECT MANAGER				
0.40 PROJECT CIVIL ENGINEER				
0.20 ENGINEERING TECHNICIAN I				
0.20 OFFICE & ADMINISTRATIVE SPECIALIST, SENIOR				
0.25 OFFICE & ADMINISTRATIVE SPECIALIST				
BENEFITS	383,081	412,551	29,470	7.69%
PROFESSIONAL AND TECHNICAL SERVICES	64,763	238,000	173,237	###
INFRASTRUCTURE MAINTENANCE	610,314	812,801	202,487	33.18%
REPAIR & MAINTENANCE	770,925	636,200	(134,725)	-17.48%
OTHER PURCHASED SERVICES	83,803	108,344	24,541	29.28%
OPERATION SUPPLIES	69,163	47,940	(21,223)	-30.69%
UTILITIES	73,197	111,697	38,500	52.60%
FUEL	268,509	249,413	(19,096)	-7.11%
OTHER	362,052	362,052	-	0.00%
TRANSFERS BETWEEN FUNDS	106,000	106,000	-	0.00%
CAPITAL PURCHASES	500,000	813,814	313,814	62.76%
TOTAL LANDFILL	\$ 4,211,239	\$ 4,859,000	\$ 647,761	15.38%

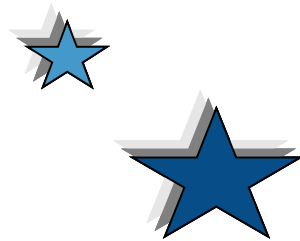


LANDFILL LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
13057000-41100 - REGULAR EMPLOYEES	\$ 878,833	\$ 917,558	\$ 38,725	4.41%
13057000-41300 - OVERTIME	40,599	42,629	2,030	5.00%
13057000-42100 - ER'S HEALTH INSURANCE	173,151	194,107	20,956	12.10%
13057000-42110 - ER'S LIFE INSURANCE	677	684	7	1.03%
13057000-42210 - ER'S MEDICARE	11,829	12,372	543	4.59%
13057000-42300 - ER'S PENSION	110,133	113,573	3,440	3.12%
13057000-42310 - ER'S DEF CONTRIBUTION	9,984	5,177	(4,807)	-48.15%
13057000-42320 - ER'S NDPERS	52,453	60,874	8,421	16.05%
13057000-42500 - UNEMPLOYMENT COMP	556	556	-	0.00%
13057000-42600 - WORKERS' COMPENSATION INSUR	14,286	14,286	-	0.00%
13057000-42700 - ER'S ST DISABILITY INS	6,233	6,977	744	11.94%
13057000-42900 - ER'S LT DISABILITY INS	3,779	3,945	166	4.39%
13057000-43040 - CONSULTANTS	30,000	200,000	170,000	566.67%
13057000-43060 - MONITORING	32,125	35,000	2,875	8.95%
13057000-43200 - PROFESSIONAL TESTING	800	1,000	200	25.00%
13057000-43900 - MEMBERSHIPS & ASSOCIATIONS	1,838	2,000	162	8.81%
13057000-44110 - WATER, SEWER, GARBAGE UTILITY	1,900	2,000	100	5.26%
13057000-44210 - THIRD PARTY DISPOSAL	571,000	437,000	(134,000)	-23.47%
13057000-44320 - STRUCTURE RPR & MTCE	41,000	30,000	(11,000)	-26.83%
13057000-44321 - PLUMBING SYSTEM RPR & MTCE	1,000	1,000	-	0.00%
13057000-44322 - HVAC RPR & MTCE	1,000	1,000	-	0.00%
13057000-44323 - ELECTRICAL RPR & MTCE	1,000	1,000	-	0.00%
13057000-44327 - SECURITY SYSTEM RPR & MTCE	600	700	100	16.67%
13057000-44330 - VEHICLE & EQUIPMENT REPAIR	142,250	145,000	2,750	1.93%
13057000-44350 - IT MTCE & REPAIR AGREEMTS	11,175	18,500	7,325	65.55%
13057000-44400 - RENTALS	590,314	797,801	207,487	35.15%
13057000-44504 - STREETS ALLEYS & ROAD MTCE	20,000	15,000	(5,000)	-25.00%
13057000-45201 - GENERAL LIABILITY INSURANCE	9,418	6,409	(3,009)	-31.95%
13057000-45202 - BUILDING & CONTENTS INSUR	2,023	5,629	3,606	178.23%
13057000-45203 - AUTOMOTIVE INSURANCE	11,512	8,081	(3,431)	-29.80%
13057000-45204 - INLAND MARINE INSURANCE	11,023	12,708	1,685	15.28%
13057000-45206 - STORAGE TANK LIABILITY	100	300	200	200.00%
13057000-45207 - CYBER SECURITY INSURANCE	1,730	1,247	(483)	-27.90%
13057000-45300 - TELEPHONE SERVICES	6,047	9,280	3,233	53.46%
13057000-45400 - ADVERTISING	250	450	200	80.00%
13057000-45800 - TRAVEL COSTS	11,450	12,000	550	4.80%
13057000-45900 - EDUCATION & TRAINING	12,625	12,000	(625)	-4.95%
13057000-45920 - WEARING APPAREL	2,500	3,000	500	20.00%
13057000-45950 - BANKING & CREDIT CARD FEES	12,500	34,740	22,240	177.92%
13057000-45970 - POSTAGE/SHIPPING	2,625	2,500	(125)	-4.76%
13057000-46101 - DPMT MATERIALS & SUPPLIES	32,000	22,000	(10,000)	-31.25%
13057000-46102 - FURNITURE & EQUIPMENT	31,500	20,000	(11,500)	-36.51%
13057000-46103 - COPIER & PRINTER SUPPLIES	2,663	2,940	277	10.41%
13057000-46115 - FLEET LABOR	3,000	3,000	-	0.00%
13057000-46210 - NATURAL GAS	374	374	-	0.00%
13057000-46220 - ELECTRICITY	22,823	36,323	13,500	59.15%
13057000-46230 - PROPANE	50,000	75,000	25,000	50.00%
13057000-46261 - DIESEL	265,562	248,175	(17,387)	-6.55%
13057000-46262 - UNLEADED	2,947	1,238	(1,709)	-57.99%
13057000-48300 - GF REIMBURSEMENT	362,052	362,052	-	0.00%
13057000-49125 - CAPITAL EQUIPMENT	106,000	106,000	-	0.00%
13057000-57200 - INFRASTRUCTURE	500,000	293,814	(206,186)	-41.24%
CELL 8 CONSTRUCTION (YEAR : 500,000				
13057000-57500 - EQUIPMENT	-	520,000	520,000	100.00%
3/4 TON PICKUP	60,000			
ROLL-OFF TRUCK	210,000			
AIR BURNER	250,000			
TOTAL LANDFILL	\$ 4,211,239	\$ 4,859,000	\$ 647,761	15.38%



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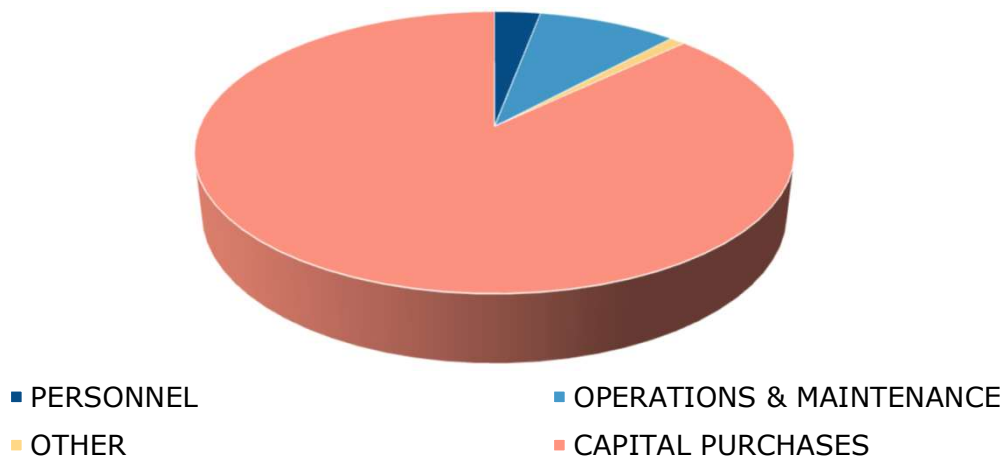


WATER, SEWER, AND STORM SEWER - REVENUE DETAIL

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
FEDERAL REVENUES				
14000000- 33200 - FEDERAL CAPITAL REVENUES	\$ 7,491,511	\$ 7,491,511	\$ -	0.00%
TOTAL FEDERAL REVENUES	7,491,511	7,491,511	-	0.00%
STATE REVENUES				
14000000- 33500 - STATE CAPITAL REVENUES	705,000	810,000	105,000	14.89%
TOTAL STATE REVENUES	705,000	810,000	105,000	14.89%
CITY REVENUES				
14000000- 34100 - CHARGES FOR SERVICES	-	177,936	177,936	100.00%
14000000- 34101 - STORM SEWER MTCE	1,996,752	2,096,590	99,838	5.00%
14000000- 34102 - STORM SEWER DEVELOPMENT	1,440,110	1,652,832	212,722	14.77%
14000000- 34103 - WATER REVENUE	12,206,249	13,102,790	896,541	7.34%
14000000- 34104 - SEWER REVENUE	6,986,282	7,913,034	926,752	13.27%
14000000- 34105 - NAWS REVENUE	315,000	580,426	265,426	84.26%
14000000- 34410 - SEWERAGE CHARGES	15,000	-	(15,000)	-100.00%
14000000- 34130 - ZONING & SUBDIVISION FEES	870	1,000	130	14.94%
14000000- 35500 - SPECIAL ASSESSMENTS	824,893	44,747	(780,146)	-94.58%
14000000- 36110 - INTEREST REVENUES	-	243,418	243,418	100.00%
14000000- 36200 - RENTS AND ROYALTIES	25,000	19,047	(5,953)	-23.81%
14000000- 36909 - CONNECTION FEES	102,000	102,000	-	0.00%
14000000- 39200 - PROCEEDS FROM ASSET DISPOSAL	74,000	296,000	222,000	300.00%
14000000- 39320 - REVENUE BONDS	-	2,920,000	2,920,000	100.00%
14000000- 39340 - OTHER BONDS ISSUED	-	400,000	400,000	100.00%
14000000- 39350 - REFUNDING BONDS ISSUED	1,758,489	7,308,489	5,550,000	315.61%
TOTAL CITY REVENUES	25,744,645	36,858,309	11,113,664	43.17%
TRANSFERS BETWEEN FUNDS				
14000000- 39105 - SANITATION	90,438	84,685	(5,753)	-6.36%
14000000- 39115 - SALES TAX FLOOD CONTROL	799,696	698,887	(100,809)	-12.61%
14000000- 39136 - FLOOD CONTROL MAINTENANCE	139,300	153,040	13,740	9.86%
TOTAL TRANSFERS BETWEEN FUNDS	1,029,434	936,612	(92,822)	-9.02%
RESOURCES AVAILABLE	34,970,590	46,096,432	11,125,842	31.81%
CASH RESERVES	9,483,413	7,349,235	(2,134,178)	-22.50%
TOTAL BUDGETED REVENUE	\$ 44,454,003	\$ 53,445,667	\$ 8,991,664	20.23%
STORM SEWER	\$ 21,345,204	\$ 28,761,589	\$ 7,416,385	34.74%
WATER SYSTEM	13,697,340	14,530,727	833,387	6.08%
SEWER SYSTEM	9,321,090	10,068,667	747,577	8.02%
GARBAGE COLLECTION	90,369	84,685	(5,685)	-6.29%
	\$ 44,454,003	\$ 53,445,667	\$ 8,991,664	20.23%

STORM SEWER SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 583,899	\$ 547,968	\$ (35,931)	-6.15%
0.20 ASSISTANT CITY MANAGER				
0.20 STREET SUPERINTENDENT				
1 STORM SEWER FOREMAN				
3.34 HEAVY EQUIPMENT OPERATOR				
4 LIGHT EQUIPMENT OPERATORS				
0.11 PUBLIC WORKS OPERATIONS DIRECTOR				
0.05 OFFICE & ADMINISTRATIVE SPECIALIST				
BENEFITS	323,750	300,948	(22,802)	-7.04%
PROFESSIONAL AND TECHNICAL SERVICES	4,938	540	(4,398)	-89.06%
INFRASTRUCTURE MAINTENANCE	760,760	765,841	5,081	0.67%
REPAIR & MAINTENANCE	139,630	132,412	(7,218)	-5.17%
OTHER PURCHASED SERVICES	107,049	127,988	20,939	19.56%
OPERATION SUPPLIES	46,583	46,180	(403)	-0.86%
UTILITIES	135,930	91,705	(44,225)	-32.54%
FUEL	9,850	10,477	627	6.37%
DEBT RETIREMENT	1,214,140	1,390,349	176,209	14.51%
OTHER	160,735	160,735	-	0.00%
TRANSFERS BETWEEN FUNDS	126,629	128,992	2,363	1.87%
CAPITAL PURCHASES	17,670,000	25,000,000	7,330,000	41.48%
TOTAL STORM SEWER	\$ 21,283,893	\$ 28,704,135	\$ 7,420,241	34.86%

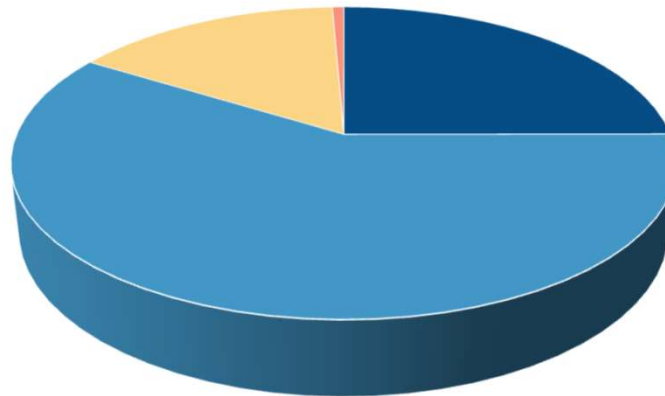


STORM SEWER LINE ITEMS

		2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
14059000-41100 - REGULAR EMPLOYEES		\$ 570,754	\$ 534,166	\$ (36,588)	-6.41%
14059000-41300 - OVERTIME		13,145	13,802	657	5.00%
14059000-42100 - ER'S HEALTH INSURANCE		194,539	182,568	(11,971)	-6.15%
14059000-42110 - ER'S LIFE INSURANCE		483	436	(47)	-9.73%
14059000-42210 - ER'S MEDICARE		7,207	6,747	(460)	-6.38%
14059000-42300 - ER'S PENSION		70,782	62,939	(7,843)	-11.08%
14059000-42320 - ER'S NDPERS		41,688	39,433	(2,255)	-5.41%
14059000-42500 - UNEMPLOYMENT COMP		352	352	-	0.00%
14059000-42600 - WORKERS' COMPENSATION INSUR		2,197	2,197	-	0.00%
14059000-42700 - ER'S ST DISABILITY INS		4,048	3,979	(69)	-1.70%
14059000-42900 - ER'S LT DISABILITY INS		2,454	2,297	(157)	-6.40%
14059000-43060 - MONITORING		2,500	-	(2,500)	-100.00%
14059000-43300 - OTHER PROFESSIONAL SERVICES		500	-	(500)	-100.00%
14059000-43900 - MEMBERSHIPS & ASSOCIATIONS		1,938	540	(1,398)	-72.14%
14059000-44110 - WATER, SEWER, GARBAGE UTILITY		-	3,412	3,412	100.00%
14059000-44250 - ONE-CALL SERVICES		4,000	4,000	-	0.00%
14059000-44320 - STRUCTURE RPR & MTCE		20,000	20,000	-	0.00%
14059000-44321 - PLUMBING SYSTEM RPR & MTCE		2,000	2,000	-	0.00%
14059000-44322 - HVAC RPR & MTCE		5,000	5,000	-	0.00%
14059000-44323 - ELECTRICAL RPR & MTCE		50,000	50,000	-	0.00%
14059000-44326 - IRRIGATION/GROUNDS RPR & MTCE		2,500	2,500	-	0.00%
14059000-44327 - SECURITY SYSTEM RPR & MTCE		600	600	-	0.00%
14059000-44330 - VEHICLE & EQUIPMENT REPAIR		51,125	42,000	(9,125)	-17.85%
14059000-44350 - IT MTCE & REPAIR AGREEMTS		4,405	2,900	(1,505)	-34.16%
14059000-44400 - RENTALS		10,760	15,841	5,081	47.22%
14059000-44503 - STORM SEWER MAINTENANCE		750,000	750,000	-	0.00%
14059000-45201 - GENERAL LIABILITY INSURANCE		7,332	4,086	(3,246)	-44.28%
14059000-45202 - BUILDING & CONTENTS INSUR		16,055	47,223	31,168	194.13%
14059000-45203 - AUTOMOTIVE INSURANCE		5,333	7,146	1,813	34.00%
14059000-45204 - INLAND MARINE INSURANCE		235	875	640	272.17%
14059000-45205 - COVERAGE FOR FLOOD INSURANCE		11,129	12,222	1,093	9.83%
14059000-45207 - CYBER SECURITY INSURANCE		931	800	(131)	-14.10%
14059000-45300 - TELEPHONE SERVICES		1,617	1,950	333	20.59%
14059000-45400 - ADVERTISING		300	-	(300)	-100.00%
14059000-45800 - TRAVEL COSTS		6,600	6,280	(320)	-4.85%
14059000-45900 - EDUCATION & TRAINING		10,800	2,600	(8,200)	-75.93%
14059000-45920 - WEARING APPAREL		2,100	2,420	320	15.24%
14059000-45950 - BANKING & CREDIT CARD FEES		44,342	42,129	(2,213)	-4.99%
14059000-45970 - POSTAGE/SHIPPING		275	257	(18)	-6.55%
14059000-46101 - DPMT MATERIALS & SUPPLIES		36,000	36,000	-	0.00%
14059000-46102 - FURNITURE & EQUIPMENT		1,910	2,500	590	30.89%
14059000-46103 - COPIER & PRINTER SUPPLIES		1,663	140	(1,523)	-91.58%
14059000-46115 - FLEET LABOR		3,500	3,500	-	0.00%
14059000-46117 - SIGNS & MARKERS		3,500	4,000	500	14.29%
14059000-46210 - NATURAL GAS		3,930	8,000	4,070	103.56%
14059000-46220 - ELECTRICITY		132,000	83,405	(48,595)	-36.81%
14059000-46230 - PROPANE		-	300	300	100.00%
14059000-46261 - DIESEL		6,842	8,192	1,350	19.73%
14059000-46262 - UNLEADED		3,008	2,285	(723)	-24.04%
14059000-46400 - BOOKS & SUBSCRIPTIONS		10	40	30	292.93%
14059000-47100 - PRINCIPAL ON DEBT		1,014,060	1,159,269	145,209	14.32%
14059000-47202 - INTEREST ON SA BONDS		35,875	85,371	49,496	137.97%
14059000-47205 - INT REVENUE BONDS STORM SEW		164,205	145,709	(18,496)	-11.26%
14059000-48300 - GF REIMBURSEMENT		160,735	160,735	-	0.00%
14059000-49101 - GENERAL FUND		126,629	128,992	2,363	1.87%
14059000-57200 - INFRASTRUCTURE		17,500,000	24,720,000	7,220,000	41.26%
16TH ST SW RECONSTRUCTION PHASE I	2,920,000				
PUPPY DOG COULEE (SSD #121)	21,800,000				
14059000-57500 - EQUIPMENT		170,000	280,000	110,000	64.71%
VACTOR REPLACEMENT (YEAR 7 OF 10)	80,000				
BOBCAT TOOLCAT W/ SNOW BLOWER	95,000				
3/4 TON 4X4 CREW CAB PICKUP	55,000				
USED TANDEM TRUCK CHASIS	50,000				
TOTAL STORM SEWER		<u>\$ 21,283,893</u>	<u>\$ 28,704,135</u>	<u>\$ 7,420,241</u>	<u>34.86%</u>

WATER PLANT SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 1,212,211	\$ 1,325,443	\$ 113,232	9.34%
1 WATER PLANT SUPERINTENDENT				
1 WATER PLANT FOREMAN				
2 WATER PLANT OPERATOR, LEAD				
6 WATER PLANT OPERATORS III				
4 WATER PLANT OPERATORS II				
1 WATER PLANT OPERATOR I				
1 WATER PLANT INSTRUMENTATION TECHNICIAN				
0.20 ASSISTANT CITY MANAGER				
0.20 PUBLIC WORKS UTILITY DIRECTOR				
0.20 SENIOR PROJECT MANAGER				
0.40 PROJECT CIVIL ENGINEER				
0.20 ENGINEERING TECHNICIAN I				
0.20 OFFICE & ADMINISTRATIVE SPECIALIST, SENIOR				
0.05 OFFICE & ADMINISTRATIVE SPECIALIST				
BENEFITS	677,181	714,701	37,520	5.54%
PROFESSIONAL AND TECHNICAL SERVICES	87,517	191,800	104,283	###
INFRASTRUCTURE MAINTENANCE	875,165	350,246	(524,919)	-59.98%
REPAIR & MAINTENANCE	307,730	218,433	(89,297)	-29.02%
OTHER PURCHASED SERVICES	141,347	232,296	90,949	64.34%
OPERATION SUPPLIES	2,090,949	2,087,360	(3,589)	-0.17%
UTILITIES	1,188,875	1,206,113	17,238	1.45%
FUEL	21,710	25,840	4,130	19.02%
DEBT RETIREMENT	457,924	495,769	37,845	8.26%
OTHER	745,570	743,924	(1,646)	-0.22%
TRANSFERS BETWEEN FUNDS	484,366	527,871	43,505	8.98%
CAPITAL PURCHASES	125,000	55,000	(70,000)	-56.00%
TOTAL WATER PLANT	\$ 8,415,545	\$ 8,174,796	\$ (240,749)	-2.86%



■ PERSONNEL ■ OPERATIONS & MAINTENANCE ■ OTHER ■ CAPITAL PURCHASES

WATER PLANT LINE ITEMS

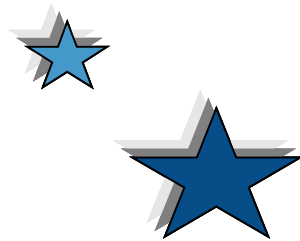
	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
14060000-41100 - REGULAR EMPLOYEES	\$ 1,151,506	\$ 1,261,703	\$ 110,197	9.57%
14060000-41200 - TEMP & PART-TIME EMPLOYEES	49,265	51,728	2,463	5.00%
14060000-41300 - OVERTIME	11,440	12,012	572	5.00%
14060000-42100 - ER'S HEALTH INSURANCE	244,233	242,879	(1,354)	-0.55%
14060000-42110 - ER'S LIFE INSURANCE	846	855	9	1.06%
14060000-42200 - ER'S SOCIAL SECURITY	3,054	3,207	153	5.01%
14060000-42210 - ER'S MEDICARE	15,369	16,897	1,528	9.94%
14060000-42300 - ER'S PENSION	338,357	368,950	30,593	9.04%
14060000-42320 - ER'S NDPERS	53,265	58,035	4,770	8.96%
14060000-42500 - UNEMPLOYMENT COMP	37	37	-	0.00%
14060000-42600 - WORKERS' COMPENSATION INSUR	8,903	8,903	-	0.00%
14060000-42700 - ER'S ST DISABILITY INS	8,166	9,513	1,347	16.50%
14060000-42900 - ER'S LT DISABILITY INS	4,951	5,425	474	9.57%
14060000-43040 - CONSULTANTS	40,000	140,000	100,000	250.00%
14060000-43060 - MONITORING	40,000	44,000	4,000	10.00%
14060000-43200 - PROFESSIONAL TESTING	180	300	120	66.67%
14060000-43300 - OTHER PROFESSIONAL SERVICES	700	1,200	500	71.43%
14060000-43900 - MEMBERSHIPS & ASSOCIATIONS	6,637	6,300	(337)	-5.08%
14060000-44110 - WATER, SEWER, GARBAGE UTILITY	-	1,710	1,710	100.00%
14060000-44320 - STRUCTURE RPR & MTCE	100,000	35,000	(65,000)	-65.00%
14060000-44321 - PLUMBING SYSTEM RPR & MTCE	5,000	4,261	(739)	-14.78%
14060000-44322 - HVAC RPR & MTCE	40,000	25,780	(14,220)	-35.55%
14060000-44323 - ELECTRICAL RPR & MTCE	10,000	2,000	(8,000)	-80.00%
14060000-44324 - ELEVATOR RPR & MTCE	1,400	1,665	265	18.90%
14060000-44325 - PEST CONTROL RPR & MTCE	-	1,000	1,000	100.00%
14060000-44327 - SECURITY SYSTEM RPR & MTCE	1,800	1,000	(800)	-44.44%
14060000-44330 - VEHICLE & EQUIPMENT REPAIR	141,125	137,282	(3,843)	-2.72%
14060000-44350 - IT MTCE & REPAIR AGREEMTS	8,405	8,736	331	3.94%
14060000-44400 - RENTALS	165	246	81	48.75%
14060000-44501 - WATERMAIN MAINTENANCE	625,000	100,000	(525,000)	-84.00%
14060000-44507 - WATER WELL MAINTENANCE	250,000	250,000	-	0.00%
14060000-45201 - GENERAL LIABILITY INSURANCE	23,641	14,963	(8,679)	-36.71%
14060000-45202 - BUILDING & CONTENTS INSUR	48,431	110,708	62,277	128.59%
14060000-45203 - AUTOMOTIVE INSURANCE	6,755	6,315	(440)	-6.52%
14060000-45204 - INLAND MARINE INSURANCE	205	196	(9)	-4.57%
14060000-45205 - COVERAGE FOR FLOOD INSURANCE	9,717	13,063	3,346	34.43%
14060000-45207 - CYBER SECURITY INSURANCE	2,129	1,558	(571)	-26.84%
14060000-45300 - TELEPHONE SERVICES	4,243	5,280	1,037	24.45%
14060000-45400 - ADVERTISING	8,150	12,431	4,281	52.53%
14060000-45800 - TRAVEL COSTS	13,850	18,680	4,830	34.87%
14060000-45900 - EDUCATION & TRAINING	7,300	11,729	4,429	60.68%
14060000-45920 - WEARING APPAREL	4,000	3,020	(980)	-24.50%
14060000-45950 - BANKING & CREDIT CARD FEES	4,801	22,454	17,653	367.69%
14060000-45970 - POSTAGE/SHIPPING	6,125	9,400	3,275	53.48%
14060000-45990 - MAFB METER	2,000	2,500	500	25.00%
14060000-46101 - DPMT MATERIALS & SUPPLIES	62,000	50,000	(12,000)	-19.35%
14060000-46102 - FURNITURE & EQUIPMENT	6,910	12,500	5,590	80.90%
14060000-46103 - COPIER & PRINTER SUPPLIES	913	1,140	227	24.90%
14060000-46105 - CLEANING SUPPLIES	2,400	2,000	(400)	-16.67%
14060000-46109 - WATER METERS	10,000	-	(10,000)	-100.00%
14060000-46110 - WATER TREATMENT SUPPLIES	2,000,000	2,012,380	12,380	0.62%
14060000-46115 - FLEET LABOR	8,000	8,500	500	6.25%
14060000-46210 - NATURAL GAS	85,769	93,965	8,196	9.56%
14060000-46220 - ELECTRICITY	1,103,106	1,112,148	9,042	0.82%
14060000-46261 - DIESEL	13,739	18,871	5,132	37.35%
14060000-46262 - UNLEADED	7,971	6,969	(1,002)	-12.57%
14060000-46400 - BOOKS & SUBSCRIPTIONS	726	840	114	15.67%
14060000-47100 - PRINCIPAL ON DEBT	411,808	401,324	(10,484)	-2.55%
14060000-47202 - INTEREST ON SA BONDS	10,875.00	9,632	(1,243)	-11.43%
14060000-47203 - INT REVENUE BONDS WATER	35,241	25,998	(9,243)	-26.23%
14060000-47206 - INTEREST OTHER DEBT	-	58,815	58,815	100.00%
14060000-48200 - PASS-THROUGH	1,646	-	(1,646)	-100.00%

WATER PLANT LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
14060000- 48300 - GF REIMBURSEMENT	\$ 743,924	\$ 743,924	\$ -	0.00%
14060000- 49101 - GENERAL FUND	19,640	21,415	1,775	9.04%
14060000- 49105 - SANITATION	246,726	288,456	41,730	16.91%
14060000- 49125 - CAPITAL EQUIPMENT	218,000	218,000	-	0.00%
14060000- 57500 - EQUIPMENT	125,000	55,000	(70,000)	-56.00%
3/4 TON 4X4 PICKUP				
55,000				
TOTAL WATER PLANT	\$ 8,415,545	\$ 8,174,796	\$ (240,749)	-2.86%

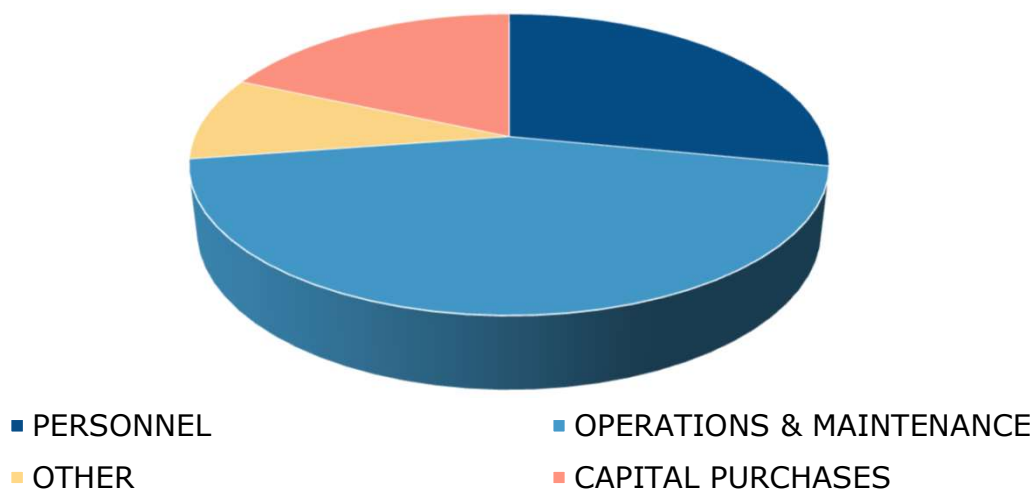


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WATER DISTRIBUTION SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 1,411,221	\$ 1,517,697	\$ 106,476	7.54%
0.60 WATER/WASTEWATER SUPERINTENDENT				
2 WATER/WASTEWATER FOREMAN				
2.33 HEAVY EQUIPMENT OPERATORS				
2 UTILITY OPERATORS, LEAD				
4 UTILITY OPERATORS III				
4 UTILITY OPERATORS II				
5 UTILITY OPERATORS I				
1 ADMINISTRATIVE CLERK				
0.20 ASSISTANT CITY MANAGER				
0.20 PUBLIC WORKS UTILITY DIRECTOR				
0.20 SENIOR PROJECT MANAGER				
0.20 ENGINEERING TECHNICIAN I				
0.40 PROJECT CIVIL ENGINEER				
0.20 OFFICE & ADMINISTRATIVE SPECIALIST, SENIOR				
0.05 OFFICE & ADMINISTRATIVE SPECIALIST				
BENEFITS	843,478	869,300	25,822	3.06%
PROFESSIONAL AND TECHNICAL SERVICES	3,794	3,640	(154)	-4.05%
INFRASTRUCTURE MAINTENANCE	2,219,851	2,179,851	(40,000)	-1.80%
REPAIR & MAINTENANCE	1,031,242	1,038,700	7,459	0.72%
OTHER PURCHASED SERVICES	75,813	76,621	807	1.06%
OPERATION SUPPLIES	440,171	407,040	(33,131)	-7.53%
UTILITIES	12,373	12,130	(243)	-1.97%
FUEL	69,261	61,927	(7,334)	-10.59%
OTHER	613,330	743,790	130,460	21.27%
TRANSFERS BETWEEN FUNDS	19,640	21,415	1,775	9.04%
CAPITAL PURCHASES	178,000	1,560,000	1,382,000	###
TOTAL WATER DISTRIBUTION	\$ 6,918,174	\$ 8,492,111	\$ 1,573,937	22.75%

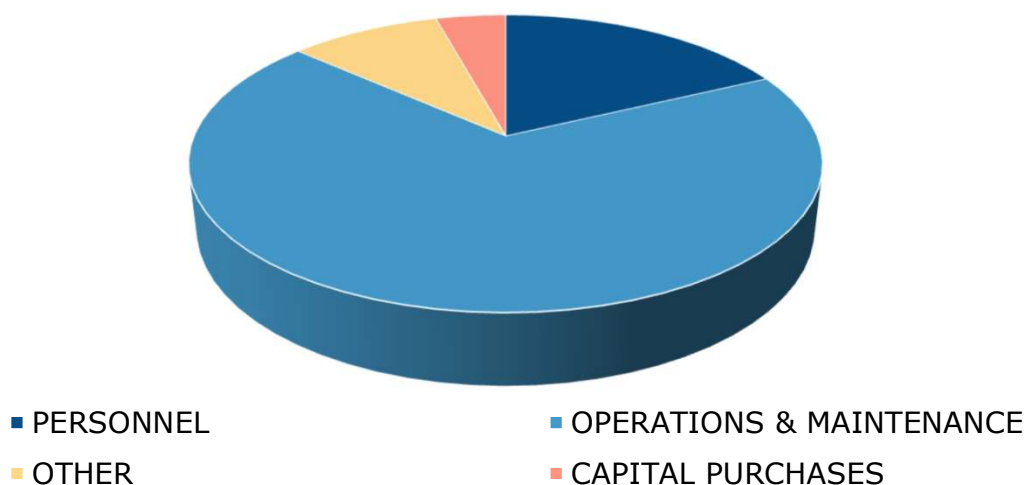


WATER DISTRIBUTION LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
14061000-41100 - REGULAR EMPLOYEES	\$ 1,331,221	\$ 1,476,197	\$ 144,976	10.89%
14061000-41200 - TEMP & PART-TIME EMPLOYEES	50,000	10,000	(40,000)	-80.00%
14061000-41300 - OVERTIME	30,000	31,500	1,500	5.00%
14061000-42100 - ER'S HEALTH INSURANCE	346,623	361,088	14,465	4.17%
14061000-42110 - ER'S LIFE INSURANCE	1,065	1,097	32	3.00%
14061000-42200 - ER'S SOCIAL SECURITY	3,100	620	(2,480)	-80.00%
14061000-42210 - ER'S MEDICARE	17,577	19,045	1,468	8.35%
14061000-42300 - ER'S PENSION	385,442	382,031	(3,411)	-0.88%
14061000-42320 - ER'S NDPERS	62,481	75,812	13,331	21.34%
14061000-42500 - UNEMPLOYMENT COMP	897	979	82	9.14%
14061000-42600 - WORKERS' COMPENSATION INSUR	11,128	11,128	-	0.00%
14061000-42700 - ER'S ST DISABILITY INS	9,441	11,152	1,711	18.12%
14061000-42900 - ER'S LT DISABILITY INS	5,724	6,348	624	10.90%
14061000-43200 - PROFESSIONAL TESTING	994	1,400	406	40.88%
14061000-43900 - MEMBERSHIPS & ASSOCIATIONS	2,800	2,240	(560)	-20.00%
14061000-44110 - WATER, SEWER, GARBAGE UTILITY	-	1,372	1,372	100.00%
14061000-44250 - ONE-CALL SERVICES	4,000	4,000	-	0.00%
14061000-44320 - STRUCTURE RPR & MTCE	160,000	160,000	-	0.00%
14061000-44325 - PEST CONTROL RPR & MTCE	212	200	(12)	-5.48%
14061000-44330 - VEHICLE & EQUIPMENT REPAIR	85,000	85,000	-	0.00%
14061000-44341 - NAW'S DISTRIBUTION O&M	390,000	390,000	-	0.00%
14061000-44342 - NAW'S DISTRIBUTION REM	390,000	390,000	-	0.00%
14061000-44350 - IT MTCE & REPAIR AGREEMTS	2,030	8,128	6,098	300.40%
14061000-44400 - RENTALS	39,851	39,851	0	0.00%
14061000-44501 - WATERMAIN MAINTENANCE	2,000,000	2,000,000	-	0.00%
14061000-44502 - SEWER REHAB MAINTENANCE	20,000	20,000	-	0.00%
14061000-44504 - STREETS ALLEYS & ROAD MTCE	160,000	120,000	(40,000)	-25.00%
14061000-45201 - GENERAL LIABILITY INSURANCE	23,575	16,066	(7,509)	-31.85%
14061000-45202 - BUILDING & CONTENTS INSUR	1,865	4,294	2,429	130.25%
14061000-45203 - AUTOMOTIVE INSURANCE	13,997	12,395	(1,602)	-11.45%
14061000-45204 - INLAND MARINE INSURANCE	956	1,981	1,025	107.26%
14061000-45207 - CYBER SECURITY INSURANCE	2,660	1,932	(728)	-27.38%
14061000-45300 - TELEPHONE SERVICES	12,489	17,850	5,361	42.93%
14061000-45400 - ADVERTISING	991	990	(1)	-0.08%
14061000-45800 - TRAVEL COSTS	8,100	9,780	1,680	20.74%
14061000-45900 - EDUCATION & TRAINING	5,300	5,200	(100)	-1.89%
14061000-45920 - WEARING APPAREL	5,000	5,520	520	10.40%
14061000-45950 - BANKING & CREDIT CARD FEES	70	146	76	108.57%
14061000-45951 - COLLECTION FEES	311	-	(311)	-100.00%
14061000-45970 - POSTAGE/SHIPPING	500	467	(33)	-6.60%
14061000-46101 - DPMT MATERIALS & SUPPLIES	355,000	320,000	(35,000)	-9.86%
14061000-46102 - FURNITURE & EQUIPMENT	7,410	7,000	(410)	-5.53%
14061000-46103 - COPIER & PRINTER SUPPLIES	151	-	(151)	-100.00%
14061000-46105 - CLEANING SUPPLIES	110	-	(110)	-100.00%
14061000-46109 - WATER METERS	60,000	60,000	-	0.00%
14061000-46115 - FLEET LABOR	14,000	16,000	2,000	14.29%
14061000-46117 - SIGNS & MARKERS	2,500	3,000	500	20.00%
14061000-46210 - NATURAL GAS	580	580	-	0.00%
14061000-46220 - ELECTRICITY	11,495	11,550	55	0.48%
14061000-46230 - PROPANE	298	-	(298)	-100.00%
14061000-46261 - DIESEL	32,369	28,769	(3,600)	-11.12%
14061000-46262 - UNLEADED	36,892	33,158	(3,734)	-10.12%
14061000-46400 - BOOKS & SUBSCRIPTIONS	1,000	1,040	40	4.00%
14061000-48300 - GF REIMBURSEMENT	613,330	743,790	130,460	21.27%
14061000-49101 - GENERAL FUND	19,640	21,415	1,775	9.04%
14061000-57200 - INFRASTRUCTURE	-	1,350,000	1,350,000	100.00%
2ND AVE SW WATERMAIN REPLACE	350,000			
11TH AVE NW, LINCOLN AVE & DACOTAH HOMES				
2ND ADDITION WATERMAIN REPLAC	1,000,000			
14061000-57300 - BUILDINGS	-	125,000	125,000	100.00%
DESIGN OF NEW OFFICE/METER SH	125,000			
14061000-57500 - EQUIPMENT	178,000	85,000	(93,000)	-52.25%
TRACK SKIDSTEER TRADE IN	85,000			
TOTAL WATER DISTRIBUTION	\$ 6,918,174	\$ 8,492,111	\$ 1,573,937	22.75%

SEWAGE PUMPING SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 787,769	\$ 868,463	\$ 80,694	10.24%
0.40 WATER/WASTEWATER SUPERINTENDENT				
1 WATER/WASTEWATER FOREMAN				
1 UTILITY OPERATOR, LEAD				
1 UTILITY OPERATORS III				
3 UTILITY OPERATORS II				
1 UTILITY OPERATORS I				
0.33 HEAVY EQUIPMENT OPERATOR				
2 PUBLIC WORKS LABORATORY TECHNICIANS				
0.20 ASSISTANT CITY MANAGER				
0.20 PUBLIC WORKS UTILITY DIRECTOR				
0.20 SENIOR PROJECT MANAGER				
0.40 PROJECT CIVIL ENGINEER				
0.20 ENGINEERING TECHNICIAN I				
0.20 OFFICE & ADMINISTRATIVE SPECIALIST, SENIOR				
0.05 OFFICE & ADMINISTRATIVE SPECIALIST				
BENEFITS	428,325	445,221	16,896	3.94%
PROFESSIONAL AND TECHNICAL SERVICES	42,179	35,977	(6,202)	-14.70%
INFRASTRUCTURE MAINTENANCE	1,020,980	1,221,061	200,081	19.60%
REPAIR & MAINTENANCE	427,330	546,388	119,058	27.86%
OTHER PURCHASED SERVICES	137,561	161,110	23,549	17.12%
OPERATION SUPPLIES	343,573	377,680	34,107	9.93%
UTILITIES	794,332	824,151	29,819	3.75%
FUEL	45,226	56,581	11,355	25.11%
DEBT RETIREMENT	1,791,160	1,803,480	12,320	0.69%
OTHER	457,001	457,001	-	0.00%
TRANSFERS BETWEEN FUNDS	215,639	217,415	1,776	0.82%
CAPITAL PURCHASES	547,000	312,000	(235,000)	-42.96%
TOTAL SEWAGE PUMPING	\$ 7,038,076	\$ 7,326,528	\$ 288,453	4.10%

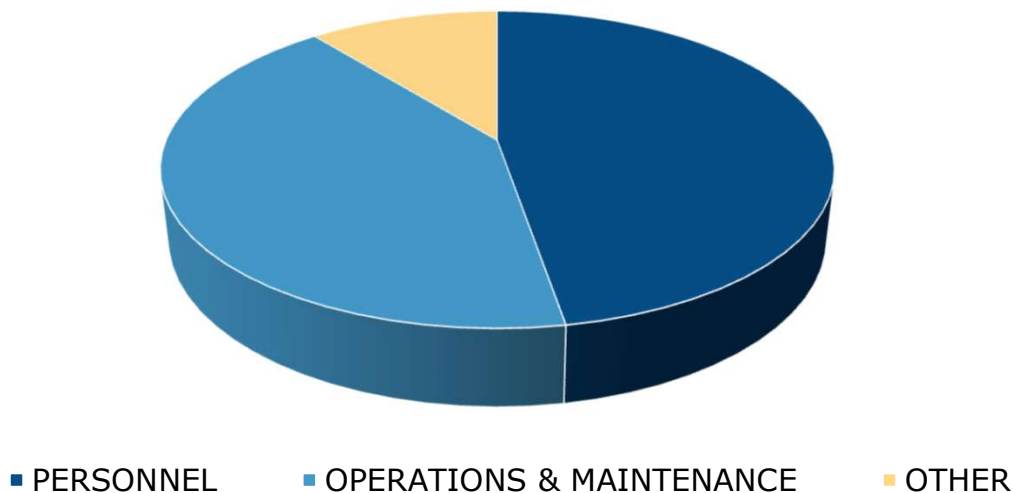


SEWAGE PUMPING LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
14062000-41100 - REGULAR EMPLOYEES	\$ 740,549	\$ 818,882	\$ 78,333	10.58%
14062000-41200 - TEMP & PART-TIME EMPLOYEES	40,220	42,231	2,011	5.00%
14062000-41300 - OVERTIME	7,000	7,350	350	5.00%
14062000-42100 - ER'S HEALTH INSURANCE	163,655	151,504	(12,151)	-7.42%
14062000-42110 - ER'S LIFE INSURANCE	543	548	5	0.92%
14062000-42200 - ER'S SOCIAL SECURITY	2,494	2,618	124	4.97%
14062000-42210 - ER'S MEDICARE	9,998	11,080	1,082	10.82%
14062000-42300 - ER'S PENSION	199,906	222,407	22,501	11.26%
14062000-42310 - ER'S DEF CONTRIBUTION	4,928	5,306	378	7.67%
14062000-42320 - ER'S NDPERS	31,343	34,242	2,899	9.25%
14062000-42500 - UNEMPLOYMENT COMP	1,357	2,202	845	62.27%
14062000-42600 - WORKERS' COMPENSATION INSUR	5,665	5,665	-	0.00%
14062000-42700 - ER'S ST DISABILITY INS	5,252	6,128	876	16.68%
14062000-42900 - ER'S LT DISABILITY INS	3,184	3,521	337	10.58%
14062000-43040 - CONSULTANTS	32,600	32,600	-	0.00%
14062000-43050 - ENGINEERS	6,748	-	(6,748)	-100.00%
14062000-43200 - PROFESSIONAL TESTING	394	1,000	606	153.97%
14062000-43900 - MEMBERSHIPS & ASSOCIATIONS	2,437	2,377	(60)	-2.46%
14062000-44110 - WATER, SEWER, GARBAGE UTILITY	800	800	-	0.00%
14062000-44240 - THIRD PARTY LAWN & GROUNDS	60,000	76,000	16,000	26.67%
14062000-44250 - ONE-CALL SERVICES	4,000	3,960	(40)	-1.00%
14062000-44320 - STRUCTURE RPR & MTCE	210,000	340,000	130,000	61.90%
14062000-44323 - ELECTRICAL RPR & MTCE	25,000	25,000	-	0.00%
14062000-44330 - VEHICLE & EQUIPMENT REPAIR	81,125	81,125	-	0.00%
14062000-44350 - IT MTCE & REPAIR AGREEMTS	46,405	19,503	(26,902)	-57.97%
14062000-44400 - RENTALS	20,980	21,061	81	0.38%
14062000-44502 - SEWER REHAB MAINTENANCE	1,000,000	1,200,000	200,000	20.00%
14062000-45201 - GENERAL LIABILITY INSURANCE	15,980	13,529	(2,451)	-15.34%
14062000-45202 - BUILDING & CONTENTS INSUR	18,027	48,941	30,914	171.49%
14062000-45203 - AUTOMOTIVE INSURANCE	11,816	9,696	(2,120)	-17.94%
14062000-45204 - INLAND MARINE INSURANCE	1,753	890	(863)	-49.26%
14062000-45205 - COVERAGE FOR FLOOD INSURANCE	14,617	13,354	(1,263)	-8.64%
14062000-45207 - CYBER SECURITY INSURANCE	1,330	1,000	(330)	-24.82%
14062000-45300 - TELEPHONE SERVICES	14,005	15,250	1,245	8.89%
14062000-45400 - ADVERTISING	725	1,500	775	106.90%
14062000-45800 - TRAVEL COSTS	9,100	9,530	430	4.73%
14062000-45900 - EDUCATION & TRAINING	12,300	10,200	(2,100)	-17.07%
14062000-45920 - WEARING APPAREL	6,000	6,020	20	0.33%
14062000-45950 - BANKING & CREDIT CARD FEES	30,508	29,894	(614)	-2.01%
14062000-45970 - POSTAGE/SHIPPING	1,400	1,306	(94)	-6.71%
14062000-46101 - DPMT MATERIALS & SUPPLIES	322,000	355,000	33,000	10.25%
14062000-46102 - FURNITURE & EQUIPMENT	7,910	7,500	(410)	-5.18%
14062000-46103 - COPIER & PRINTER SUPPLIES	1,663	140	(1,523)	-91.58%
14062000-46115 - FLEET LABOR	12,000	15,000	3,000	25.00%
14062000-46210 - NATURAL GAS	54,518	54,518	-	0.00%
14062000-46220 - ELECTRICITY	739,769	769,633	29,864	4.04%
14062000-46230 - PROPANE	45	-	(45)	-100.00%
14062000-46261 - DIESEL	22,594	27,173	4,579	20.27%
14062000-46262 - UNLEADED	22,632	29,408	6,776	29.94%
14062000-46400 - BOOKS & SUBSCRIPTIONS	-	40	40	100.00%
14062000-47100 - PRINCIPAL ON DEBT	1,492,280	1,546,901	54,621	3.66%
14062000-47202 - INTEREST ON SA BONDS	6,943	6,149	(794)	-11.44%
14062000-47204 - INT REVENUE BONDS SEWER	291,937	250,430	(41,507)	-14.22%
14062000-48300 - GF REIMBURSEMENT	457,001	457,001	-	0.00%
14062000-49101 - GENERAL FUND	19,639	21,415	1,776	9.04%
14062000-49125 - CAPITAL EQUIPMENT	196,000	196,000	-	0.00%
14062000-57300 - BUILDINGS	225,000	125,000	(100,000)	-44.44%
DESIGN OF NEW OFFICE/METER SHI	125,000			
14062000-57500 - EQUIPMENT	322,000	187,000	(135,000)	-41.93%
TOOLCAT	82,000			
(2) TRACTORS	105,000			
TOTAL SEWAGE PUMPING	\$ 7,038,076	\$ 7,326,528	\$ 288,453	4.10%

UTILITY BILLING SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 221,193	\$ 236,851	\$ 15,658	7.08%
0.50 CITY TREASURER				
1 FINANCIAL SPECIALIST, SENIOR				
2 FINANCIAL CLERKS, SENIOR				
BENEFITS	115,196	116,906	1,710	1.48%
PROFESSIONAL AND TECHNICAL SERVICES	75,000	-	(75,000)	-100.00%
REPAIR & MAINTENANCE	33,151	39,439	6,288	18.97%
OTHER PURCHASED SERVICES	236,192	244,605	8,413	3.56%
OPERATION SUPPLIES	34,682	27,412	(7,270)	-20.96%
UTILITIES	1,633	1,616	(17)	-1.04%
OTHER	81,269	81,269	-	0.00%
TOTAL UTILITY BILLING	\$ 798,316	\$ 748,097	\$ (50,218)	-6.29%



UTILITY BILLING LINE ITEMS

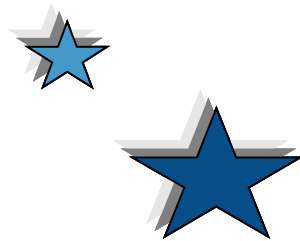
	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
14063000-41100 - REGULAR EMPLOYEES	\$ 219,993	\$ 235,591	\$ 15,598	7.09%
14063000-41300 - OVERTIME	1,200	1,260	60	5.00%
14063000-42100 - ER'S HEALTH INSURANCE	62,429	64,513	2,084	3.34%
14063000-42110 - ER'S LIFE INSURANCE	176	172	(4)	-2.27%
14063000-42210 - ER'S MEDICARE	2,770	2,978	208	7.51%
14063000-42300 - ER'S PENSION	32,653	30,056	(2,597)	-7.95%
14063000-42310 - ER'S DEF CONTRIBUTION	4,355	4,807	452	10.38%
14063000-42320 - ER'S NDPERS	10,180	11,461	1,281	12.58%
14063000-42500 - UNEMPLOYMENT COMP	22	-	(22)	-100.00%
14063000-42600 - WORKERS' COMPENSATION INSUR	105	105	-	0.00%
14063000-42700 - ER'S ST DISABILITY INS	1,560	1,801	241	15.45%
14063000-42900 - ER'S LT DISABILITY INS	946	1,013	67	7.08%
14063000-43050 - ENGINEERS	75,000	-	(75,000)	-100.00%
14063000-44110 - WATER, SEWER, GARBAGE UTILITY	130	158	28	21.54%
14063000-44350 - IT MTCE & REPAIR AGREEMTS	33,021	39,281	6,260	18.96%
14063000-45201 - GENERAL LIABILITY INSURANCE	2,590	1,798	(792)	-30.59%
14063000-45202 - BUILDING & CONTENTS INSUR	201	914	713	354.96%
14063000-45207 - CYBER SECURITY INSURANCE	399	325	(75)	-18.67%
14063000-45300 - TELEPHONE SERVICES	960	960	0	0.00%
14063000-45800 - TRAVEL COSTS	4,962	7,428	2,466	49.70%
14063000-45900 - EDUCATION & TRAINING	3,300	1,800	(1,500)	-45.45%
14063000-45950 - BANKING & CREDIT CARD FEES	145,000	153,180	8,180	5.64%
14063000-45951 - COLLECTION FEES	8,000	8,200	200	2.50%
14063000-45970 - POSTAGE/SHIPPING	70,780	70,000	(780)	-1.10%
14063000-46101 - DPMT MATERIALS & SUPPLIES	15,050	11,161	(3,889)	-25.84%
14063000-46102 - FURNITURE & EQUIPMENT	2,725	475	(2,250)	-82.57%
14063000-46103 - COPIER & PRINTER SUPPLIES	16,707	15,676	(1,031)	-6.17%
14063000-46105 - CLEANING SUPPLIES	200	100	(100)	-50.00%
14063000-46210 - NATURAL GAS	195	195	-	0.00%
14063000-46220 - ELECTRICITY	1,438	1,421	(17)	-1.18%
14063000-48300 - GF REIMBURSEMENT	81,269	81,269	-	0.00%
TOTAL UTILITY BILLING	\$ 798,316	\$ 748,097	\$ (50,218)	-6.29%

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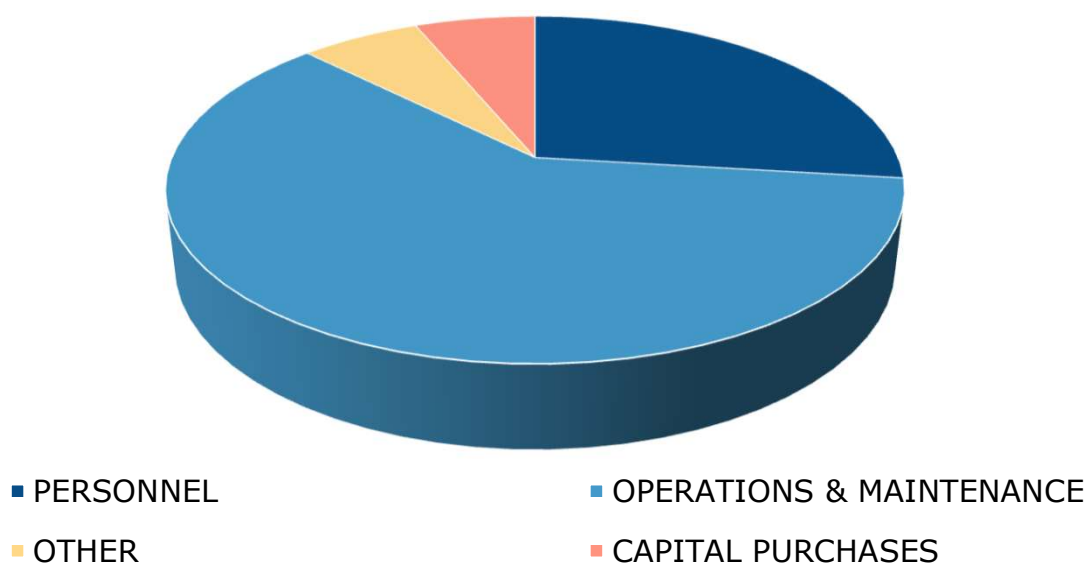


PARKING RAMPS - REVENUE DETAIL

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
CITY REVENUES				
15000000- 34100 - CHARGES FOR SERVICES	\$ 85,639	\$ 108,410	\$ 22,771	26.59%
15000000- 36110 - INTEREST REVENUES	-	26,200	26,200	100.00%
15000000- 36200 - RENTS AND ROYALTIES	-	1,512	1,512	100.00%
15000000- 36913 - MISCELLANEOUS	1,168	-	(1,168)	-100.00%
TOTAL CITY REVENUES	86,807	136,122	49,315	56.81%
TRANSFERS BETWEEN FUNDS				
15000000- 39114 - SALES TAX IMPROVEMENTS	-	33,000	33,000	100.00%
TOTAL TRANSFERS BETWEEN FUNDS	-	33,000	33,000	100.00%
RESOURCES AVAILABLE	86,807	169,122	82,315	94.83%
CASH RESERVES	109,632	86,235	(23,397)	-21.34%
TOTAL BUDGETED REVENUE	\$ 196,439	\$ 255,357	\$ 58,918	29.99%
RENAISSANCE PARKING RAMP	\$ 102,531	\$ 127,181	\$ 24,650	24.04%
CENTRAL PARKING RAMP	93,907	128,176	34,268	36.49%
	\$ 196,439	\$ 255,357	\$ 58,918	29.99%

RENAISSANCE PARKING RAMP SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES 0.50 BUILDING & GROUNDS WORKER	\$ 22,900	\$ 22,900	\$ -	0.00%
BENEFITS	7,610	11,316	3,706	48.70%
REPAIR & MAINTENANCE	15,743	26,262	10,519	66.82%
OTHER PURCHASED SERVICES	12,782	21,886	9,104	71.22%
OPERATION SUPPLIES	8,975	7,000	(1,975)	-22.01%
UTILITIES	26,540	21,836	(4,704)	-17.72%
OTHER	7,981	7,981	-	0.00%
CAPITAL PURCHASES	-	8,000	8,000	100.00%
TOTAL RENAISSANCE PARKING RAMP	\$ 102,531	\$ 127,181	\$ 24,650	24.04%

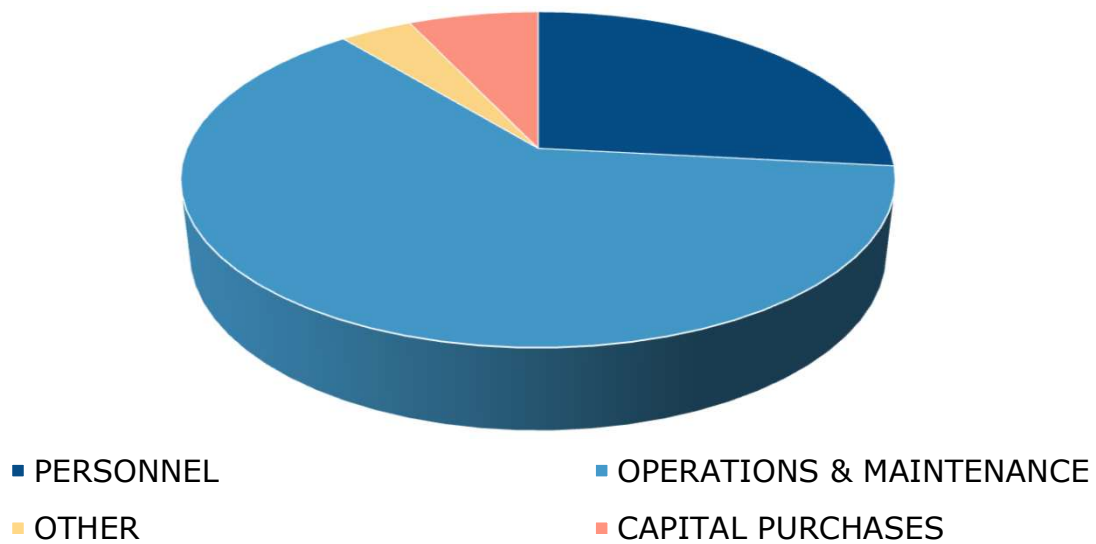


RENAISSANCE PARKING RAMP LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
15064000-41100 - REGULAR EMPLOYEES	\$ 22,900	\$ 22,900	-	0.00%
15064000-42100 - ER'S HEALTH INSURANCE	5,058	8,600	3,542	70.03%
15064000-42110 - ER'S LIFE INSURANCE	25	25	-	0.00%
15064000-42210 - ER'S MEDICARE	309	298	(11)	-3.56%
15064000-42320 - ER'S NDPERS	2,120	2,120	-	0.00%
15064000-42700 - ER'S ST DISABILITY INS	-	175	175	100.00%
15064000-42900 - ER'S LT DISABILITY INS	98	98	-	0.00%
15064000-44320 - STRUCTURE RPR & MTCE	2,500	2,500	-	0.00%
15064000-44321 - PLUMBING SYSTEM RPR & MTCE	-	500	500	100.00%
15064000-44322 - HVAC RPR & MTCE	5,193	8,000	2,807	54.05%
15064000-44323 - ELECTRICAL RPR & MTCE	250	8,500	8,250	3300.00%
15064000-44327 - SECURITY SYSTEM RPR & MTCE	1,300	2,100	800	61.54%
15064000-44330 - VEHICLE & EQUIPMENT REPAIR	6,500	3,000	(3,500)	-53.85%
15064000-44350 - IT MTCE & REPAIR AGREEMTS	-	1,662	1,662	100.00%
15064000-45201 - GENERAL LIABILITY INSURANCE	194	193	(1)	-0.41%
15064000-45202 - BUILDING & CONTENTS INSUR	8,054	17,535	9,481	117.72%
15064000-45204 - INLAND MARINE INSURANCE	19	18	(1)	-2.74%
15064000-45207 - CYBER SECURITY INSURANCE	-	46	46	100.00%
15064000-45300 - TELEPHONE SERVICES	2,897	3,000	103	3.54%
15064000-45950 - BANKING & CREDIT CARD FEES	1,618	1,094	(524)	-32.39%
15064000-46101 - DPMT MATERIALS & SUPPLIES	2,500	2,000	(500)	-20.00%
15064000-46102 - FURNITURE & EQUIPMENT	5,475	4,000	(1,475)	-26.94%
15064000-46105 - CLEANING SUPPLIES	1,000	1,000	-	0.00%
15064000-46210 - NATURAL GAS	5,348	5,348	-	0.00%
15064000-46220 - ELECTRICITY	21,192	16,488	(4,704)	-22.20%
15064000-48300 - GF REIMBURSEMENT	7,981	7,981	-	0.00%
15064000-57500 - EQUIPMENT	-	8,000	8,000	100.00%
EXTERIOR CAMERAS	8,000			
TOTAL RENAISSANCE PARKING RAMP	\$ 102,531	\$ 127,181	\$ 24,650	24.04%

CENTRAL PARKING RAMP SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES 0.50 BUILDING & GROUNDS WORKER	\$ 22,900	\$ 22,900	\$ -	0.00%
BENEFITS	7,610	11,316	3,706	48.70%
REPAIR & MAINTENANCE	15,743	34,862	19,119	121.44%
OTHER PURCHASED SERVICES	12,374	21,896	9,521	76.94%
OPERATION SUPPLIES	8,975	3,500	(5,475)	-61.00%
UTILITIES	21,372	19,677	(1,695)	-7.93%
OTHER	4,933	5,025	92	1.86%
CAPITAL PURCHASES	-	9,000	9,000	100.00%
TOTAL CENTRAL PARKING RAMP	\$ 93,907	\$ 128,176	\$ 34,268	36.49%

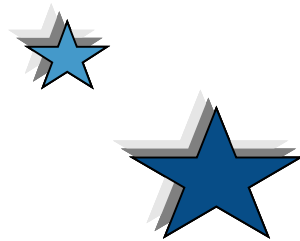


CENTRAL PARKING RAMP LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
15065000-41100 - REGULAR EMPLOYEES	\$ 22,900	\$ 22,900	-	0.00%
15065000-42100 - ER'S HEALTH INSURANCE	5,058	8,600	3,542	70.03%
15065000-42110 - ER'S LIFE INSURANCE	25	25	-	0.00%
15065000-42210 - ER'S MEDICARE	309	298	(11)	-3.56%
15065000-42320 - ER'S NDPERS	2,120	2,120	-	0.00%
15065000-42700 - ER'S ST DISABILITY INS	-	175	175	100.00%
15065000-42900 - ER'S LT DISABILITY INS	98	98	-	0.00%
15065000-44320 - STRUCTURE RPR & MTCE	2,500	2,500	-	0.00%
15065000-44321 - PLUMBING SYSTEM RPR & MTCE	-	500	500	100.00%
15065000-44322 - HVAC RPR & MTCE	5,193	8,000	2,807	54.05%
15065000-44323 - ELECTRICAL RPR & MTCE	250	8,500	8,250	3300.00%
15065000-44327 - SECURITY SYSTEM RPR & MTCE	1,300	5,800	4,500	346.15%
15065000-44330 - VEHICLE & EQUIPMENT REPAIR	6,500	7,000	500	7.69%
15065000-44350 - IT MTCE & REPAIR AGREEMTS	-	2,562	2,562	100.00%
15065000-45201 - GENERAL LIABILITY INSURANCE	190	49	(141)	-74.03%
15065000-45202 - BUILDING & CONTENTS INSUR	8,054	17,535	9,481	117.72%
15065000-45204 - INLAND MARINE INSURANCE	19	18	(1)	-2.84%
15065000-45207 - CYBER SECURITY INSURANCE	-	46	46	100.00%
15065000-45300 - TELEPHONE SERVICES	2,897	3,000	103	3.54%
15065000-45950 - BANKING & CREDIT CARD FEES	1,214	1,247	33	2.72%
15065000-46101 - DPMT MATERIALS & SUPPLIES	2,500	2,500	-	0.00%
15065000-46102 - FURNITURE & EQUIPMENT	5,475	-	(5,475)	-100.00%
15065000-46105 - CLEANING SUPPLIES	1,000	1,000	-	0.00%
15065000-46210 - NATURAL GAS	2,568	2,568	-	0.00%
15065000-46220 - ELECTRICITY	18,804	17,109	(1,695)	-9.01%
15065000-48300 - GF REIMBURSEMENT	4,933	5,025	92	1.86%
15065000-57500 - EQUIPMENT	-	9,000	9,000	100.00%
EXTERIOR CAMERAS	9,000			
TOTAL CENTRAL PARKING RAMP	\$ 93,907	\$ 128,176	\$ 34,268	36.49%



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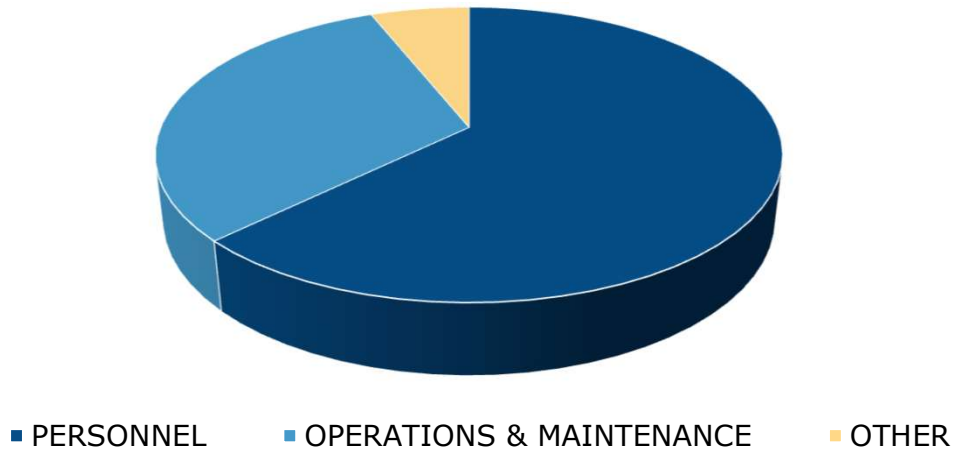


PUBLIC TRANSPORTATION - REVENUE DETAIL

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
FEDERAL REVENUES				
20500000- 33100 - FEDERAL OPERATING REVENUES	\$ 870,324	\$ 926,471	\$ 56,147	6.45%
TOTAL FEDERAL REVENUES	870,324	926,471	56,147	6.45%
STATE REVENUES				
20500000- 33400 - STATE OPERATING REVENUES	24,898	61,722	36,824	147.90%
TOTAL STATE REVENUES	24,898	61,722	36,824	147.90%
OTHER AGENCY REVENUES				
20500000- 33600 - LOCAL OPERATING REVENUES	6,000	6,000	-	0.00%
	6,000	6,000	-	0.00%
CITY REVENUES				
20500000- 34100 - CHARGES FOR SERVICES	63,609	75,000	11,391	17.91%
20500000- 36110 - INTEREST REVENUES	-	33,421	33,421	100.00%
20500000- 36904 - PAYROLL FORFEITURES	1,158	-	(1,158)	-100.00%
20500000- 36908 - ADVERTISING REVENUE	7,800	7,800	-	0.00%
20500000- 36913 - MISCELLANEOUS	6,758	-	(6,758)	-100.00%
TOTAL CITY REVENUES	79,325	116,221	36,896	46.51%
RESOURCES AVAILABLE	980,547	1,110,414	129,867	13.24%
CASH RESERVES	97,834	9,384	(88,450)	-90.41%
20500000- 31100 - GENERAL PROPERTY TAXES	656,946	656,946	-	0.00%
TOTAL BUDGETED REVENUE	<u>\$ 1,735,327</u>	<u>\$ 1,776,743</u>	<u>\$ 41,417</u>	<u>2.39%</u>
MILL LEVY	2.76	2.65	(0.11)	-4.05%

PUBLIC TRANSPORTATION SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 795,055	\$ 788,585	\$ (6,470)	-0.81%
1 BUS SERVICES SUPERINTENDENT				
1 BUS SERVICES FOREMAN/MECHANIC				
1 MECHANIC				
7 BUS DRIVERS				
0.75 ADMINISTRATIVE CLERK/BUS DRIVER, SENIOR				
0.50 PARTS SPECIALIST/BUS DRIVER				
0.33 PUBLIC WORKS OPERATIONS DIRECTOR				
0.25 OFFICE & ADMINISTRATIVE SPECIALIST				
BENEFITS	336,857	326,790	(10,067)	-2.99%
PROFESSIONAL AND TECHNICAL SERVICES	41,260	54,260	13,000	31.51%
REPAIR & MAINTENANCE	182,020	214,312	32,292	17.74%
OTHER PURCHASED SERVICES	67,300	73,556	6,256	9.30%
OPERATION SUPPLIES	19,000	22,350	3,350	17.63%
UTILITIES	18,813	21,712	2,899	15.41%
FUEL	167,045	167,201	156	0.09%
OTHER	107,977	107,977	-	0.00%
TOTAL PUBLIC TRANSPORTATION	\$ 1,735,327	\$ 1,776,743	\$ 41,417	2.39%

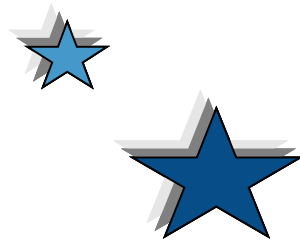


PUBLIC TRANSPORTATION LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
20566000-41100 - REGULAR EMPLOYEES	\$ 742,555	\$ 733,460	\$ (9,095)	-1.22%
20566000-41200 - TEMP & PART-TIME EMPLOYEES	45,000	47,250	2,250	5.00%
20566000-41300 - OVERTIME	7,500	7,875	375	5.00%
20566000-42100 - ER'S HEALTH INSURANCE	181,916	173,753	(8,163)	-4.49%
20566000-42110 - ER'S LIFE INSURANCE	599	580	(19)	-3.17%
20566000-42200 - ER'S SOCIAL SECURITY	2,790	2,930	140	5.02%
20566000-42210 - ER'S MEDICARE	10,201	10,222	21	0.21%
20566000-42300 - ER'S PENSION	72,894	69,208	(3,686)	-5.06%
20566000-42310 - ER'S DEF CONTRIBUTION	9,784	-	(9,784)	-100.00%
20566000-42320 - ER'S NDPERS	45,939	56,889	10,950	23.84%
20566000-42500 - UNEMPLOYMENT COMP	367	566	199	54.22%
20566000-42600 - WORKERS' COMPENSATION INSUR	3,908	3,908	-	0.00%
20566000-42700 - ER'S ST DISABILITY INS	5,266	5,580	314	5.96%
20566000-42900 - ER'S LT DISABILITY INS	3,193	3,154	(39)	-1.22%
20566000-43030 - AUDITORS	-	6,000	6,000	100.00%
20566000-43060 - MONITORING	5,400	5,400	-	0.00%
20566000-43300 - OTHER PROFESSIONAL SERVICES	34,560	41,560	7,000	20.25%
20566000-43900 - MEMBERSHIPS & ASSOCIATIONS	1,300	1,300	-	0.00%
20566000-44110 - WATER, SEWER, GARBAGE UTILITY	-	231	231	100.00%
20566000-44320 - STRUCTURE RPR & MTCE	13,500	8,600	(4,900)	-36.30%
20566000-44330 - VEHICLE & EQUIPMENT REPAIR	130,000	155,000	25,000	19.23%
20566000-44350 - IT MTCE & REPAIR AGREEMTS	38,520	50,481	11,961	31.05%
20566000-45201 - GENERAL LIABILITY INSURANCE	4,917	3,600	(1,317)	-26.78%
20566000-45202 - BUILDING & CONTENTS INSUR	1,182	3,593	2,411	203.98%
20566000-45203 - AUTOMOTIVE INSURANCE	37,668	41,288	3,620	9.61%
20566000-45204 - INLAND MARINE INSURANCE	265	905	640	241.43%
20566000-45207 - CYBER SECURITY INSURANCE	1,463	1,104	(359)	-24.51%
20566000-45300 - TELEPHONE SERVICES	655	1,155	500	76.47%
20566000-45400 - ADVERTISING	5,500	-	(5,500)	100.00%
20566000-45800 - TRAVEL COSTS	7,000	10,000	3,000	42.86%
20566000-45900 - EDUCATION & TRAINING	4,500	6,000	1,500	33.33%
20566000-45920 - WEARING APPAREL	1,600	2,980	1,380	86.25%
20566000-45930 - TOOL ALLOWANCE	1,800	1,800	-	0.00%
20566000-45940 - TOWING	500	500	-	0.00%
20566000-45950 - BANKING & CREDIT CARD FEES	200	580	380	190.00%
20566000-45970 - POSTAGE/SHIPPING	50	50	-	0.00%
20566000-46101 - DPMT MATERIALS & SUPPLIES	7,500	8,000	500	6.67%
20566000-46102 - FURNITURE & EQUIPMENT	6,500	9,350	2,850	43.85%
20566000-46115 - FLEET LABOR	5,000	5,000	-	0.00%
20566000-46210 - NATURAL GAS	5,730	5,730	-	0.00%
20566000-46220 - ELECTRICITY	13,083	15,982	2,899	22.16%
20566000-46261 - DIESEL	160,000	160,000	-	0.00%
20566000-46262 - UNLEADED	7,045	7,201	156	2.21%
20566000-48300 - GF REIMBURSEMENT	107,977	107,977	-	0.00%
TOTAL PUBLIC TRANSPORTATION	\$ 1,735,327	\$ 1,776,743	\$ 41,417	2.39%



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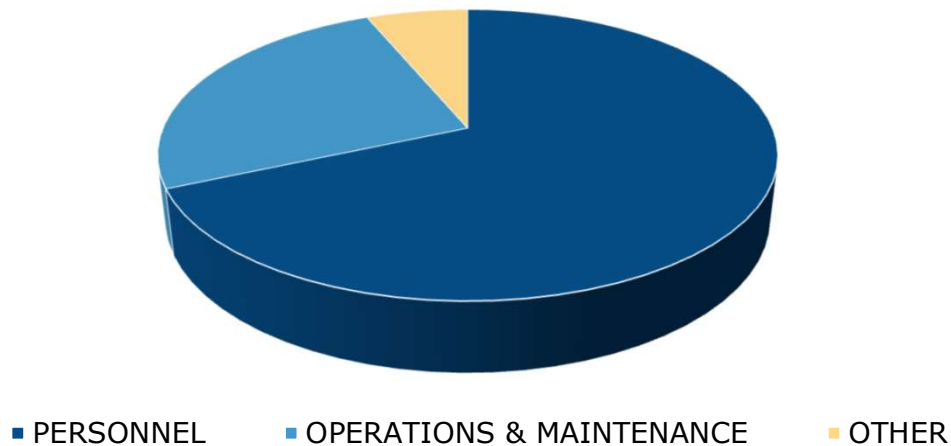


LIBRARY - REVENUE DETAIL

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
STATE REVENUES				
21000000- 33400 - STATE OPERATING REVENUES	\$ 59,567	\$ 42,280	\$ (17,287)	-29.02%
TOTAL STATE REVENUES	59,567	42,280	(17,287)	-29.02%
CITY REVENUES				
21000000- 35150 - LIBRARY FINES	5,500	5,500	-	0.00%
21000000- 36110 - INTEREST REVENUES	-	21,946	21,946	100.00%
21000000- 36400 - CONTRIBUTIONS AND DONATIONS	10,000	10,000	-	0.00%
21000000- 36911 - COPY MACHINE REVENUE	9,953	11,329	1,376	13.82%
21000000- 36913 - MISCELLANEOUS	14,218	13,077	(1,141)	-8.03%
TOTAL CITY REVENUES	39,671	61,852	22,181	55.91%
TRANSFERS BETWEEN FUNDS				
21000000- 39114 - SALES TAX IMPROVEMENTS	-	188,333	188,333	100.00%
TOTAL TRANSFERS BETWEEN FUNDS	-	188,333	188,333	100.00%
RESOURCES AVAILABLE	99,238	292,464	193,226	194.71%
21000000- 31100 - GENERAL PROPERTY TAXES	1,773,365	1,886,230	112,865	6.36%
TOTAL BUDGETED REVENUE	<u>\$ 1,872,603</u>	<u>\$ 2,178,694</u>	<u>\$ 306,091</u>	<u>16.35%</u>
MILL LEVY	7.46	7.61	0.15	2.06%

LIBRARY SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 1,042,843	\$ 1,165,834	\$ 122,991	11.79%
1 LIBRARY DIRECTOR				
3 LIBRARIANS, SENIOR				
2 LIBRARIANS				
5 LIBRARY ASSOCIATES II				
2.92 LIBRARY ASSOCIATES I				
1 LIBRARY BUILDING & GROUNDS WORKER, SENIOR				
1 LIBRARY BUILDING & GROUNDS WORKER				
1 ADMINISTRATIVE CLERK				
BENEFITS	299,028	325,399	26,371	8.82%
PROFESSIONAL AND TECHNICAL SERVICES	97,448	2,313	(95,135)	-97.63%
INFRASTRUCTURE MAINTENANCE	980	1,000	20	2.04%
REPAIR & MAINTENANCE	64,557	269,532	204,975	317.51%
OTHER PURCHASED SERVICES	62,192	72,266	10,074	16.20%
OPERATION SUPPLIES	132,165	149,556	17,391	13.16%
UTILITIES	54,895	54,895	-	0.00%
FUEL	100	100	-	0.00%
OTHER	118,395	137,799	19,404	16.39%
TOTAL LIBRARY	\$ 1,872,603	\$ 2,178,694	\$ 306,091	16.35%

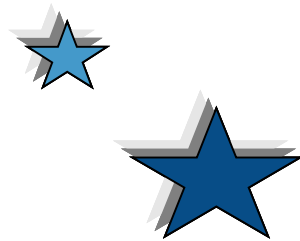


LIBRARY LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
21067000-41100 - REGULAR EMPLOYEES	\$ 912,344	\$ 1,057,315	\$ 144,971	15.89%
21067000-41200 - TEMP & PART-TIME EMPLOYEES	130,499	107,519	(22,980)	-17.61%
21067000-41300 - OVERTIME	-	1,000	1,000	100.00%
21067000-42100 - ER'S HEALTH INSURANCE	209,266	224,623	15,357	7.34%
21067000-42110 - ER'S LIFE INSURANCE	784	833	49	6.25%
21067000-42200 - ER'S SOCIAL SECURITY	64,656	72,220	7,564	11.70%
21067000-42210 - ER'S MEDICARE	14,805	16,595	1,790	12.09%
21067000-42500 - UNEMPLOYMENT COMP	47	47	-	0.00%
21067000-42600 - WORKERS' COMPENSATION INSUR	3,000	3,000	-	0.00%
21067000-42700 - ER'S ST DISABILITY INS	6,470	8,081	1,611	24.90%
21067000-43040 - CONSULTANTS	95,000	-	(95,000)	-100.00%
21067000-43300 - OTHER PROFESSIONAL SERVICES	760	700	(60)	-7.89%
21067000-43900 - MEMBERSHIPS & ASSOCIATIONS	1,688	1,613	(75)	-4.44%
21067000-44110 - WATER, SEWER, GARBAGE UTILITY	3,300	4,138	838	25.39%
21067000-44200 - CLEANING AND RESTORATION	-	500	500	100.00%
21067000-44220 - THIRD PARTY SNOW REMOVAL	2,258	2,528	271	11.98%
21067000-44240 - THIRD PARTY LAWN & GROUNDS	810	925	115	14.20%
21067000-44320 - STRUCTURE RPR & MTCE	10,028	188,333	178,305	#####
21067000-44321 - PLUMBING SYSTEM RPR & MTCE	1,892	2,892	1,000	52.82%
21067000-44322 - HVAC RPR & MTCE	4,184	4,184	-	0.00%
21067000-44323 - ELECTRICAL RPR & MTCE	1,240	2,840	1,600	129.03%
21067000-44324 - ELEVATOR RPR & MTCE	5,049	7,853	2,804	55.53%
21067000-44325 - PEST CONTROL RPR & MTCE	515	515	-	0.00%
21067000-44326 - IRRIGATION/GROUNDS RPR & MTCE	100	100	-	0.00%
21067000-44327 - SECURITY SYSTEM RPR & MTCE	600	10,600	10,000	#####
21067000-44330 - VEHICLE & EQUIPMENT REPAIR	21,546	9,500	(12,046)	-55.91%
21067000-44350 - IT MTCE & REPAIR AGREEMTS	13,035	34,624	21,589	165.62%
21067000-44400 - RENTALS	980	1,000	20	2.04%
21067000-45201 - GENERAL LIABILITY INSURANCE	6,453	6,776	323	5.00%
21067000-45202 - BUILDING & CONTENTS INSUR	7,070	12,958	5,888	83.29%
21067000-45204 - INLAND MARINE INSURANCE	13	12	(1)	-6.46%
21067000-45205 - COVERAGE FOR FLOOD INSURANCE	4,362	4,580	218	5.00%
21067000-45207 - CYBER SECURITY INSURANCE	2,129	2,342	213	10.00%
21067000-45300 - TELEPHONE SERVICES	10,544	11,524	980	9.30%
21067000-45400 - ADVERTISING	4,176	4,176	-	0.00%
21067000-45800 - TRAVEL COSTS	11,245	11,245	-	0.00%
21067000-45900 - EDUCATION & TRAINING	3,639	3,639	-	0.00%
21067000-45950 - BANKING & CREDIT CARD FEES	1,090	1,500	410	37.61%
21067000-45951 - COLLECTION FEES	875	875	-	0.00%
21067000-45970 - POSTAGE/SHIPPING	10,596	12,638	2,042	19.27%
21067000-46101 - DPMT MATERIALS & SUPPLIES	8,798	12,798	4,000	45.46%
21067000-46102 - FURNITURE & EQUIPMENT	22,430	24,186	1,756	7.83%
21067000-46103 - COPIER & PRINTER SUPPLIES	4,001	5,000	999	24.97%
21067000-46105 - CLEANING SUPPLIES	3,700	3,700	-	0.00%
21067000-46210 - NATURAL GAS	8,895	8,895	-	0.00%
21067000-46220 - ELECTRICITY	46,000	46,000	-	0.00%
21067000-46262 - UNLEADED	100	100	-	0.00%
21067000-46400 - BOOKS & SUBSCRIPTIONS	93,236	103,872	10,636	11.41%
21067000-48206 - LIBRARY MEMORIAL FUNDS	12,000	15,000	3,000	25.00%
21067000-48300 - GF REIMBURSEMENT	106,395	122,799	16,404	15.42%
TOTAL LIBRARY	\$ 1,872,603	\$ 2,178,694	\$ 306,091	16.35%



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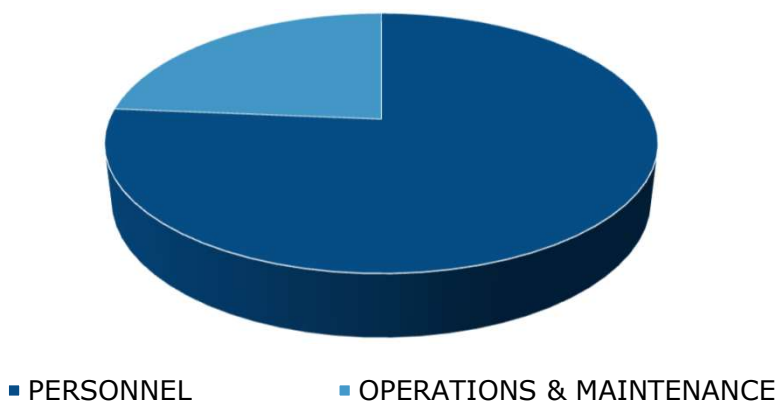


NAWS BIOTA PLANT - REVENUE DETAIL

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
FEDERAL REVENUES				
22000000- 33100 - FEDERAL OPERATING REVENUES	\$ 3,622,285	\$ 1,463,464	\$ (2,158,821)	-59.60%
TOTAL FEDERAL REVENUES	3,622,285	1,463,464	(2,158,821)	-59.60%
RESOURCES AVAILABLE	3,622,285	1,463,464	(2,158,821)	-59.60%
TOTAL BUDGETED REVENUE	<u>\$ 3,622,285</u>	<u>\$ 1,463,464</u>	<u>\$ (2,158,821)</u>	<u>-59.60%</u>

NAWS BIOTA PLANT SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ 140,299	\$ 715,562	\$ 575,263	410.03%
1 WATER PLANT FOREMAN				
3 WATER PLANT OPERATORS, LEAD				
3 WATER PLANT OPERATORS II				
7 WATER PLANT OPERATORS I				
1 WATER PLANT INSTRUMENTATION TECH				
BENEFITS	81,126	401,227	320,101	394.57%
PROFESSIONAL AND TECHNICAL SERVICES	281,700	5,000	(276,700)	-98.23%
REPAIR & MAINTENANCE	136,900	73,700	(63,200)	-46.17%
OTHER PURCHASED SERVICES	133,760	15,795	(117,965)	-88.19%
OPERATION SUPPLIES	2,848,500	252,180	(2,596,320)	-91.15%
TOTAL NAWS BIOTA PLANT	\$ 3,622,285	\$ 1,463,464	\$ (2,158,821)	-59.60%



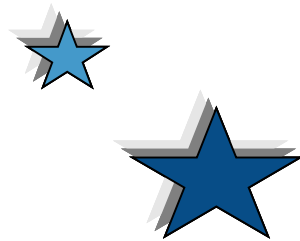
NAWS BIOTA PLANT LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
22060100-41100 - REGULAR EMPLOYEES	\$ 140,299	\$ 715,562	\$ 575,263	410.03%
22060100-42100 - ER'S HEALTH INSURANCE	64,703	317,045	252,342	390.00%
22060100-42110 - ER'S LIFE INSURANCE	147	735	588	400.00%
22060100-42210 - ER'S MEDICARE	1,686	8,640	6,954	412.46%
22060100-42320 - ER'S NDPERS	12,992	66,261	53,269	410.01%
22060100-42700 - ER'S ST DISABILITY INS	995	5,469	4,474	449.65%
22060100-42900 - ER'S LT DISABILITY INS	603	3,077	2,474	410.28%
22060100-43040 - CONSULTANTS	250,000	-	(250,000)	-100.00%
22060100-43060 - MONITORING	14,000	5,000	(9,000)	-64.29%
22060100-43200 - PROFESSIONAL TESTING	15,000	-	(15,000)	-100.00%
22060100-43300 - OTHER PROFESSIONAL SERVICES	700	-	(700)	-100.00%
22060100-43900 - MEMBERSHIPS & ASSOCIATIONS	2,000	-	(2,000)	-100.00%
22060100-44110 - WATER, SEWER, GARBAGE UTILITY	2,400	-	(2,400)	-100.00%
22060100-44210 - THIRD PARTY DISPOSAL	2,000	3,600	1,600	80.00%
22060100-44220 - THIRD PARTY SNOW REMOVAL	10,000	-	(10,000)	-100.00%
22060100-44320 - STRUCTURE RPR & MTCE	20,000	-	(20,000)	-100.00%
22060100-44322 - HVAC RPR & MTCE	40,000	25,000	(15,000)	-37.50%
22060100-44323 - ELECTRICAL RPR & MTCE	10,000	-	(10,000)	-100.00%
22060100-44325 - PEST CONTROL RPR & MTCE	2,500	100	(2,400)	-96.00%
22060100-44330 - VEHICLE & EQUIPMENT REPAIR	20,000	-	(20,000)	-100.00%
22060100-44400 - RENTALS	30,000	45,000	15,000	50.00%
22060100-45201 - GENERAL LIABILITY INSURANCE	2,500	-	(2,500)	-100.00%
22060100-45202 - BUILDING & CONTENTS INSUR	54,000	-	(54,000)	-100.00%
22060100-45203 - AUTOMOTIVE INSURANCE	1,000	1,300	300	30.00%
22060100-45300 - TELEPHONE SERVICES	4,320	4,320	-	0.00%
22060100-45800 - TRAVEL COSTS	2,940	3,675	735	25.00%
22060100-45900 - EDUCATION & TRAINING	2,000	2,500	500	25.00%
22060100-45920 - WEARING APPAREL	1,000	1,000	-	0.00%
22060100-45930 - TOOL ALLOWANCE	60,000	3,000	(57,000)	-95.00%
22060100-45970 - POSTAGE/SHIPPING	6,000	-	(6,000)	-100.00%
22060100-46101 - DPMT MATERIALS & SUPPLIES	50,000	64,280	14,280	28.56%
22060100-46102 - FURNITURE & EQUIPMENT	2,500	-	(2,500)	-100.00%
22060100-46103 - COPIER & PRINTER SUPPLIES	1,000	-	(1,000)	-100.00%
22060100-46105 - CLEANING SUPPLIES	4,000	-	(4,000)	-100.00%
22060100-46110 - WATER TREATMENT SUPPLIES	1,800,000	100,000	(1,700,000)	-94.44%
22060100-46115 - FLEET LABOR	5,000	1,000	(4,000)	-80.00%
22060100-46210 - NATURAL GAS	50,000	25,000	(25,000)	-50.00%
22060100-46220 - ELECTRICITY	900,000	45,000	(855,000)	-95.00%
22060100-46240 - GENERATOR FUEL	-	1,500	1,500	100.00%
22060100-46261 - DIESEL	36,000	5,400	(30,600)	-85.00%
22060100-46262 - UNLEADED	-	10,000	10,000	100.00%
TOTAL NAWS BIOTA PLANT	\$ 3,622,285	\$ 1,463,464	\$ (2,158,821)	-59.60%

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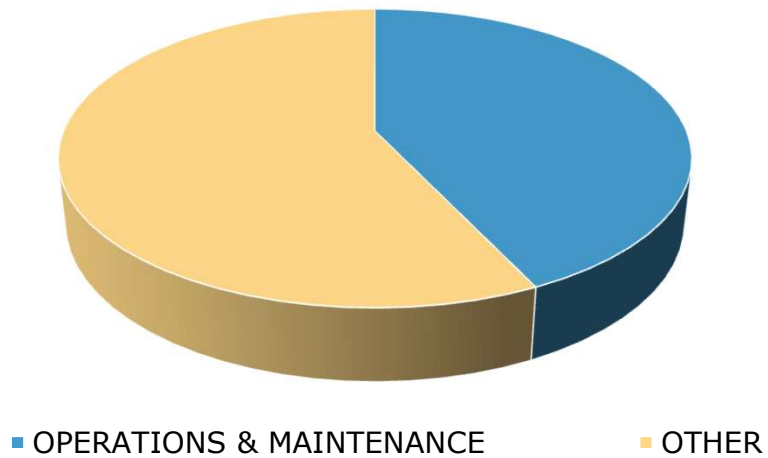


FLOOD CONTROL MAINTENANCE - REVENUE DETAIL

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
CITY REVENUES				
22500000- 34100 - CHARGES FOR SERVICES	\$ 354,288	\$ 354,288	\$ -	0.00%
TOTAL FEDERAL REVENUES	354,288	354,288	-	0.00%
TRANSFERS BETWEEN FUNDS				
22500000- 39118 - SALES TAX INFRASTRUCTURE	256,315	402,914	146,599	57.19%
TOTAL TRANSFERS BETWEEN FUNDS	256,315	402,914	146,599	57.19%
RESOURCES AVAILABLE	610,603	757,202	146,599	24.01%
TOTAL BUDGETED REVENUE	<u>\$ 610,603</u>	<u>\$ 757,202</u>	<u>\$ 146,599</u>	<u>24.01%</u>

FLOOD CONTROL MAINTENANCE SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
INFRASTRUCTURE MAINTENANCE	\$ 325,000	\$ 325,000	\$ -	0.00%
TRANSFERS BETWEEN FUNDS	285,603	432,202	146,599	51.33%
TOTAL FLOOD CONTROL MAINTENANCE	\$ 610,603	\$ 757,202	\$ 146,599	24.01%

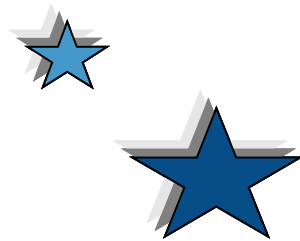


FLOOD CONTROL MAINTENANCE LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
22570000-44509 - LEVEE MAINTENANCE	\$ 325,000	\$ 325,000	\$ -	0.00%
22570000-49101 - GENERAL FUND	146,303	279,162	132,859	90.81%
22570000-49106 - WATER/SEWER/STORM SEWER	139,300	153,040	13,740	9.86%
TOTAL FLOOD CONTROL MAINTENANCE	\$ 610,603	\$ 757,202	\$ 146,599	24.01%



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EMERGENCY FUND - REVENUE DETAIL

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
CITY REVENUES				
23000000- 36110 - INTEREST REVENUES	-	57,400	57,400	100.00%
TOTAL CITY REVENUES	-	57,400	57,400	100.00%
RESOURCES AVAILABLE	-	57,400	57,400	100.00%
CASH RESERVES	-	300,000	300,000	100.00%
TOTAL BUDGETED REVENUE	<u>\$ -</u>	<u>\$ 357,400</u>	<u>\$ 357,400</u>	<u>100.00%</u>

EMERGENCY FUND SUMMARY

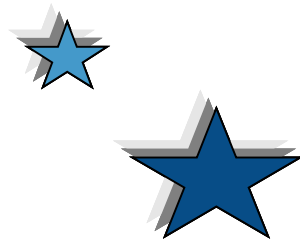
	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
TRANSFERS BETWEEN FUNDS	\$ -	\$ 357,400	\$ 357,400	100.00%
TOTAL EMERGENCY FUND	\$ -	\$ 357,400	\$ 357,400	100.00%

EMERGENCY FUND LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
23040000-49101 - GENERAL FUND	\$ -	\$ 357,400	\$ 357,400	100.00%
TOTAL EMERGENCY FUND	\$ -	\$ 357,400	\$ 357,400	100.00%



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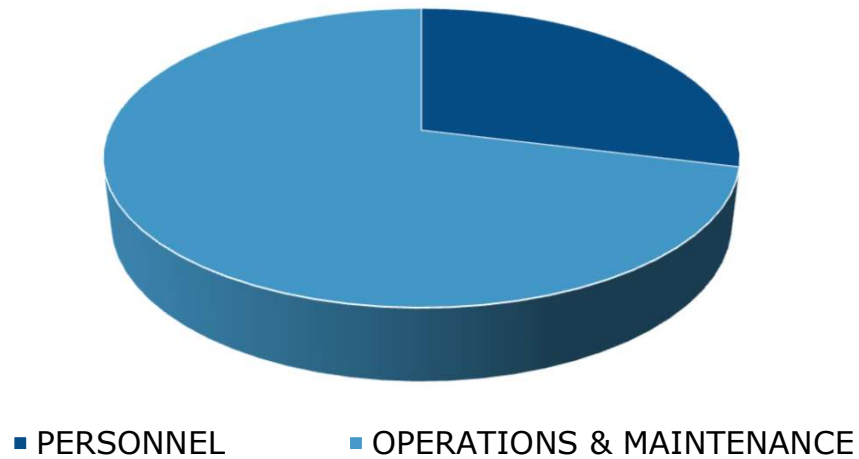


CENTRAL DAKOTA METROPOLITAN PLANNING ORGANIZATION - REVENUE DETAIL

	<u>2024 BUDGET</u>	<u>2025 BUDGET</u>	<u>DOLLAR CHANGE</u>	<u>% CHANGE</u>
FEDERAL REVENUES				
23500000- 33100 - FEDERAL OPERATING REVENUES	<u>\$ -</u>	<u>\$ 499,228</u>	<u>\$ 499,228</u>	<u>100.00%</u>
TOTAL FEDERAL REVENUES	<u>-</u>	<u>499,228</u>	<u>499,228</u>	<u>100.00%</u>
OTHER AGENCY REVENUES				
23500000- 33600 - LOCAL OPERATING REVENUES	<u>-</u>	<u>38,690</u>	<u>38,690</u>	<u>100.00%</u>
TOTAL OTHER AGENCY REVENUES	<u>-</u>	<u>38,690</u>	<u>38,690</u>	<u>100.00%</u>
TRANSFERS BETWEEN FUNDS				
23500000- 39101 - GENERAL FUND	<u>-</u>	<u>86,117</u>	<u>86,117</u>	<u>100.00%</u>
TOTAL TRANSFERS BETWEEN FUNDS	<u>-</u>	<u>86,117</u>	<u>86,117</u>	<u>100.00%</u>
RESOURCES AVAILABLE	<u>-</u>	<u>624,035</u>	<u>624,035</u>	<u>100.00%</u>
TOTAL BUDGETED REVENUE	<u><u>\$ -</u></u>	<u><u>\$ 624,035</u></u>	<u><u>\$ 624,035</u></u>	<u><u>100.00%</u></u>

CENTRAL DAKOTA METROPOLITAN PLANNING ORGANIZATION SUMMARY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
SALARIES	\$ -	\$ 142,048	\$ 142,048	100.00%
1 MPO DIRECTOR				
0.10 SENIOR ACCOUNTANT				
0.25 ADMINISTRATIVE CLERK				
BENEFITS	-	38,383	38,383	100.00%
PROFESSIONAL AND TECHNICAL SERVICES	-	422,934	422,934	100.00%
REPAIR & MAINTENANCE	-	3,940	3,940	100.00%
OTHER PURCHASED SERVICES	-	13,230	13,230	100.00%
OPERATION SUPPLIES	-	3,500	3,500	100.00%
TOTAL CENTRAL DAKOTA MPO	<u>\$ -</u>	<u>\$ 624,035</u>	<u>\$ 624,035</u>	<u>100.00%</u>



CENTRAL DAKOTA METROPOLITAN PLANNING ORGANIZATION LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
23571000-41100 - REGULAR EMPLOYEES	\$ -	\$ 142,048	\$ 142,048	100.00%
23571000-42100 - ER'S HEALTH INSURANCE	-	21,574	21,574	100.00%
23571000-42110 - ER'S LIFE INSURANCE	-	66	66	100.00%
23571000-42210 - ER'S MEDICARE	-	1,892	1,892	100.00%
23571000-42320 - ER'S NDPERS	-	13,154	13,154	100.00%
23571000-42700 - ER'S ST DISABILITY INS	-	1,086	1,086	100.00%
23571000-42900 - ER'S LT DISABILITY INS	-	611	611	100.00%
23571000-43020 - ATTORNEYS	-	7,500	7,500	100.00%
23571000-43040 - CONSULTANTS	-	403,634	403,634	100.00%
23571000-43300 - OTHER PROFESSIONAL SERVICES	-	10,000	10,000	100.00%
23571000-43900 - MEMBERSHIPS & ASSOCIATIONS	-	1,800	1,800	100.00%
23571000-44350 - IT MTCE & REPAIR AGREEMTS	-	840	840	100.00%
23571000-44400 - RENTALS	-	3,100	3,100	100.00%
23571000-45300 - TELEPHONE SERVICES	-	1,500	1,500	100.00%
23571000-45400 - ADVERTISING	-	6,000	6,000	100.00%
23571000-45800 - TRAVEL COSTS	-	4,430	4,430	100.00%
23571000-45900 - EDUCATION & TRAINING	-	800	800	100.00%
23571000-45970 - POSTAGE/SHIPPING	-	500	500	100.00%
23571000-46101 - DPMT MATERIALS & SUPPLIES	-	800	800	100.00%
23571000-46102 - FURNITURE & EQUIPMENT	-	1,500	1,500	100.00%
23571000-46103 - COPIER & PRINTER SUPPLIES	-	700	700	100.00%
23571000-46400 - BOOKS & SUBSCRIPTIONS	-	500	500	100.00%
TOTAL CENTRAL DAKOTA MPO	\$ -	\$ 624,035	\$ 624,035	100.00%

SALES TAX - FIRST PENNY - REVENUE DETAIL

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
TAX RELIEF FUND (10%)				
25000000- 31300 - SALES TAX COLLECTIONS	\$ 1,150,000	\$ 1,225,000	\$ 75,000	6.52%
25000000- 36110 - INTEREST REVENUES	-	27,928	27,928	100.00%
CASH RESERVES	-	500,000	500,000	100.00%
TOTAL BUDGETED REVENUE	\$ 1,150,000	\$ 1,752,928	602,928	52.43%
ECONOMIC DEVELOPMENT FUND (15%)				
25100000- 31300 - SALES TAX COLLECTIONS	1,725,000	1,837,500	112,500	6.52%
25100000- 36110 - INTEREST REVENUES	-	349,200	349,200	100.00%
25100000- 36200 - RENTS AND ROYALTIES	500	500	-	0.00%
TOTAL BUDGETED REVENUE	1,725,500	2,187,200	461,700	26.76%
IMPROVEMENTS FUND (25%)				
25200000- 31300 - SALES TAX COLLECTIONS	2,875,000	3,062,500	187,500	6.52%
25200000- 36110 - INTEREST REVENUES	-	167,011	167,011	100.00%
CASH RESERVES	141,435	70,653	(70,782)	-50.05%
TOTAL BUDGETED REVENUE	3,016,435	3,300,164	283,729	9.41%
FLOOD CONTROL FUND (50%)				
25300000- 31300 - SALES TAX COLLECTIONS	5,750,000	6,125,000	375,000	6.52%
25300000- 36110 - INTEREST REVENUES	-	425,848	425,848	100.00%
25300000- 39119 - SALES TAX COMM FAC/FLOOD	2,070,000	2,295,229	225,229	10.88%
CASH RESERVES	(2,854,246)	653,505	3,507,751	-122.90%
TOTAL BUDGETED REVENUE	4,965,754	9,499,582	4,533,828	91.30%
TOTAL SALES TAX - FIRST PENNY	<u>\$ 10,857,689</u>	<u>\$ 16,739,874</u>	<u>\$ 5,882,185</u>	<u>54.18%</u>
TOTAL SALES TAX COLLECTIONS	\$ 11,500,000	\$ 12,250,000	\$ 750,000	6.52%

SALES TAX - FIRST PENNY

		2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
TAX RELIEF FUND					
25072000-	49101 - GENERAL FUND	\$ 1,150,000	\$ 1,752,928	\$ 602,928	52.43%
	TOTAL TAX RELIEF FUND	1,150,000	1,752,928	602,928	52.43%
ECONOMIC DEVELOPMENT FUND					
25172000-	43030 - AUDITORS	6,800	10,000	3,200	47.06%
25172000-	43040 - CONSULTANTS	702,150	733,400	31,250	4.45%
	MACEDC CONTRACT	665,900			
	SOURIS BASIN PLANNING COUNCIL	20,000			
	RETAIL COACH AGREEMENT (YEAR 3)	47,500			
25172000-	46400 - BOOKS & SUBSCRIPTIONS	4,500	4,500	-	0.00%
25172000-	48100 - COMMUNITY CONTRIBUTIONS	417,590	1,341,300	923,710	221.20%
	FAÇADE IMPROVEMENT PROGRAM	302,000			
	STATE PROGRAM MATCHING FUNDS	1,000,000			
	PRIMARY SECTOR	39,300			
25172000-	49101 - GENERAL FUND	594,460	98,000	(496,460)	-83.51%
	TRANSFER FOR ADMINISTRATION	50,000			
	TRANSFER FOR WAYFINDING SIGNAGE	48,000			
	TOTAL ECONOMIC DEVELOPMENT FUND	1,725,500	2,187,200	461,700	26.76%
IMPROVEMENTS FUND					
25219000-	49101 - GENERAL FUND	-	142,497	142,497	100.00%
	SERVER REPLACEMENT (YEAR 2 OF 3)	142,497			
25221000-	49101 - GENERAL FUND	251,500	348,667	97,167	38.63%
	(5) POLICE PATROL SUV'S	249,785			
	UNMARKED INVESTIGATIONS VEHICLE	49,957			
	ANIMAL TRANSPORT PICKUP	48,925			
25231000-	49101 - GENERAL FUND	57,500	7,358	(50,142)	-87.20%
	THERMAL IMAGING CAMERA	7,358			
25236000-	49101 - GENERAL FUND	68,000	30,000	(38,000)	-55.88%
	FLEET VEHICLE	30,000			
25237000-	49101 - GENERAL FUND	1,382,000	1,240,000	(142,000)	-10.27%
	TRAFFIC SIGNAL REPLACEMENTS	775,000			
	STREET LIGHT FEED POINT REPLACEMENTS	40,000			
	PAVEMENT MARKINGS	300,000			
	STREET LIGHT LED CONVERSION	125,000			
25238000-	49101 - GENERAL FUND	849,885	567,000	(282,885)	-33.29%
	WASHINGTON SAFE ROUTES TO SCHOOL	390,000			
	21ST AVE NW SIDEWALK PHASE I	75,000			
	LEWIS & CLARK/BEL AIR SRTS	75,000			
	SURVEY DRONE	6,000			
	REPLACEMENT SURVEY BASE STATION	21,000			
25239000-	49101 - GENERAL FUND	60,000	-	(60,000)	-100.00%
25240000-	49101 - GENERAL FUND	-	575,000	575,000	100.00%
	STREET PATCHING & BIKE PATH REPAIRS	575,000			
25244000-	49101 - GENERAL FUND	71,500	-	(71,500)	-100.00%
25250000-	49102 - AIRPORT	150,000	-	(150,000)	-100.00%
25254000-	49103 - CEMETERY	56,250	34,250	(22,000)	-39.11%
	COLUMBARIUM WITH CONCRETE PAD	16,250			
	BACKHOE TRACTOR (YEAR 3 OF 6)	18,000			
25266000-	49101 - GENERAL FUND	69,800	9,925	(59,875)	-85.78%
	DIESEL/ELECTRIC HYBRID HEAVY DUTY				
	LOW FLOOR TRANSIT BUS	9,925			
25267000-	49101 - GENERAL FUND	-	124,134	124,134	100.00%
	LIBRARY BOOKS	124,134			
25267000-	49109 - LIBRARY	-	188,333	188,333	100.00%
	FAN REPLACEMENTS	95,000			
	HUMIDIFIER REPAIRS	10,000			
	ROOF REPLACEMENT (YEAR 1 OF 3)	83,333			
25272000-	49107 - PARKING RAMPS	-	33,000	33,000	100.00%
	SECURITY CAMERA UPGRADES	33,000			
		3,016,435	3,300,164	283,729	9.41%
FLOOD CONTROL FUND					
	MOUSE RIVER PARK BRIDGE REPLACEMENT	2,500,000			
25374000-	44504 - STREETS ALLEYS & ROAD MTCE	-	-	-	#DIV/0!
25374000-	48100 - COMMUNITY CONTRIBUTIONS	500,000	500,000	-	0.00%
	PROPERTY ACQUISITIONS - OUTSIDE OF MINOT				
	(STARR PROGRAM)	500,000			
25374000-	49101 - GENERAL FUND	3,141,058	5,800,695	2,659,637	84.67%
25374000-	49106 - WATER/SEWER/STORM SEWER	799,696	698,887	(100,809)	-12.61%
	TOTAL FLOOD CONTROL FUND	4,965,754	9,499,582	4,533,828	91.30%
TOTAL SALES TAX - FIRST PENNY		<u>\$ 10,857,689</u>	<u>\$ 16,739,874</u>	<u>\$ 5,882,185</u>	<u>54.18%</u>

SALES TAX - SECOND PENNY - REVENUE DETAIL

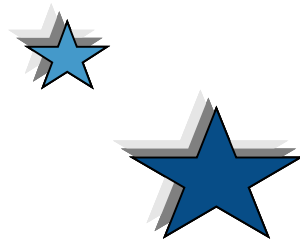
	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
NORTHWEST AREA WATER SUPPLY (NAWS) FUND (40%)				
26500000- 31300 - SALES TAX COLLECTIONS	\$ 4,600,000	\$ 4,900,000	\$ 300,000	6.52%
26500000- 36110 - INTEREST REVENUES	-	723,156	723,156	100.00%
CASH RESERVES	10,851,244	8,106,874	(2,744,370)	-25.29%
TOTAL BUDGETED REVENUE	\$ 15,451,244	\$ 13,730,030	(1,721,214)	-11.14%
TAX RELIEF FUND (18%)				
26600000- 31300 - SALES TAX COLLECTIONS	2,070,000	2,205,000	135,000	6.52%
26600000- 36110 - INTEREST REVENUES	-	45,822	45,822	100.00%
CASH RESERVES	-	750,000	750,000	100.00%
TOTAL BUDGETED REVENUE	2,070,000	3,000,822	930,822	44.97%
INFRASTRUCTURE FUND (24%)				
26700000- 31300 - SALES TAX COLLECTIONS	2,760,000	2,940,000	180,000	6.52%
26700000- 36110 - INTEREST REVENUES	-	11,714	11,714	100.00%
CASH RESERVES	(168,685)	2,289,700	2,458,385	-1457.38%
TOTAL BUDGETED REVENUE	2,591,315	5,241,414	2,650,099	102.27%
COMMUNITY FACILITIES/FLOOD CONTROL FUND (18%)				
26800000- 31300 - SALES TAX COLLECTIONS	2,070,000	2,205,000	135,000	6.52%
26800000- 36110 - INTEREST REVENUES	-	90,229	90,229	100.00%
TOTAL BUDGETED REVENUE	2,070,000	2,295,229	225,229	10.88%
TOTAL SALES TAX - SECOND PENNY	<u>\$ 22,182,559</u>	<u>\$ 24,267,495</u>	<u>\$ 2,084,936</u>	<u>9.40%</u>
TOTAL SALES TAX COLLECTIONS	\$ 11,500,000	\$ 12,250,000	\$ 750,000	6.52%

SALES TAX - SECOND PENNY

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
NORTHWEST AREA WATER SUPPLY (NAWS) FUND				
26561000-43050 - ENGINEERS	\$ 15,401,244	\$ 13,680,030	\$ (1,721,214)	-11.18%
26574000-49101 - GENERAL FUND	50,000	50,000	-	0.00%
TOTAL NORTHWEST AREA WATER SUPPLY (NAWS) FUND	15,451,244	13,730,030	(1,721,214)	-11.14%
TAX RELIEF FUND				
26674000-49101 - GENERAL FUND	2,070,000	3,000,822	930,822	44.97%
TOTAL TAX RELIEF FUND	2,070,000	3,000,822	930,822	44.97%
INFRASTRUCTURE FUND				
26737000-49101 - GENERAL FUND	-	38,500	38,500	100.00%
SHIRLEY COURT STREET LIGHTING 38,500				
26738000-49101 - GENERAL FUND	1,710,000	4,750,000	3,040,000	177.78%
STREET IMPROVEMENTS 4,750,000				
26740000-49101 - GENERAL FUND	625,000	50,000	(575,000)	-92.00%
TRANSFER FOR ADMINISTRATION 50,000				
26774000-49136 - FLOOD CONTROL MAINTENANCE	256,315	402,914	146,599	57.19%
FLOOD CONTROL MAINTENANCE 402,914				
TOTAL INFRASTRUCTURE FUND	2,591,315	5,241,414	2,650,099	102.27%
COMMUNITY FACILITIES/FLOOD CONTROL FUND				
26874000-49115 - SALES TAX FLOOD CONTROL	2,070,000	2,295,229	225,229	10.88%
TOTAL FLOOD CONTROL FUND	2,070,000	2,295,229	225,229	10.88%
TOTAL SALES TAX - SECOND PENNY	<u>\$ 22,182,559</u>	<u>\$ 24,267,495</u>	<u>\$ 2,084,936</u>	<u>9.40%</u>



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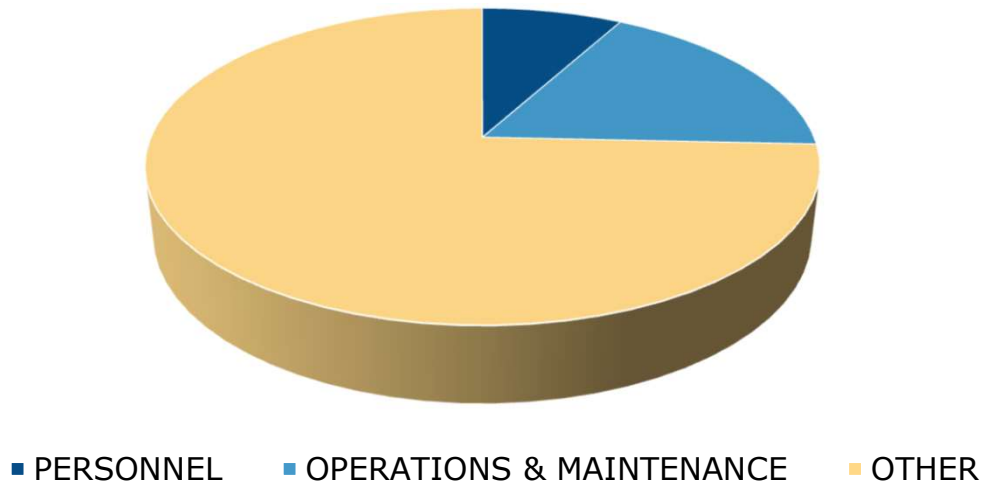


COMMUNITY DEVELOPMENT BLOCK GRANT ENTITLEMENT - REVENUE DETAIL

	<u>2024 BUDGET</u>	<u>2025 BUDGET</u>	<u>DOLLAR CHANGE</u>	<u>% CHANGE</u>
FEDERAL REVENUES				
28300000- 33100 - FEDERAL OPERATING REVENUES	\$ -	\$ 339,870	\$ 339,870	100.00%
TOTAL FEDERAL REVENUES	-	339,870	339,870	100.00%
RESOURCES AVAILABLE	-	339,870	339,870	100.00%
TOTAL BUDGETED REVENUE	<u>\$ -</u>	<u>\$ 339,870</u>	<u>\$ 339,870</u>	<u>100.00%</u>

COMMUNITY DEVELOPMENT BLOCK GRANT ENTITLEMENT SUMMARY

	<u>2024 BUDGET</u>	<u>2025 BUDGET</u>	<u>DOLLAR CHANGE</u>	<u>% CHANGE</u>
SALARIES	\$ -	\$ 20,466	\$ 20,466	100.00%
0.10 NDR PROGRAM MANAGER				
0.10 GRANT COMPLIANCE COORDINATOR				
0.10 ACCOUNTANT				
BENEFITS	-	6,812	6,812	100.00%
PROFESSIONAL AND TECHNICAL SERVICES	-	50,550	50,550	100.00%
OTHER PURCHASED SERVICES	-	7,520	7,520	100.00%
OPERATION SUPPLIES	-	2,000	2,000	100.00%
OTHER	-	252,522	252,522	100.00%
TOTAL CDBG ENTITLEMENT	<u>\$ -</u>	<u>\$ 339,870</u>	<u>\$ 339,870</u>	<u>100.00%</u>

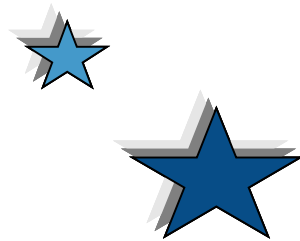


COMMUNITY DEVELOPMENT BLOCK GRANT ENTITLEMENT LINE ITEMS

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
28393000-41100 - REGULAR EMPLOYEES	\$ -	\$ 20,466	\$ 20,466	100.00%
28393000-42100 - ER'S HEALTH INSURANCE	-	4,389	4,389	100.00%
28393000-42110 - ER'S LIFE INSURANCE	-	15	15	100.00%
28393000-42210 - ER'S MEDICARE	-	269	269	100.00%
28393000-42320 - ER'S NDPERS	-	1,895	1,895	100.00%
28393000-42700 - ER'S ST DISABILITY INS	-	156	156	100.00%
28393000-42900 - ER'S LT DISABILITY INS	-	88	88	100.00%
28393000-43040 - CONSULTANTS	-	50,000	50,000	100.00%
28393000-43900 - MEMBERSHIPS & ASSOCIATIONS	-	550	550	100.00%
28393000-45400 - ADVERTISING	-	1,500	1,500	100.00%
28393000-45800 - TRAVEL COSTS	-	4,520	4,520	100.00%
28393000-45900 - EDUCATION & TRAINING	-	1,400	1,400	100.00%
28393000-45950 - BANKING & CREDIT CARD FEES	-	100	100	100.00%
28393000-46101 - DPMT MATERIALS & SUPPLIES	-	1,000	1,000	100.00%
28393000-46103 - COPIER & PRINTER SUPPLIES	-	1,000	1,000	100.00%
28393000-48100 - COMMUNITY CONTRIBUTIONS	-	252,522	252,522	100.00%
TOTAL CDBG ENTITLEMENT	\$ -	\$ 339,870	\$ 339,870	100.00%



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DEBT SERVICE - REVENUE DETAIL

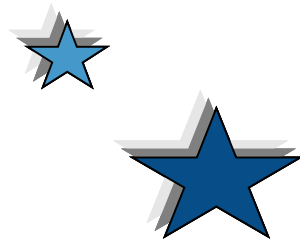
	2024 LEVY	2025 LEVY	2024 BUDGET	2025 BUDGET
AIRPORT REVENUE				
AIRPORT OPERATIONS			\$ 2,054,026	\$ 2,049,526
TOTAL AIRPORT REVENUE			2,054,026	2,049,526
SANITATION REVENUE				
SANITATION OPERATIONS			125,409	-
TOTAL SANITATION REVENUE			125,409	-
WATER, SEWER, & STORM SEWER REVENUE				
WATER, SEWER, & STORM SEWER OPERATIONS			1,315,993	2,338,363
SALES TAX FLOOD CONTROL			699,696	698,887
SPECIAL ASSESSMENT COLLECTIONS			823,076	44,747
TOTAL WATER, SEWER, & STORM SEWER REVENUE			2,838,765	3,081,997
HIGHWAY REVENUE				
TAX LEVY FOR GENERAL OBLIGATION BONDS	6.28	4.08	1,493,860	1,010,737
SINKING FUND BALANCE			-	(93,387)
TOTAL HIGHWAY REVENUE			1,493,860	917,350
SPECIAL ASSESSMENT REVENUE				
TAX LEVY FOR SPECIAL ASSESSMENT BONDS	2.22	-	528,922	-
SPECIAL ASSESSMENT COLLECTIONS			1,220,374	1,200,529
SPECIALS - CITY OWNED PROPERTY	0.15	0.15	36,590	36,616
TRANSFERS IN:				
HOTEL/MOTEL ALL SEASONS ARENA			173,900	173,900
SINKING FUND BALANCE			151,082	22,465
TOTAL SPECIAL ASSESSMENT REVENUE			2,110,868	1,433,510
SALES TAX BONDS FLOOD CONTROL REVENUE				
TAX LEVY FOR CWSRF & DWSRF LOANS	0.53	6.68	125,805	1,655,241
INTEREST REVENUE			-	265,919
FLOOD CONTROL BONDS	10.37	8.89	2,465,254	2,204,535
TOTAL SALES TAX BONDS FLOOD CONTROL REVENUE			2,591,059	4,125,695
TAX INCREMENT FINANCING (TIF) BONDS REVENUE				
TAX INCREMENT FOR TIF BONDS			212,847	208,307
TOTAL TAX INCREMENT FINANCING (TIF) BONDS REVENUE			212,847	208,307
TOTAL DEBT REVENUE	19.55	19.80	11,426,834	11,816,385
DOLLAR CHANGE				\$ 389,551
LEVY CHANGE				0.24

DEBT RETIREMENT

	PRINCIPAL	INTEREST	ADMIN FEE	TOTAL
AIRPORT REVENUE BONDS				
2015 AIRPORT REVENUE BONDS	\$ 560,000	\$ 241,631	\$ -	\$ 801,631
2020 AIRPORT REFUNDING BONDS	1,085,000	162,895	-	1,247,895
TOTAL AIRPORT REVENUE BONDS	1,645,000	404,526	-	2,049,526
WATER, SEWER, AND STORM SEWER REVENUE BONDS				
RB04RF ADVANCE REFUNDING BONDS	-	-	-	-
2013 WATER/SEWER UTILITY BONDS	395,000	54,238	-	449,238
2014 WATER/SEWER UTILITY BONDS	300,000	47,885	-	347,885
2015 WATER/SEWER UTILITY BONDS	765,000	22,950	-	787,950
2016 WATER/SEWER UTILITY BONDS	330,000	83,200	-	413,200
2018 ND CLEAN WATER STATE REVOLVING LOAN FUND (CWSRF) WWTF	300,000	71,400	23,800	395,200
2020 REFUNDING IMPROVEMENT BONDS	135,000	16,800	-	151,800
2021 REFUNDING IMPROVEMENT BONDS	82,193	30,373	-	112,566
2024 ESTIMATED REFUNDING IMPROVEMENT BONDS	118,558	53,979	-	172,537
2024 ESTIMATED DRINKING WATER STATE REVOLVING LOAN FUND	172,807	58,815	20,000	251,622
TOTAL WATER, SEWER, AND STORM SEWER	2,598,557	439,640	43,800	3,081,997
GENERAL OBLIGATION BONDS				
2015 GENERAL OBLIGATION BONDS	45,000	1,350	-	46,350
2016 GENERAL OBLIGATION BONDS	695,000	176,000	-	871,000
TOTAL GENERAL OBLIGATION BONDS	740,000	177,350	-	917,350
SPECIAL ASSESSMENT BONDS				
2014 REFUNDING IMPROVEMENT BONDS	80,000	29,303	-	109,303
2015 CAPITAL FINANCING PROGRAM BONDS (ALL SEASONS ARENA)	145,000	28,500	400	173,900
2015 REFUNDING IMPROVEMENT BONDS	90,000	34,088	-	124,088
2016 REFUNDING IMPROVEMENT BONDS	35,000	16,308	-	51,308
2021 REFUNDING IMPROVEMENT BONDS	242,808	89,727	-	332,535
2022 REFUNDING IMPROVEMENT BONDS	320,000	174,750	-	494,750
2024 ESTIMATED REFUNDING IMPROVEMENT BONDS	101,442	46,186	-	147,628
TOTAL SPECIAL ASSESSMENT BONDS	1,014,250	418,860	400	1,433,510
SALES TAX BONDS FLOOD CONTROL				
2020 SALES TAX REVENUE BONDS	220,000	146,223	-	366,223
2021 SALES TAX REVENUE BONDS	915,000	1,189,231	-	2,104,231
TOTAL SALES TAX FLOOD CONTROL REVENUE BONDS	1,135,000	1,335,454	-	2,470,454
FLOOD CONTROL ND CLEAN AND DRINKING WATER STATE REVOLVING LOAN FUND				
ND CWSRF FLOOD CONTROL (GOVERNMENTAL)	42,735	11,972	3,991	58,698
ND CWSRF FLOOD CONTROL (WATER/SEWER/STORM SEWER)	482,265	135,103	45,034	662,402
ND DWSRF FLOOD CONTROL (GOVERNMENTAL)	48,330	13,339	4,446	66,115
ND DWSRF FLOOD CONTROL (WATER/SEWER/STORM SEWER)	26,670	7,361	2,454	36,485
2024 ESTIMATED DRINKING WATER STATE REVOLVING LOAN FUND	735,471	594,957	200,000	1,530,428
TOTAL ND CLEAN AND DRINKING WATER STATE REVOLVING LOAN FUND	1,335,471	762,732	255,925	2,354,128
TAX INCREMENT FINANCING (TIF) BONDS				
2022 TAXABLE GENERAL OBLIGATION TAX INCREMENT BONDS	100,000	108,307	-	208,307
	100,000	108,307	-	208,307
TOTAL DEBT RETIREMENT	<u>\$ 8,568,278</u>	<u>\$ 3,646,869</u>	<u>\$ 300,125</u>	<u>\$ 12,515,272</u>
TOTAL GOVERNMENTAL DEBT RETIREMENT				\$ 6,684,862
TOTAL ENTERPRISE DEBT RETIREMENT				\$ 5,830,410



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CAPITAL INFRASTRUCTURE - REVENUE DETAIL

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
STATE REVENUES				
41000000-33500 - STATE CAPITAL REVENUES	1,500,000	4,875,000	3,375,000	225.00%
41000000-33510 - HUB CITY OIL & GAS	781,000	-	(781,000)	-100.00%
TOTAL STATE REVENUES	2,281,000	4,875,000	2,594,000	113.72%
CITY REVENUES				
41000000-36110 - INTEREST REVENUES	-	531,794	531,794	100.00%
41000000-39350 - REFUNDING BONDS ISSUED	100,000	71,500	(28,500)	-28.50%
TOTAL CITY REVENUES	100,000	603,294	503,294	503.29%
TRANSFERS BETWEEN FUNDS				
41000000-39101 - GENERAL FUND	2,377,640	1,711,500	(666,140)	100.00%
TOTAL TRANSFERS BETWEEN FUNDS	2,377,640	1,711,500	(666,140)	100.00%
RESOURCES AVAILABLE	4,758,640	7,189,794	2,431,154	51.09%
CASH RESERVES	-	5,578,206	5,578,206	100.00%
TOTAL BUDGETED REVENUE	<u>\$ 4,758,640</u>	<u>\$ 12,768,000</u>	<u>\$ 8,009,360</u>	<u>168.31%</u>

CAPITAL INFRASTRUCTURE FUND

		2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
41021000- 57200 - INFRASTRUCTURE		\$ 522,640	\$ -	\$ (522,640)	-100.00%
41037000- 57200 - INFRASTRUCTURE		350,000	158,000	(192,000)	-54.86%
	WAYFINDING SIGNAGE	48,000			
	SHIRLEY COURT STREET LIGHTING DISTRICT	110,000			
41038000- 57200 - INFRASTRUCTURE		1,881,000	6,045,000	4,164,000	221.37%
	16TH ST SW RECONSTRUCTION PHASE I	3,945,000			
	3RD ST NE BRIDGE REHABILITATION	350,000			
	3RD ST E AND CENTRAL AVE RECONSTRUCTION	1,750,000			
41038000- 57600 - INTANGIBLES		5,000	5,000	-	0.00%
	LEWIS & CLARK/BEL AIR SRTS EASEMENTS	5,000			
41044000- 57200 - INFRASTRUCTURE		-	60,000	60,000	100.00%
	FUEL DEPOT IMPROVEMENTS	60,000			
41094000- 57100 - LAND		2,000,000	6,500,000	4,500,000	225.00%
	FLOOD CONTROL HOME ACQUISITIONS	6,500,000			
TOTAL CAPITAL INFRASTRUCTURE FUND		<u>\$ 4,758,640</u>	<u>\$ 12,768,000</u>	<u>\$ 8,009,360</u>	<u>168.31%</u>

CAPITAL EQUIPMENT - REVENUE DETAIL

	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
FEDERAL REVENUES				
42000000- 33200 - FEDERAL CAPITAL REVENUES	\$ 1,115,200	\$ 1,034,748	\$ (80,452)	-7.21%
TOTAL FEDERAL REVENUES	1,115,200	1,034,748	(80,452)	-7.21%
CITY REVENUES				
42000000- 36110 - INTEREST REVENUES	-	74,003	74,003	100.00%
42000000- 39210 - SALE OF CITY PROPERTY	227,000	259,275	32,275	14.22%
TOTAL CITY REVENUES	227,000	333,278	106,278	46.82%
TRANSFERS BETWEEN FUNDS				
42000000- 39101 - GENERAL FUND	1,253,300	1,504,581	251,281	20.05%
42000000- 39105 - SANITATION	126,000	126,000	-	0.00%
42000000- 39106 - WATER/SEWER/STORM SEWER	414,000	414,000	-	0.00%
TOTAL TRANSFERS BETWEEN FUNDS	1,793,300	2,044,581	251,281	14.01%
RESOURCES AVAILABLE	3,135,500	3,412,607	277,107	8.84%
CASH RESERVES	306,214	120,000	(186,214)	-60.81%
TOTAL BUDGETED REVENUE	\$ 3,441,714	\$ 3,532,606	\$ 90,892	2.64%

CAPITAL EQUIPMENT FUND

			2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
42019000-	57500 - EQUIPMENT SERVER REPLACEMENT (YEAR 2 OF 3)	216,500	\$ 67,000	\$ 216,500	\$ 149,500	223.13%
42021000-	57500 - EQUIPMENT (5) POLICE PATROL SUV'S UNMARKED INVESTIGATIONS VEHICLE ANIMAL TRANSPORT PICKUP	249,785 49,957 48,925	251,500	348,667	97,167	38.63%
42031000-	57500 - EQUIPMENT THERMAL IMAGING CAMERA	7,358	-	7,358	7,358	100.00%
42036000-	57500 - EQUIPMENT FLEET VEHICLE	30,000	-	30,000	30,000	100.00%
42037000-	57300 - BUILDINGS		100,000	-	(100,000)	-100.00%
42037000-	57500 - EQUIPMENT TRAFFIC SIGNAL REPLACEMENTS STREET LIGHT FEED POINT REPLACEMENTS PORTABLE CHANGEABLE MESSAGE BOARD	775,000 40,000 20,000	772,000	835,000	63,000	8.16%
42038000-	57500 - EQUIPMENT SURVEY DRONE REPLACE SURVEY BASE STATION	6,000 21,000	-	27,000	27,000	100.00%
42039000-	57500 - EQUIPMENT		60,000	-	(60,000)	-100.00%
42040000-	57300 - BUILDINGS		240,000	-	(240,000)	-100.00%
42040000-	57500 - EQUIPMENT (2) S76 SKIDSTEERS T76 SKIDSTEER (2) L23 MINI LOADERS LARGE SNOW BLOWER ATTACHMENT (YEAR 2 OF 2) (2) DIESEL ENGINE 72" FRONT DECK MOWERS ROAD GRADER ATTACHMENT DIESEL ENGINE ZERO TURN MOWER TRUCK MOUNTED VACUUM SWEEPER (YEAR 1 OF 2)	120,000 80,000 80,000 240,000 55,000 20,000 20,000 125,000	490,000	740,000	250,000	51.02%
42060100-	57500 - EQUIPMENT SKIDSTEER FLOOR SCRUBBER FORKLIFT MOWER	74,448 8,500 35,000 14,000	110,000	131,948	21,948	19.95%
42066000-	57500 - EQUIPMENT DIESEL/ELECTRIC HYBRID HEAVY DUTY LOW FLOOR TRANSIT BUS V BLADE SNOWPLOW FOR KUBOTA UTV MOBILE POST HOISTS	1,000,000 6,000 66,000	1,212,000	1,072,000	(140,000)	-11.55%
42067000-	57700 - BOOKS LIBRARY BOOKS	124,134	139,214	124,134	(15,080)	-10.83%
TOTAL CAPITAL EQUIPMENT FUND			<u>\$3,441,714</u>	<u>\$3,532,606</u>	<u>\$ 90,892</u>	<u>2.64%</u>

CAPITAL FLOOD CONTROL - REVENUE DETAIL

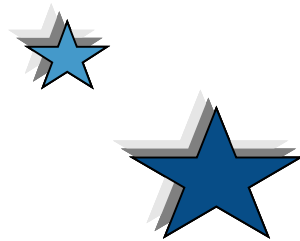
	2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
CITY REVENUES				
43000000- 39320 - REVENUE BONDS	\$ 15,925,000	\$ -	\$ (15,925,000)	-100.00%
TOTAL CITY REVENUES	15,925,000	389,616	(15,535,384)	-97.55%
CASH RESERVES	-	18,350,384	18,350,384	100.00%
TOTAL BUDGETED REVENUE	<u>\$ 15,925,000</u>	<u>\$ 18,740,000</u>	<u>\$ 2,815,000</u>	<u>17.68%</u>

CAPITAL FLOOD CONTROL FUND

		2024 BUDGET	2025 BUDGET	DOLLAR CHANGE	% CHANGE
43094000- 57200 - INFRASTRUCTURE		15,925,000	18,740,000	2,815,000	17.68%
MI-6/MI-7 DOWNTOWN AND EASTWOOD					
PARK FLOODWALLS	18,740,000				
TOTAL CAPITAL FLOOD CONTROL FUND		<u>\$ 15,925,000</u>	<u>\$ 18,740,000</u>	<u>\$ 2,815,000</u>	<u>17.68%</u>



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Pay Plan - Effective January 1, 2025

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	
38	Hourly	\$15.58	\$15.97	\$16.37	\$16.78	\$17.20	\$17.63	\$18.07	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13
	Pay Period	\$1,247	\$1,278	\$1,310	\$1,343	\$1,376	\$1,410	\$1,446	\$1,482	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851
	Monthly	\$2,701	\$2,769	\$2,838	\$2,909	\$2,982	\$3,056	\$3,132	\$3,211	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010
	Yearly	\$32,414	\$33,224	\$34,054	\$34,906	\$35,778	\$36,673	\$37,590	\$38,530	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118
	Hourly	\$15.97	\$16.37	\$16.78	\$17.20	\$17.63	\$18.07	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71
39	Pay Period	\$1,278	\$1,310	\$1,343	\$1,376	\$1,410	\$1,446	\$1,482	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897
	Monthly	\$2,769	\$2,838	\$2,909	\$2,982	\$3,056	\$3,132	\$3,211	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110
	Yearly	\$33,224	\$34,054	\$34,906	\$35,778	\$36,673	\$37,590	\$38,530	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321
	Hourly	\$16.37	\$16.78	\$17.20	\$17.63	\$18.07	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30
	Pay Period	\$1,310	\$1,343	\$1,376	\$1,410	\$1,446	\$1,482	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944
40	Monthly	\$2,838	\$2,909	\$2,982	\$3,056	\$3,132	\$3,211	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213
	Yearly	\$34,054	\$34,906	\$35,778	\$36,673	\$37,590	\$38,530	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554
	Hourly	\$16.78	\$17.20	\$17.63	\$18.07	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91
	Pay Period	\$1,343	\$1,376	\$1,410	\$1,446	\$1,482	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993
	Monthly	\$2,909	\$2,982	\$3,056	\$3,132	\$3,211	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318
41	Yearly	\$34,906	\$35,778	\$36,673	\$37,590	\$38,530	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818
	Hourly	\$17.20	\$17.63	\$18.07	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54
	Pay Period	\$1,376	\$1,410	\$1,446	\$1,482	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043
	Monthly	\$2,982	\$3,056	\$3,132	\$3,211	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426
	Yearly	\$35,778	\$36,673	\$37,590	\$38,530	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113
42	Hourly	\$17.63	\$18.07	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17
	Pay Period	\$1,410	\$1,446	\$1,482	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094
	Monthly	\$3,056	\$3,132	\$3,211	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537
	Yearly	\$36,673	\$37,590	\$38,530	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441
	Hourly	\$18.07	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83
43	Pay Period	\$1,446	\$1,482	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146
	Monthly	\$3,132	\$3,211	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650
	Yearly	\$37,590	\$38,530	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802
	Hourly	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50
	Pay Period	\$1,482	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200
44	Monthly	\$3,211	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766
	Yearly	\$38,530	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197
	Hourly	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19
	Pay Period	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255
	Monthly	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886
45	Yearly	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627
	Hourly	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89
	Pay Period	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311
	Monthly	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008
	Yearly	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093
46	Hourly	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61
	Pay Period	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369
	Monthly	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133
	Yearly	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595
	Hourly	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35
47	Pay Period	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369	\$2,428
	Monthly	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133	\$5,261
	Yearly	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135
	Hourly	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.09
	Pay Period	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369	\$2,428	\$2,487
48	Monthly	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133	\$5,261	\$5,385
	Yearly	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135	\$64,670
	Hourly	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.09	\$31.83
	Pay Period	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369	\$2,428	\$2,487	\$2,546
	Monthly	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133	\$5,261	\$5,385	\$5,509
49	Yearly	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135	\$64,670	\$66,205
	Hourly	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.09	\$31.83	\$32.57
	Pay Period	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369	\$2,428	\$2,487	\$2,546	\$2,605
	Monthly	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133	\$5,261	\$5,385	\$5,509	\$5,633
	Yearly	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135	\$64,670	\$66,205	\$67,740

2025 PROPOSED ANNUAL BUDGET

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Pay Plan - Effective January 1, 2025

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	
62	Hourly	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84
	Pay Period	\$2,255	\$2,311	\$2,369	\$2,428	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347
	Monthly	\$4,886	\$5,008	\$5,133	\$5,261	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253
	Yearly	\$58,627	\$60,093	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032
63	Hourly	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89
	Pay Period	\$2,311	\$2,369	\$2,428	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431
	Monthly	\$5,008	\$5,133	\$5,261	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434
	Yearly	\$60,093	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208
64	Hourly	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96
	Pay Period	\$2,369	\$2,428	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517
	Monthly	\$5,133	\$5,261	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620
	Yearly	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438
65	Hourly	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06
	Pay Period	\$2,428	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605
	Monthly	\$5,261	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810
	Yearly	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724
66	Hourly	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19
	Pay Period	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695
	Monthly	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006
	Yearly	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067
67	Hourly	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34
	Pay Period	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787
	Monthly	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206
	Yearly	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469
68	Hourly	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52
	Pay Period	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882
	Monthly	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411
	Yearly	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931
69	Hourly	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74
	Pay Period	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979
	Monthly	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621
	Yearly	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454
70	Hourly	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98
	Pay Period	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078
	Monthly	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837
	Yearly	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041
71	Hourly	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26
	Pay Period	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180
	Monthly	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058
	Yearly	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692
72	Hourly	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56
	Pay Period	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285
	Monthly	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284
	Yearly	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409
73	Hourly	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90
	Pay Period	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392
	Monthly	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516
	Yearly	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194
74	Hourly	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27
	Pay Period	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502
	Monthly	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754
	Yearly	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049

Pay Plan - Effective January 1, 2025

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	
75	Hourly	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68
	Pay Period	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614
	Monthly	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998
	Yearly	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975
76	Hourly	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12
	Pay Period	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730
	Monthly	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248
	Yearly	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975
77	Hourly	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60
	Pay Period	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848
	Monthly	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504
	Yearly	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049
78	Hourly	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12
	Pay Period	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969
	Monthly	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767
	Yearly	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200
79	Hourly	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67
	Pay Period	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093
	Monthly	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036
	Yearly	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430
80	Hourly	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26
	Pay Period	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221
	Monthly	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312
	Yearly	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741
81	Hourly	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89
	Pay Period	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351
	Monthly	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595
	Yearly	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134
82	Hourly	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56
	Pay Period	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485
	Monthly	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884
	Yearly	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613
83	Hourly	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28
	Pay Period	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622
	Monthly	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182
	Yearly	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178
84	Hourly	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03
	Pay Period	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763
	Monthly	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486
	Yearly	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833
85	Hourly	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84
	Pay Period	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907
	Monthly	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798
	Yearly	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578
86	Hourly	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68
	Pay Period	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055
	Monthly	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118
	Yearly	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418
87	Hourly	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$77.57
	Pay Period	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206
	Monthly	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446
	Yearly	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353

Pay Plan - Effective January 1, 2025

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
88	Hourly	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$79.51
	Pay Period	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206
	Monthly	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446
	Yearly	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353
89	Hourly	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$79.51	\$81.50
	Pay Period	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361
	Monthly	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782
	Yearly	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353	\$165,387
90	Hourly	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$79.51	\$81.50	\$83.54
	Pay Period	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520
	Monthly	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127
	Yearly	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353	\$165,387	\$169,522
91	Hourly	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$79.51	\$81.50	\$83.54	\$85.63
	Pay Period	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520	\$6,683
	Monthly	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480
	Yearly	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353	\$165,387	\$169,522	\$173,760
92	Hourly	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$79.51	\$81.50	\$83.54	\$85.63	\$87.77
	Pay Period	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520	\$6,683	\$6,850
	Monthly	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480	\$14,842
	Yearly	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353	\$165,387	\$169,522	\$173,760	\$182,556
93	Hourly	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$79.51	\$81.50	\$83.54	\$85.63	\$87.77	\$89.96
	Pay Period	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520	\$6,683	\$6,850	\$7,021
	Monthly	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480	\$14,842	\$15,213
	Yearly	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353	\$165,387	\$169,522	\$173,760	\$178,104	\$182,556
94	Hourly	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$79.51	\$81.50	\$83.54	\$85.63	\$87.77	\$89.96	\$92.21
	Pay Period	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520	\$6,683	\$6,850	\$7,021	\$7,197
	Monthly	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480	\$14,842	\$15,213	\$15,593
	Yearly	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353	\$165,387	\$169,522	\$173,760	\$178,104	\$182,556	\$187,120
95	Hourly	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$79.51	\$81.50	\$83.54	\$85.63	\$87.77	\$89.96	\$92.21	\$94.52
	Pay Period	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520	\$6,683	\$6,850	\$7,021	\$7,197	\$7,377
	Monthly	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480	\$14,842	\$15,213	\$15,593	\$15,983
	Yearly	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353	\$165,387	\$169,522	\$173,760	\$178,104	\$182,556	\$187,120	\$191,798
96	Hourly	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$79.51	\$81.50	\$83.54	\$85.63	\$87.77	\$89.96	\$92.21	\$94.52	\$96.88
	Pay Period	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,054	\$6,206	\$6,361	\$6,520	\$6,683	\$6,850	\$7,021	\$7,197	\$7,377	\$7,561
	Monthly	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480	\$14,842	\$15,213	\$15,593	\$15,983	\$16,383
	Yearly	\$135,740	\$139,135	\$142,613	\$146,178	\$149,832	\$153,578	\$157,416	\$161,352	\$165,386	\$169,521	\$173,759	\$178,104	\$182,557	\$187,121	\$191,799	\$196,594
97	Hourly	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$79.51	\$81.50	\$83.54	\$85.63	\$87.77	\$89.96	\$92.21	\$94.52	\$96.88	\$99.30
	Pay Period	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520	\$6,683	\$6,850	\$7,021	\$7,197	\$7,377	\$7,561	\$7,750
	Monthly	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480	\$14,842	\$15,213	\$15,593	\$15,983	\$16,383	\$16,792
	Yearly	\$139,134	\$142,613	\$146,178	\$149,832	\$153,578	\$157,417	\$161,352	\$165,385	\$169,521	\$173,759	\$178,103	\$182,557	\$187,121	\$191,799	\$196,594	\$201,509
98	Hourly	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$79.51	\$81.50	\$83.54	\$85.63	\$87.77	\$89.96	\$92.21	\$94.52	\$96.88	\$99.30	\$101.78
	Pay Period	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520	\$6,683	\$6,850	\$7,021	\$7,197	\$7,377	\$7,561	\$7,750	\$7,944
	Monthly	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480	\$14,842	\$15,213	\$15,593	\$15,983	\$16,383	\$16,792	\$17,212
	Yearly	\$142,612	\$146,178	\$149,832	\$153,578	\$157,417	\$161,352	\$165,385	\$169,521	\$173,759	\$178,104	\$182,556	\$187,121	\$191,799	\$196,594	\$201,509	\$206,547
99	Hourly	\$70.28	\$72.03	\$73.84	\$75.68	\$79.51	\$81.50	\$83.54	\$85.63	\$87.77	\$89.96	\$92.21	\$94.52	\$96.88	\$99.30	\$101.78	\$104.33
	Pay Period	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520	\$6,683	\$6,850	\$7,021	\$7,197	\$7,377	\$7,561	\$7,750	\$7,944	\$8,143
	Monthly	\$12,181	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480	\$14,842	\$15,213	\$15,593	\$15,983	\$16,383	\$16,792	\$17,212	\$17,643
	Yearly	\$146,177	\$149,832	\$153,578	\$157,417	\$161,352	\$165,386	\$169,520	\$173,759	\$178,103	\$182,557	\$187,120	\$191,799	\$196,594	\$201,509	\$206,547	\$211,711
100	Hourly	\$72.03	\$73.84	\$75.68	\$79.51	\$81.50	\$83.54	\$85.63	\$87.77	\$89.96	\$92.21	\$94.52	\$96.88	\$99.30	\$101.78	\$104.33	\$106.94
	Pay Period	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520	\$6,683	\$6,850	\$7,021	\$7,197	\$7,377	\$7,561	\$7,750	\$7,944	\$8,143	\$8,346
	Monthly	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480	\$14,842	\$15,213	\$15,593	\$15,983	\$16,383	\$16,792	\$17,212	\$17,643	\$18,084
	Yearly	\$149,831	\$153,578	\$157,417	\$161,352	\$165,386	\$169,521	\$173,758	\$178,103	\$182,556	\$187,121	\$191,798	\$196,594	\$201,509	\$206,547	\$211,711	\$217,004

Occupational Job Families and Job Classes	Recommended				
	Number of Positions	New Grade	Min Step (Step 1)	Mid Step (Step 9)	Max Step (Step 17)
<u>Executive Group</u>					
City Manager	1	98	\$142,612	\$173,759	\$211,711
Assistant City Manager	1	94	\$129,200	\$157,418	\$191,798
Communication and Engagement Manager	1	73	\$76,924	\$93,724	\$114,194
Disaster Recovery Grant Manager	1	70	\$71,432	\$87,032	\$106,041
City Clerk	1	66	\$64,713	\$78,847	\$96,067
Grant Project Compliance Coordinator	1	62	\$58,627	\$71,432	\$87,032
Public Safety Information Outreach Officer	1	60	\$55,802	\$67,990	\$82,839
Communication Specialist	1	56	\$50,554	\$61,595	\$75,048
<u>Human Resource Group</u>					
Human Resource Director	1	79	\$89,208	\$108,692	\$132,430
Human Resource Generalist, Senior	2	66	\$64,713	\$78,847	\$96,067
Human Resource Generalist	1	60	\$55,802	\$67,990	\$82,839
Human Resource Specialist	1	56	\$50,554	\$61,595	\$75,048
<u>Legal Group</u>					
City Attorney	1	86	\$106,041	\$129,200	\$157,418
Assistant City Attorney	2	77	\$84,910	\$103,454	\$126,049
Staff Attorney	0	68	\$67,990	\$82,839	\$100,931
Legal Administrative Assistant	1	52	\$45,799	\$55,802	\$67,990
<u>Administrative Support Group</u>					
Clerk Of Municipal Court	1	58	\$53,113	\$64,713	\$78,847
Executive Secretary	1	55	\$49,321	\$60,093	\$73,217
Office and Administrative Specialist, Senior	5	56	\$50,554	\$61,595	\$75,048
Office and Administrative Specialist	2	53	\$46,944	\$57,197	\$69,689
Administrative Clerk, Principal	5	52	\$45,799	\$55,802	\$67,990
Administrative Clerk, Senior	0	49	\$42,529	\$51,818	\$63,135
Administrative Clerk	1	46	\$39,493	\$48,118	\$58,627
<u>Finance And Accounting Group</u>					
Finance Director	1	90	\$117,049	\$142,613	\$173,760
Comptroller	1	78	\$87,032	\$106,041	\$129,200
City Treasurer	1	74	\$78,847	\$96,067	\$117,049
Senior Internal Auditor	0	68	\$67,990	\$82,839	\$100,931
Accountant, Senior	2	66	\$64,713	\$78,847	\$96,067
Business Systems Analyst	1	65	\$63,135	\$76,924	\$93,724
Internal Auditor	1	64	\$61,595	\$75,048	\$91,438
Accountant	3	62	\$58,627	\$71,432	\$87,032
Financial Specialist Sr	2	60	\$55,802	\$67,990	\$82,839
Financial Specialist	2	58	\$53,113	\$64,713	\$78,847
Financial Clerk, Senior	2	51	\$44,682	\$54,441	\$66,331
Financial Clerk	0	48	\$41,492	\$50,554	\$61,595
<u>Management Information Systems Group</u>					
Information Technology Manager Networks/Commun	1	75	\$80,818	\$98,469	\$119,975
Information Technology Manager Systems/Support	1	75	\$80,818	\$98,469	\$119,975
Information Technology Specialist, Senior	1	66	\$64,713	\$78,847	\$96,067
Information Technology Specialist	0	62	\$58,627	\$71,432	\$87,032
Information Technology Technician II	1	58	\$53,113	\$64,713	\$78,847
Information Technology Technician I	2	54	\$48,118	\$58,627	\$71,432

Occupational Job Families and Job Classes	Recommended				
	Number of Positions	New Grade	Min Step (Step 1)	Mid Step (Step 9)	Max Step (Step 17)
<u>City Assessor Group</u>					
City Assessor	1	79	\$89,208	\$108,692	\$132,430
Assistant City Assessor	1	70	\$71,432	\$87,032	\$106,041
Property Appraiser, Senior	3	66	\$64,713	\$78,847	\$96,067
Property Appraiser	0	60	\$55,802	\$67,990	\$82,839
Property Assessment Specialist	1	56	\$50,554	\$61,595	\$75,048
<u>Law Enforcement Command Group</u>					
Police Chief	1	90	\$117,049	\$142,613	\$173,760
Police Captain	3	79	\$89,208	\$108,692	\$132,430
Police Lieutenant	5	74	\$78,847	\$96,067	\$117,049
<u>Law Enforcement Operations Group</u>					
Police Sergeant	14	69	\$69,689	\$84,910	\$103,454
Police Officer, Master	30	64	\$61,595	\$75,048	\$91,438
Police Officer, Senior	7	62	\$58,627	\$71,432	\$87,032
Police Officer	25	60	\$55,802	\$67,990	\$82,839
Digital Forensic Analyst	1	52	\$45,799	\$55,802	\$67,990
Evidence and Property Technician	1	52	\$45,799	\$55,802	\$67,990
Intelligence Analyst	1	52	\$45,799	\$55,802	\$67,990
Community Service Officer	3		\$41,492	\$50,554	\$61,595
Law Enforcement Office Manager	1	59	\$54,441	\$66,331	\$80,818
Law Enforcement Office Specialist III	1	54	\$48,118	\$58,627	\$71,432
Law Enforcement Office Specialist II	2	51	\$44,682	\$54,441	\$66,331
Law Enforcement Office Specialist I	2	48	\$41,492	\$50,554	\$61,595
<u>Public Safety Communications Group</u>					
Public Safety Answering Point Manager	1	70	\$71,432	\$87,032	\$106,041
Assistant Public Safety Answering Point Manager	1	67	\$66,331	\$80,818	\$98,469
Dispatcher, Lead	4	62	\$58,627	\$71,432	\$87,032
Dispatcher, Senior	4	56	\$50,554	\$61,595	\$75,048
Dispatcher	9	52	\$45,799	\$55,802	\$67,990
<u>Fire Group</u>					
Fire Chief	1	90	\$117,049	\$142,613	\$173,760
Assistant Fire Chief	1	80	\$91,438	\$117,049	\$142,613
Fire Battalion Chief	4	76	\$82,839	\$100,931	\$122,975
Fire Captain	15	69	\$69,689	\$84,910	\$103,454
Fire Marshal	0	66	\$64,713	\$78,847	\$96,067
Fire Inspector II	3	64	\$61,595	\$75,048	\$91,438
Fire Inspector I	0	62	\$58,627	\$71,432	\$87,032
Firefighter, Senior	33	60	\$55,802	\$67,990	\$82,839
Firefighter	12	58	\$53,113	\$64,713	\$78,847
<u>Community Development</u>					
Community and Economic Development Director	1	84	\$100,931	\$122,975	\$149,833
Economic Development Administrator	1	76	\$82,839	\$100,931	\$122,975
Principal Planner	1	73	\$76,924	\$93,724	\$114,194
Planner III / Senior Planner	0	68	\$67,990	\$82,839	\$100,931
Planner II / Associate Planner	0	64	\$61,595	\$75,048	\$91,438
Planner I / Assistant Planner	1	60	\$55,802	\$67,990	\$82,839
Zoning / Code Enforcement Inspector	1	52	\$45,799	\$55,802	\$67,990
Planning and Code Enforcement Assistant	1	49	\$42,529	\$51,818	\$63,135

Occupational Job Families and Job Classes	Recommended				
	Number of Positions	New Grade	Min Step (Step 1)	Mid Step (Step 9)	Max Step (Step 17)
<u>Inspections Group</u>					
Building Official	1	75	\$80,818	\$98,469	\$119,975
Senior Building Inspector II	1	67	\$66,331	\$80,818	\$98,469
Senior Building Inspector	0	65	\$63,135	\$76,924	\$93,724
Building Inspector III	2	65	\$63,135	\$76,924	\$93,724
Mechanical Inspector III	1	65	\$63,135	\$76,924	\$93,724
Plumbing Inspector III	1	65	\$63,135	\$76,924	\$93,724
Building Inspector II	0	62	\$58,627	\$71,432	\$87,032
Mechanical Inspector II	0	62	\$58,627	\$71,432	\$87,032
Plumbing Inspector II	0	62	\$58,627	\$71,432	\$87,032
Building Inspector I	0	58	\$53,113	\$64,713	\$78,847
Mechanical Inspector I	0	58	\$53,113	\$64,713	\$78,847
Plumbing Inspector I	0	58	\$53,113	\$64,713	\$78,847
Commercial Plan Reviewer	1	58	\$53,113	\$64,713	\$78,847
Residential Plan Reviewer	1	53	\$46,944	\$57,197	\$69,689
<u>Traffic Group</u>					
Traffic Engineer	1	74	\$78,847	\$96,067	\$117,049
Traffic Foreman	1	63	\$60,093	\$73,217	\$89,208
Traffic Maintenance Technician III	1	60	\$55,802	\$67,990	\$82,839
Traffic Maintenance Technician II	2	56	\$50,554	\$61,595	\$75,048
Traffic Maintenance Technician I	0	54	\$48,118	\$58,627	\$71,432
Traffic Maintenance Worker	1	50	\$43,593	\$53,113	\$64,713
<u>Engineering Group</u>					
City Engineer	1	86	\$106,041	\$129,200	\$157,418
Assistant City Engineer	1	76	\$82,839	\$100,931	\$122,975
Project Manager Field/Design	1	73	\$76,924	\$93,724	\$114,194
Project Civil Engineer II	0	72	\$75,049	\$91,438	\$111,409
Project Civil Engineer I	6	70	\$71,432	\$87,032	\$106,041
GIS Coordinator	1	65	\$63,135	\$76,924	\$93,724
CAD Technician II	0	60	\$55,802	\$67,990	\$82,839
Engineering Technician II	0	60	\$55,802	\$67,990	\$82,839
GIS Technician II	0	60	\$55,802	\$67,990	\$82,839
Engineering Technician I	3	56	\$50,554	\$61,595	\$75,048
CAD Technician	1	56	\$50,554	\$61,595	\$75,048
GIS Technician	1	56	\$50,554	\$61,595	\$75,048
GIS Technician	1	53	\$46,944	\$57,197	\$69,689
<u>Vehicle Maintenance Group</u>					
Bus Services/Shop Maintenance Superintendent	1	74	\$78,847	\$96,067	\$117,049
Fleet Management Services Superintendent	1	74	\$78,847	\$96,067	\$117,049
Bus Services Foreman	1	63	\$63,135	\$76,924	\$93,724
Shop Maintenance Foreman	1	63	\$63,135	\$76,924	\$93,724
Fire Equipment Mechanic	1	63	\$63,135	\$76,924	\$93,724
Mechanic, Senior	2	57	\$53,113	\$64,713	\$78,847
Welder/Fabricator	1	57	\$53,113	\$64,713	\$78,847
Mechanic	4	54	\$48,118	\$58,627	\$71,432
Parts Specialist	1	48	\$41,492	\$50,554	\$61,595
Light Mechanic	1	46	\$39,493	\$48,118	\$58,627
Parts Specialist/Bus Driver	1	50	\$43,593	\$53,113	\$64,713
Bus Driver	7	50	\$43,593	\$53,113	\$64,713
Administrative Clerk/Bus Driver, Senior	1	50	\$43,593	\$53,113	\$64,713
Administrative Clerk/Bus Driver	0	47	\$40,480	\$49,321	\$60,093
<u>Street Maintenance Group</u>					
Street Superintendent	1	74	\$78,847	\$96,067	\$117,049
Street Foreman	2	63	\$63,135	\$76,924	\$93,724
Storm Sewer Foreman	1	63	\$63,135	\$76,924	\$93,724

Occupational Job Families and Job Classes	Recommended				
	Number of Positions	New Grade	Min Step (Step 1)	Mid Step (Step 9)	Max Step (Step 17)
<u>Equipment Operator Group</u>					
Heavy Equipment Operator	37	54	\$48,118	\$58,627	\$71,432
Medium Equipment Operator	5	50	\$43,593	\$53,113	\$64,713
Light Equipment Operator	14	47	\$40,480	\$49,321	\$60,093
<u>Building and Grounds Maintenance Group</u>					
Property Maintenance Superintendent	1	74	\$78,847	\$96,067	\$117,049
Building and Grounds Foreman	1	63	\$63,135	\$76,924	\$93,724
Building and Grounds Worker, Senior	3	54	\$48,118	\$58,627	\$71,432
Building and Grounds Worker	5	48	\$41,492	\$50,554	\$61,595
<u>Public Works Management Group</u>					
Public Works Operations Director	1	89	\$114,194	\$139,134	\$169,522
Utilities Director	1	89	\$114,194	\$139,134	\$169,522
Senior Project Manager Field/Design	1	75	\$80,818	\$98,469	\$119,975
<u>Airport Operations</u>					
Airport Director	1	89	\$114,194	\$139,134	\$169,522
Airport Business and Development Manager	1	73	\$76,924	\$93,724	\$114,194
Airport Operations and Maintenance Manager	1	73	\$76,924	\$93,724	\$114,194
Airport Operations and Maintenance Foreman	1	63	\$63,135	\$76,924	\$93,724
Airport Facility Foreman	1	63	\$63,135	\$76,924	\$93,724
Airport Operations and Maintenance Technician Lead	0	58	\$53,113	\$64,713	\$78,847
Airport Operations and Maintenance Technician II	6	56	\$50,554	\$61,595	\$75,048
Airport Operations and Maintenance Technician I	4	52	\$45,799	\$55,802	\$67,990
Airport Facility Technician Lead	0	52	\$45,799	\$55,802	\$67,990
Airport Facility Technician II	3	50	\$43,593	\$53,113	\$64,713
Airport Facility Technician I	3	46	\$39,493	\$48,118	\$58,627
Airport Security Specialist	1	44	\$37,590	\$45,799	\$55,802
<u>Cemetery Operations Group</u>					
Cemetery Superintendent	1	70	\$71,432	\$87,032	\$106,041
<u>Sanitation/Landfill Operations Group</u>					
Sanitation/Landfill Superintendent	1	74	\$78,847	\$96,067	\$117,049
Landfill Foreman	1	63	\$63,135	\$76,924	\$93,724
Sanitation Foreman	1	63	\$63,135	\$76,924	\$93,724
Landfill Attendant/LEO	1	47	\$40,480	\$49,321	\$60,093
Landfill Attendant	1	46	\$39,493	\$48,118	\$58,627
<u>Water Plant Operations Group</u>					
Water Plant Superintendent	1	74	\$78,847	\$96,067	\$117,049
Water Plant Foreman	2	63	\$63,135	\$76,924	\$93,724
Water Plant Operator, Lead	4	56	\$50,554	\$61,595	\$75,048
Water Plant Instrumentation Technician	2	56	\$50,554	\$61,595	\$75,048
Water Plant Operator III	8	54	\$48,118	\$58,627	\$71,432
Water Plant Operator II	4	52	\$45,799	\$55,802	\$67,990
Water Plant Operator I	13	50	\$43,593	\$53,113	\$64,713
Public Works Laboratory Technician	2	55	\$49,321	\$60,093	\$73,217
<u>Water/Wastewater Operations Group</u>					
Water/Wastewater Superintendent	1	74	\$78,847	\$96,067	\$117,049
Water/Wastewater Foreman	3	63	\$63,135	\$76,924	\$93,724
Utility Operator, Lead	3	56	\$50,554	\$61,595	\$75,048
Utility Operator III	4	54	\$48,118	\$58,627	\$71,432
Utility Operator II	5	52	\$45,799	\$55,802	\$67,990
Utility Operator I	9	50	\$43,593	\$53,113	\$64,713



July 10, 2024

2025 Annual Pay and Classification Plan

The 2025 proposed Annual Pay and Classification Plan has been included as part of the preliminary budget per Section 24-36(a), Article IV (The Civil Service), Division 2 (The Annual Plan), of the Minot Code of Ordinances, as approved by the Minot Civil Service Commission on June 19, 2024. In addition to approving the proposed plan, the Commission recommends a review of the 17-step structure of the plan to determine if the structure has continued viability.

The following report provides details on proposed modifications and administration of the 2025 Annual Pay and Classification Plan and includes the City's salary and benefits survey as prepared by Human Resource Staff.

Lisa Jundt, SPHR
Human Resource Director and Clerk of Commission





**Proposed FY 2025 Compensation Plan
Survey Results Report**

Presented June 2024

1. EXECUTIVE SUMMARY

The following report was prepared by the Human Resource Department for recommended consideration in implementing the FY 2025 City of Minot Compensation Plan.

A. SUMMARY OF PROJECT, CITY RETENTION AND FISCAL IMPACT

1. The City of Minot Human Resource Department completes an annual salary survey each year in preparation for budgeted salary projections in the next fiscal year, and in an effort to stay competitive for workforce recruitment and retention. The survey is completed using data compiled from respondents in comparable municipalities and counties. The survey this year requested data on 55 positions, and was forwarded to 14 agencies for general City positions, and 9 agencies for airport specific positions.
2. The current year-to-date turnover rate, based on budgeted FTEs, is 4.56%; this rate does not include employees who have left due to retirement. The current rate is up from the rate experienced this same time last year, which was 2.90%. If the current trend continues, the annual turnover rate for 2024 should be approximately 10.94%. The final turnover rate for 2023 was 9.42% in comparison. Although current and projected turnover rates look low, it is important to note that several open positions in the police department and public works departments have remained unfilled for the past several months, as we struggle with low unemployment and a reduced available workforce.
3. The cost of the proposed FY 2025 compensation plan, separated in normal raises and market adjustment increases, are \$828,595 (2.66%) and \$1,452,776 (4.66%) respectively for a total of \$2,281,371. The cost of market adjustments has been significantly impacted this year due to grade movement of public safety positions (police department sworn officers and fire department control staff which are the single largest departments in the City), and public works/utilities positions.

B. SUMMARY OF RECOMMENDATIONS FOR FY 2025

1. Continue to utilize the City's Permanent Grade and Step Table.
2. Continue established policy to maintain "step rights" for employees in positions that are reclassified.
3. Adopt the FY 2025 base salary grade assignments as indicated in Table 3-Salary Ranges per Job Class (page 9)
4. Bring the salaries of all employees to the prevailing rate indicated and back to their original Step within the new salary grade proposed for the job class in FY 2025.
5. Annually reallocate job classes to different salary grades on the Grade and Step Table reflecting the varying prevailing rate movement of each job class in the marketplace.
6. Allow Employees currently at Step 17, who are in positions that will not be reclassified to a higher grade in FY 2025, to be afforded a cost of living stipend equal to 2% until the position experiences salary range(s) reclassification.
7. **Recommend reviewing the 17-step structure of the current pay plan to determine if the structure has continued viability.**

2. EXTERNAL COMPETITIVENESS COMPARISONS

The following information and tables compare the City of Minot's current salary structure to similar occupations of public and private employers, for which the City competes to obtain and retain quality employees.

A. SOURCES OF EXTERNAL DATA

1. Pay Information of Individual Public Employers

Information was obtained to complete the salary plan from the following government entities and data was compiled for their job classes that matched the City's salary survey benchmarks

Core Comparators

Aberdeen, City of
Billings, City of
Bismarck, City of
Burleigh County
Dickinson, City of
Fargo, City of
Grand Forks, City of
Mandan, City of
Moorhead, City of
Rapid City, City of
Stark County
State of North Dakota
Ward County
Williams County

Additional Airport Employers

Bismarck International Airport
Dickinson, City of
Hector International Airport-Fargo
Grand Forks Airport
Missoula County Airport Authority
Outagamie Regional Airport
Rapid City Airport
Williston Airport

2. Private Employers

Data was compiled on available similar occupational job classes in the private sector, as reported by Economic Research Institute (ERI) Salary Assessor Survey. To compensate for the cost of living differential in the state, data from the Minot, Bismarck and Fargo areas was used to determine average pay for the State/Region.

B. SALARY RANGE MINIMUM, MIDPOINT, AND MAXIMUM COMPARISON

The standard "structure-to-structure", or salary range method is used to compare the City's salary grades to prevailing rates. The City's salary structures and the prevailing rates are represented by the Midpoint of each occupation, which are the amounts employers pay for sustained competent job performance. Comparisons were also made at salary structure Minimum Levels and Maximum Levels to gain insight into average pay range among the comparators as well, and to assist the competitiveness of Minot's entry and top structure rates when developing the compensation plan.

C. EXTERNAL PREVAILING RATE COMPARISONS

Table 1 of the following page summarizes the comparison of the City's current Minimum, Midpoint and Maximum for surveyed job classes with available data.

NOTE: Relationship of +/-5% to the prevailing rates is considered comparable prevailing rates.

Pay Range Minimum (Step 1) Comparison

	2023		2024		2025	
Relationship to Prevailing Rates	Benchmark Job Classes	% of Sample	Benchmark Job Classes	% of Sample	Benchmark Job Classes	% of Sample
Below	48	67%	40	82%	41	95%
Comparable	21	29%	9	18%	2	5%
Above	3	4%	0	0%	0	0%

Pay Range Midpoint (Step 9) Comparison

	2023		2024		2025	
Relationship to Prevailing Rates	Benchmark Job Classes	% of Sample	Benchmark Job Classes	% of Sample	Benchmark Job Classes	% of Sample
Below	49	68%	40	82%	42	98%
Comparable	21	29%	9	18%	1	2%
Above	2	3%	0	0%	0	0%

Pay Range Maximum (Step 17) Comparison

	2023		2024		2025	
Relationship to Prevailing Rates	Benchmark Job Classes	% of Sample	Benchmark Job Classes	% of Sample	Benchmark Job Classes	% of Sample
Below	42	58%	29	60%	34	79%
Comparable	25	35%	20	40%	9	21%
Above	5	7%	0	0%	0	0%

Table 2 Prevailing Market Data Summary of Positions Surveyed

Benchmark Job Classes	Range Min Variance	Range Mid Variance	Range Max Variance
Accountant	-9.99%	-7.84%	-3.69%
Administrative Clerk	-11.90%	-10.77%	-7.47%
Airport Director	-12.54%	-15.41%	-14.61%
Airport Facility Technician I	-13.14%	-9.70%	-5.46%
Airport Ops/Maintenance Manager	-9.86%	-9.80%	-7.86%
Airport Operations and Maintenance Technician I	-10.43%	-8.22%	-6.52%
Building/Grounds Worker	-12.16%	-10.20%	-7.08%
City Attorney	-11.66%	-9.75%	-6.45%
City Clerk – Survey Data Limited			
City Manager	-12.19%	-11.34%	-8.86%
Commercial Plan Reviewer – Survey Data Limited			
Communication/Engagement Manager-Survey Data Limited			
Communication Specialist – Survey Data Limited			
Comptroller	-11.68%	-10.79%	-8.54%
Dispatcher	-3.45%	-4.51%	-3.19%
Engineering Technician I	-11.51%	-10.91%	-8.59%
Evidence/Property Technician	-6.96%	-7.96%	-6.97%
Executive Secretary	-4.66%	-6.80%	1.27%
Finance Director	-15.21%	-14.33%	-12.27%
Financial Clerk	-13.30%	-10.66%	-6.60%
Fire Battalion Chief	-7.68%	-6.42%	-2.71%
Fire Captain	-10.61%	-8.07%	-3.53%
Fire Chief	-14.79%	-13.99%	-11.98%
Firefighter	-12.31%	-9.19%	-4.43%
Foreman, All Departments Avg	-5.13%	-7.17%	-5.07%
GIS Coordinator	-14.45%	-14.29%	-12.66%
Heavy Equipment Operator	-9.46%	-9.17%	-7.11%
Human Resource Generalist	-16.65%	-14.60%	-12.28%
Info Technology Tech I	-11.66%	-8.61%	-5.04%
Inspector I, All Building Trades Avg	-7.35%	-5.78%	-1.92%
Light Equipment Operator	-9.50%	7.14%	-4.26%
Mechanic	-8.80%	-7.04%	-3.73%

Office and Administrative Specialist	-11.02%	-8.58%	-5.38%
Police Captain	-9.09%	-8.52%	-6.36%
Police Chief	-13.84%	-13.24%	-11.65%
Police Lieutenant	-8.40%	-8.12%	-5.77%
Police Officer	-8.95%	-8.22%	-5.24%
Police Sergeant	-9.75%	-10.14%	-9.33%
Project Civil Engineer I	-9.37%	-8.23%	-6.93%
Property Appraiser	-10.79%	-9.31%	-6.88%
Public Safety Answering Point Manager	-11.47%	-7.94%	-5.39%
Public Works Director	-9.05%	-7.53%	-5.10%
Superintendent-All Dept Avg	-10.75%	-9.41%	-7.49%
Traffic Maintenance Tech I	-10.05%	-8.00%	-5.92%
Utilities Director	-9.62%	-7.64%	-5.13%
Utility Operator I	-9.73%	-7.98%	-5.38%
Utility Operator Lead-Survey Data Limited			
Water Plant Operator I	-11.74%	-9.56%	-6.76%

3. SALARY GRADE STRUCTURE

The City of Minot's current Salary Grade Table is the salary structure that will continue to be used in FY 2025 for City employee salary compensation.

A. SALARY GRADE TABLE

The Permanent Salary Grade Table provides equal in-range salary opportunity of 17 steps with each step equal to 2.50%. This allows for a 43% Minimum to Maximum salary change for each job classification. With uniform increases we are more able to precisely link each job class to external prevailing rates with use of a Calculated Midpoint. Uniform increases also allow for more accurate budgeting from year-to-year.

B. ANNUAL SALARY GRADE ADJUSTMENTS

Job classes are annually reassigned on an individual basis as needed to different salary grades, to reflect movement in the market. The City of Minot will continue this practice as budget allows, to assist in overall competitiveness of the City's compensation plan.

4. RECOMMENDED FY 2025 ANNUAL COMPENSATION PLAN

The following paragraphs and tables outline the recommended FY 2025 compensation plan for the City of Minot and the estimated fiscal impact.

A. RECOMMENDED STEP RETENTION POLICY

The City of Minot has in the past adopted a permanent policy to place its salary competitiveness policy at 100%-105% of the prevailing rates, defined as +/-5% of survey averages on benchmarked job classes.

The City of Minot has also adopted a policy, within budget allowances, to maintain step rights for those employees whose jobs are reclassified due to prevailing rate changes. In the past employees were not placed in their original corresponding step amount when the job was reclassified. This resulted in a setback for employees with regard to job equity and increased compression between entry level employees and existing employees. We continue monitor compression issues annually.

B. ASSIGNMENT OF JOB CLASSES TO SALARY GRADES

Table 3 in the following pages shows the recommended FY 2025 salary grades for each of the job classes in occupational group order. Benchmark job classes were placed as close to the prevailing rates for comparable job classes as was practical, by matching the City's calculated Grade Midpoints to the survey benchmark rates.

Professional judgment is used to prevent illogical relationships that could result from survey data directly linked into salary ranges. Non-benchmark job classes were linked to benchmark job classes by professional judgment as detailed in Table 4.

C. ESTIMATED FISCAL IMPACT OF THE RECOMMENDED COMPENSATION PLAN

The cost of the proposed FY 2025 compensation plan, separated in normal raises and market adjustment increases, are \$828,595 (2.66%) and \$1,452,776 (4.66%) respectively for a total of \$2,281,371.

Table 3 – Salary Ranges Per Job Class (Job Class Order)

Occupational Job Families and Job Classes	Old Grade	New Grade	Min Step (Step 1)	Mid Step (Step 9)	Max Step (Step 17)
<u>Executive Group</u>					
City Manager	95	98	\$142,612	\$173,759	\$211,711
Assistant City Manager	91	94	\$129,200	\$157,418	\$191,798
Communication and Engagement Manager	73		\$76,924	\$93,724	\$114,194
Disaster Recovery Grant Manager	70		\$71,432	\$87,032	\$106,041
City Clerk	64	66	\$64,713	\$78,847	\$96,067
Grant Project Compliance Coordinator	62		\$58,627	\$71,432	\$87,032
Public Safety Information Outreach Officer	58	60	\$55,802	\$67,990	\$82,839
Communication Specialist	54	56	\$50,554	\$61,595	\$75,048
<u>Human Resource Group</u>					
Human Resource Director	79		\$89,208	\$108,692	\$132,430
Human Resource Generalist, Senior	62	66	\$64,713	\$78,847	\$96,067
Human Resource Generalist	56	60	\$55,802	\$67,990	\$82,839
Human Resource Specialist		56	\$50,554	\$61,595	\$75,048
<u>Legal Group</u>					
City Attorney	84	86	\$106,041	\$129,200	\$157,418
Assistant City Attorney	75	77	\$84,910	\$103,454	\$126,049
Staff Attorney	68		\$67,990	\$82,839	\$100,931
Legal Administrative Assistant	52		\$45,799	\$55,802	\$67,990
<u>Administrative Support Group</u>					
Clerk Of Municipal Court	58		\$53,113	\$64,713	\$78,847
Executive Secretary	54	55	\$49,321	\$60,093	\$73,217
Office and Administrative Specialist, Senior	54	56	\$50,554	\$61,595	\$75,048
Office and Administrative Specialist	51	53	\$46,944	\$57,197	\$69,689
Administrative Clerk, Principal	49	52	\$45,799	\$55,802	\$67,990
Administrative Clerk, Senior	46	49	\$42,529	\$51,818	\$63,135
Administrative Clerk	43	46	\$39,493	\$48,118	\$58,627
<u>Finance And Accounting Group</u>					
Finance Director	86	90	\$117,049	\$142,613	\$173,760
Comptroller	75	78	\$87,032	\$106,041	\$129,200
City Treasurer	71	74	\$78,847	\$96,067	\$117,049
Senior Internal Auditor	66	68	\$67,990	\$82,839	\$100,931
Accountant, Senior	64	66	\$64,713	\$78,847	\$96,067
Business Systems Analyst	63	65	\$63,135	\$76,924	\$93,724
Internal Auditor	62	64	\$61,595	\$75,048	\$91,438
Accountant	60	62	\$58,627	\$71,432	\$87,032
Financial Specialist Sr	57	60	\$55,802	\$67,990	\$82,839
Financial Specialist	55	58	\$53,113	\$64,713	\$78,847
Financial Clerk, Senior	48	51	\$44,682	\$54,441	\$66,331
Financial Clerk	45	48	\$41,492	\$50,554	\$61,595

Management Information Systems Group

Information Technology Manager Networks/Communication	75		\$80,818	\$98,469	\$119,975
Information Technology Manager Systems/Support	75		\$80,818	\$98,469	\$119,975
Information Technology Specialist, Senior	64	66	\$64,713	\$78,847	\$96,067
Information Technology Specialist	60	62	\$58,627	\$71,432	\$87,032
Information Technology Technician II	56	58	\$53,113	\$64,713	\$78,847
Information Technology Technician I	52	54	\$48,118	\$58,627	\$71,432

City Assessor Group

City Assessor	79		\$89,208	\$108,692	\$132,430
Assistant City Assessor	70		\$71,432	\$87,032	\$106,041
Property Appraiser, Senior	64	66	\$64,713	\$78,847	\$96,067
Property Appraiser	58	60	\$55,802	\$67,990	\$82,839
Property Assessment Specialist	54	56	\$50,554	\$61,595	\$75,048

Law Enforcement Command Group

Police Chief	86	90	\$117,049	\$142,613	\$173,760
Police Captain	77	79	\$89,208	\$108,692	\$132,430
Police Lieutenant	72	74	\$78,847	\$96,067	\$117,049

Law Enforcement Operations Group

Police Sergeant	66	69	\$69,689	\$84,910	\$103,454
Police Officer, Master	62	64	\$61,595	\$75,048	\$91,438
Police Officer, Senior	60	62	\$58,627	\$71,432	\$87,032
Police Officer	58	60	\$55,802	\$67,990	\$82,839
Digital Forensic Analyst	50	52	\$45,799	\$55,802	\$67,990
Evidence and Property Technician	50	52	\$45,799	\$55,802	\$67,990
Intelligence Analyst	50	52	\$45,799	\$55,802	\$67,990
Community Service Officer replaces Animal Control Off	48		\$41,492	\$50,554	\$61,595
Law Enforcement Office Manager		59	\$54,441	\$66,331	\$80,818
Law Enforcement Office Specialist III		54	\$48,118	\$58,627	\$71,432
Law Enforcement Office Specialist II		51	\$44,682	\$54,441	\$66,331
Law Enforcement Office Specialist I		48	\$41,492	\$50,554	\$61,595

Public Safety Communications Group

Public Safety Answering Point Manager	68	70	\$71,432	\$87,032	\$106,041
Assistant Public Safety Answering Point Manager	65	67	\$66,331	\$80,818	\$98,469
Dispatcher, Lead	62		\$58,627	\$71,432	\$87,032
Dispatcher, Senior	56		\$50,554	\$61,595	\$75,048
Dispatcher	52		\$45,799	\$55,802	\$67,990

Fire Group

Fire Chief	86	90	\$117,049	\$142,613	\$173,760
Fire Battalion Chief	75	76	\$82,839	\$100,931	\$122,975
Fire Captain	67	69	\$69,689	\$84,910	\$103,454
Fire Marshal	64	66	\$64,713	\$78,847	\$96,067
Fire Inspector II	62	64	\$61,595	\$75,048	\$91,438
Fire Inspector I	60	62	\$58,627	\$71,432	\$87,032
Firefighter, Senior	58	60	\$55,802	\$67,990	\$82,839
Firefighter	56	58	\$53,113	\$64,713	\$78,847

Community Development

Community and Economic Development Director	84		\$100,931	\$122,975	\$149,833
Economic Development Administrator	76		\$82,839	\$100,931	\$122,975
Principal Planner	73		\$76,924	\$93,724	\$114,194
Planner III / Senior Planner	68		\$67,990	\$82,839	\$100,931

Planner II /Associate Planner	64		\$61,595	\$75,048	\$91,438
Planner I / Assistant Planner	60		\$55,802	\$67,990	\$82,839
Zoning / Code Enforcement Inspector	52		\$45,799	\$55,802	\$67,990
Planning and Code Enforcement Assistant	46	49	\$42,529	\$51,818	\$63,135

Inspections Group

Building Official	75		\$80,818	\$98,469	\$119,975
Senior Building Inspector II	65	67	\$66,331	\$80,818	\$98,469
Senior Building Inspector	63	65	\$63,135	\$76,924	\$93,724
Building Inspector III	63	65	\$63,135	\$76,924	\$93,724
Mechanical Inspector III	63	65	\$63,135	\$76,924	\$93,724
Plumbing Inspector III	63	65	\$63,135	\$76,924	\$93,724
Building Inspector II	61	62	\$58,627	\$71,432	\$87,032
Mechanical Inspector II	61	62	\$58,627	\$71,432	\$87,032
Plumbing Inspector II	61	62	\$58,627	\$71,432	\$87,032
Building Inspector I	57	58	\$53,113	\$64,713	\$78,847
Mechanical Inspector I	57	58	\$53,113	\$64,713	\$78,847
Plumbing Inspector I	57	58	\$53,113	\$64,713	\$78,847
Commercial Plan Reviewer		58	\$53,113	\$64,713	\$78,847
Residential Plan Reviewer	53		\$46,944	\$57,197	\$69,689

Traffic Group

Traffic Engineer	74		\$78,847	\$96,067	\$117,049
Traffic Foreman	61	63	\$60,093	\$73,217	\$89,208
Traffic Maintenance Technician III	58	60	\$55,802	\$67,990	\$82,839
Traffic Maintenance Technician II	54	56	\$50,554	\$61,595	\$75,048
Traffic Maintenance Technician I	52	54	\$48,118	\$58,627	\$71,432
Traffic Maintenance Worker	48	50	\$43,593	\$53,113	\$64,713

Engineering Group

City Engineer	86		\$106,041	\$129,200	\$157,418
Assistant City Engineer	76		\$82,839	\$100,931	\$122,975
Project Manager Field/Design	71	73	\$76,924	\$93,724	\$114,194
Project Civil Engineer II	70	72	\$75,049	\$91,438	\$111,409
Project Civil Engineer I	68	70	\$71,432	\$87,032	\$106,041
GIS Coordinator	61	65	\$63,135	\$76,924	\$93,724
CAD Technician II		60	\$55,802	\$67,990	\$82,839
Engineering Technician II	57	60	\$55,802	\$67,990	\$82,839
GIS Technician II		60	\$55,802	\$67,990	\$82,839
Engineering Technician I	53	56	\$50,554	\$61,595	\$75,048
CAD Technician	53	56	\$50,554	\$61,595	\$75,048
GIS Technician	53	56	\$50,554	\$61,595	\$75,048

Vehicle Maintenance Group

Bus Services/Shop Maintenance Superintendent	72	74	\$78,847	\$96,067	\$117,049
Fleet Management Services Superintendent	72	74	\$78,847	\$96,067	\$117,049
Bus Services Foreman	61	63	\$63,135	\$76,924	\$93,724
Shop Maintenance Foreman	61	63	\$63,135	\$76,924	\$93,724
Fire Equipment Mechanic	61	63	\$63,135	\$76,924	\$93,724
Mechanic, Senior	56	57	\$53,113	\$64,713	\$78,847
Welder/Fabricator	56	57	\$53,113	\$64,713	\$78,847
Mechanic	53	54	\$48,118	\$58,627	\$71,432
Parts Specialist	47	48	\$41,492	\$50,554	\$61,595
Light Mechanic	45	46	\$39,493	\$48,118	\$58,627
Parts Specialist/Bus Driver	47	50	\$43,593	\$53,113	\$64,713

Bus Driver	47	50	\$43,593	\$53,113	\$64,713
Administrative Clerk/Bus Driver, Senior	47	50	\$43,593	\$53,113	\$64,713
Administrative Clerk/Bus Driver	44	47	\$40,480	\$49,321	\$60,093
<u>Street Maintenance Group</u>					
Street Superintendent	72	74	\$78,847	\$96,067	\$117,049
Street Foreman	61	63	\$63,135	\$76,924	\$93,724
Storm Sewer Foreman	61	63	\$63,135	\$76,924	\$93,724
<u>Equipment Operator Group</u>					
Heavy Equipment Operator	52	54	\$48,118	\$58,627	\$71,432
Medium Equipment Operator	49	50	\$43,593	\$53,113	\$64,713
Light Equipment Operator	46	47	\$40,480	\$49,321	\$60,093
<u>Building and Grounds Maintenance Group</u>					
Property Maintenance Superintendent	72	74	\$78,847	\$96,067	\$117,049
Building and Grounds Foreman	61	63	\$63,135	\$76,924	\$93,724
Building and Grounds Worker, Senior	51	54	\$48,118	\$58,627	\$71,432
Building and Grounds Worker	45	48	\$41,492	\$50,554	\$61,595
<u>Public Works Management Group</u>					
Public Works Operations Director	87	89	\$114,194	\$139,134	\$169,522
Utilities Director	87	89	\$114,194	\$139,134	\$169,522
Senior Project Manager Field/Design	73	75	\$80,818	\$98,469	\$119,975
<u>Airport Operations</u>					
Airport Director	84	89	\$114,194	\$139,134	\$169,522
Airport Business and Development Manager	71	73	\$76,924	\$93,724	\$114,194
Airport Operations and Maintenance Manager	71	73	\$76,924	\$93,724	\$114,194
Airport Operations and Maintenance Foreman	61	63	\$63,135	\$76,924	\$93,724
Airport Facility Foreman	61	63	\$63,135	\$76,924	\$93,724
Airport Operations and Maintenance Technician Lead		58	\$53,113	\$64,713	\$78,847
Airport Operations and Maintenance Technician II	54	56	\$50,554	\$61,595	\$75,048
Airport Operations and Maintenance Technician I	50	52	\$45,799	\$55,802	\$67,990
Airport Facility Technician Lead		52	\$45,799	\$55,802	\$67,990
Airport Facility Technician II	48	50	\$43,593	\$53,113	\$64,713
Airport Facility Technician I	44	46	\$39,493	\$48,118	\$58,627
Airport Security Specialist	38	44	\$37,590	\$45,799	\$55,802
<u>Cemetery Operations Group</u>					
Cemetery Superintendent	68	70	\$71,432	\$87,032	\$106,041
<u>Sanitation/Landfill Operations Group</u>					
Sanitation/Landfill Superintendent	72	74	\$78,847	\$96,067	\$117,049
Landfill Foreman	61	63	\$63,135	\$76,924	\$93,724
Sanitation Foreman	61	63	\$63,135	\$76,924	\$93,724
Landfill Attendant/LEO	45	47	\$40,480	\$49,321	\$60,093
Landfill Attendant	43	46	\$39,493	\$48,118	\$58,627
<u>Water Plant Operations Group</u>					
Water Plant Superintendent	72	74	\$78,847	\$96,067	\$117,049
Water Plant Foreman	61	63	\$63,135	\$76,924	\$93,724
Water Plant Operator, Lead	54	56	\$50,554	\$61,595	\$75,048
Water Plant Instrumentation Technician	54	56	\$50,554	\$61,595	\$75,048
Water Plant Operator III	52	54	\$48,118	\$58,627	\$71,432

Water Plant Operator II	50	52	\$45,799	\$55,802	\$67,990
Water Plant Operator I	48	50	\$43,593	\$53,113	\$64,713
Public Works Laboratory Technician	53	55	\$49,321	\$60,093	\$73,217

Water/Wastewater Operations Group

Water/Wastewater Superintendent	72	74	\$78,847	\$96,067	\$117,049
Water/Wastewater Foreman	61	63	\$63,135	\$76,924	\$93,724
Utility Operator, Lead	54	56	\$50,554	\$61,595	\$75,048
Utility Operator III	52	54	\$48,118	\$58,627	\$71,432
Utility Operator II	50	52	\$45,799	\$55,802	\$67,990
Utility Operator I	48	50	\$43,593	\$53,113	\$64,713

Table 4 – Non-Benchmark to Benchmark Position Linkage Table

<u>Non-Benchmark Job Class</u>	<u>Linked to Benchmark Job Class</u>	<u>Calculation</u>
Accountant Senior	Accountant	Plus 4 Ranges
Administrative Clerk Senior	Administrative Clerk	Plus 3 Ranges
Administrative Clerk Principal	Administrative Clerk	Plus 6 Ranges
Administrative Clerk/Bus Driver	Administrative Clerk	Plus 1 Range
Administrative Clerk/Bus Driver Sr	Administrative Clerk	Plus 4 Ranges
Airport Business & Development Manager	Airport Operations and Maintenance Manager	Equal to
Airport Facility Technician II	Airport Facility Technician I	Plus 4 Ranges
Airport Facility Technician Lead	Airport Facility Technician I	Plus 6 Ranges
Airport Operations and Maintenance Technician II	Airport Operations and Maintenance Technician I	Plus 4 Ranges
Airport Operations and Maintenance Technician Lead	Airport Operations and Maintenance Technician I	Plus 6 Ranges
Airport Security Specialist	Community Services Officer	Less 4 Ranges
Assistant City Assessor	City Assessor	Less 9 Ranges
Assistant City Attorney	City Attorney	Less 9 Ranges
Assistant City Engineer	City Engineer	Less 10 Ranges
Assistant City Manager	City Manager	Less 4 Ranges
Assistant Public Safety Answering Point Manager	Public Safety Answering Point Manager	Less 3 Ranges
Building and Grounds Worker Senior	Building and Grounds Worker	Plus 6 Ranges
Bus Driver	Administrative Clerk/Bus Driver	Plus 3 Ranges
Business Systems Analyst	Accountant	Plus 3 Ranges
CAD Technician	Engineering Technician I	Equal to
CAD Technician II	Engineering Technician I	Plus 4 Ranges
Cemetery Superintendent	Property Maintenance Superintendent	Less 4 Ranges
City Assessor	Human Resource Director	Equal to
City Clerk	Human Resource Generalist Senior	Equal To

City Treasurer	Comptroller	Less 4 Ranges
Commercial Plan Reviewer	Residential Plan Reviewer	Plus 5 Ranges
Communication Specialist	Public Safety Outreach Officer	Less 4 Ranges
Community/Economic Development Director	City Engineer	Less 2 Ranges
Digital Forensic Analyst	Evidence and Property Technician	Equal To
Dispatcher Lead	Dispatcher	Plus 10 Ranges
Dispatcher Senior	Dispatcher	Plus 4 Ranges
Economic Development Administrator	Community/Economic Development Director	Less 8 Ranges
Engineering Technician II	Engineering Technician I	Plus 4 Ranges
Financial Clerk Senior	Financial Clerk	Plus 3 Ranges
Financial Specialist	Financial Clerk	Plus 10 Ranges
Financial Specialist Senior	Financial Clerk	Plus 12 Ranges
Fire Equipment Mechanic	Foreman (All Departments)	Equal To
Fire Inspector I	Firefighter	Plus 4 Ranges
Fire Inspector II	Firefighter	Plus 6 Ranges
Fire Marshall	Firefighter	Plus 8 Ranges
Firefighter Senior	Firefighter	Plus 2 Ranges
Foreman Positions (All)	Foreman (All Departments)	Equal To
GIS Technician	Engineering Technician I	Equal To
GIS Technician II	Engineering Technician I	Plus 4 Ranges
Human Resource Generalist Senior	Human Resource Generalist	Plus 6 Ranges
Information Technology Specialist	Information Technology Technician I	Less 8 Ranges
Information Technology Spec. Sr	Information Technology Specialist	Plus 4 Ranges
Information Technology Technician II	Information Technology Technician I	Plus 4 Ranges
Intelligence Analyst	Evidence and Property Technician	Equal To
Inspector II (All Specialties)	Inspector I (All Specialties)	Plus 4 Ranges
Inspector III (All Specialties)	Inspector II (All Specialties)	Plus 3 Ranges
Internal Auditor	Accountant	Plus 2 Ranges
Landfill Attendant	Administrative Clerk	Equal To
Landfill Attendant/LEO	Light Equipment Operator	Equal To
Law Enforcement Office Manager	Office and Administrative Specialist Sr	Plus 3 Ranges
Law Enforcement Office Specialist I	Administrative Clerk	Plus 2 Ranges
Law Enforcement Office Specialist II	Administrative Clerk	Plus 5 Ranges
Law Enforcement Office Specialist III	Administrative Clerk	Plus 8 Ranges
Light Mechanic	Mechanic	Less 8 Ranges
Mechanic Senior	Mechanic	Plus 3 Ranges
Medium Equipment Operator	Light Equipment Operator	Plus 3 Ranges
Office and Administrative Specialist Sr	Office and Administrative Specialist	Plus 3 Ranges
Parking Enforcement Officer	Police Officer	Less 16 Ranges

Parts Specialist	Mechanic	Less 6 Ranges
Parts Specialist/Bus Driver	Administrative Clerk/Bus Driver Sr	Equal to
Planning and Code Enforcement Assist.	Administrative Clerk Sr	Equal to
Police Officer Senior	Police Officer	Plus 2 Ranges
Police Officer Master	Police Officer	Plus 4 Ranges
Project Civil Engineer II	Project Civil Engineer I	Plus 2 Ranges
Project Manager	Project Civil Engineer I	Plus 3 Ranges
Project Manager Senior	Project Civil Engineer I	Plus 5 Ranges
Property Assessment Specialist	Office and Administrative Specialist, Sr	Equal To
Property Appraiser Senior	Property Appraiser	Plus 6 Ranges
Public Safety Outreach Officer	Human Resource Generalist	Equal to
Public Works Laboratory Technician	Utility Operator III	Plus 1 Range
Recycling Coordinator	All Department Foremen	Equal to
Residential Plan Reviewer	Engineering Technician I	Equal to
Senior Building Inspector I	Building Inspector III	Equal to
Senior Building Inspector II	Senior Building Inspector I	Plus 2 Ranges
Senior Internal Auditor	Internal Auditor	Plus 4 Ranges
Superintendents (All not mentioned)	Superintendents(Street, Sanitation WTP)	Equal To
Traffic Maintenance Technician II	Traffic Maintenance Technician I	Plus 2 Ranges
Traffic Maintenance Technician III	Traffic Maintenance Technician I	Plus 6 Ranges
Traffic Maintenance Worker	Traffic Maintenance Technician I	Less 4 Ranges
Utility Operator II	Utility Operator I	Plus 2 Ranges
Utility Operator III	Utility Operator I	Plus 4 Ranges
Utility Operator Lead	Utility Operator I	Plus 6 Ranges
Water Plant Instrumentation Technician	Water Plant Operator III	Plus 2 Ranges
Water Plant Operator II	Water Plant Operator I	Plus 2 Ranges
Water Plant Operator III	Water Plant Operator I	Plus 4 Ranges
Water Plant Operator Lead	Water Plant Operator I	Plus 6 Ranges
Welder Fabricator	Mechanic	Plus 3 Ranges
Water Plant Operator Lead	Water Plant Operator I	Plus 6 Ranges

5. IMPLEMENTATION OF THE FY 2025 COMPENSATION PLAN

Implementation of the updated compensation plan for FY 2025 will be controlled by the City's financial resources, with balance between the desire to pay all employees at the prevailing rates for their occupations, and available funds.

A. JOB CLASSES BELOW PREVAILING MIDPOINT

It is recommended that salaries of all employees whose current positions fall below the prevailing rate be reclassified to within 100% -105% of the prevailing rate as proposed from this year's survey.

B. STEP RE-CREATION

It is recommended that salaries of all employees in positions with a proposed grade change, be re-aligned to match their historical step achievement within the new proposed pay grades, which will move employee salaries for FY 2025 at the same pace as market-based pay grade adjustments.

C. PAY PLAN STEP PROGRESSION

Progression through the steps of the plan will be as follows: If an employee's step within the range is under midpoint (steps 1-8), the employee will move two steps (5%) on January 1, 2025 until the employee reaches midpoint of the range (step 9). Once an employee reaches midpoint and above (steps 9 through 16), the employee will progress one step (2.5%) on January 1, 2025 until the employee reaches step 17.

D. COST OF LIVING STIPEND FOR EMPLOYEES AT MAXIMUM STEP

Continue the policy, adopted in 2018, of giving employees who have reached the maximum step in job grade, a cost of living stipend equal to 2%. This will continue until the position is reclassified to a higher grade.

E. BEYOND 2025

Salary Surveys completed for the past five years (2020 through 2024) have shown salary grades progressively declining in comparable ranges, especially at minimum and midpoint ranges (Table 1 – External Prevailing Rate Comparisons, shown on page 5). **It is recommended the City review the 17-step structure of the current pay plan to determine if the structure has continued viability.**

Pay Plan Effective January 1, 2025

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	
38	Hourly	\$15.58	\$15.97	\$16.37	\$16.78	\$17.20	\$17.63	\$18.07	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13
	Pay Period	\$1,247	\$1,278	\$1,310	\$1,343	\$1,376	\$1,410	\$1,446	\$1,482	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851
	Monthly	\$2,701	\$2,769	\$2,838	\$2,909	\$2,982	\$3,056	\$3,132	\$3,211	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010
	Yearly	\$32,414	\$33,224	\$34,054	\$34,906	\$35,778	\$36,673	\$37,590	\$38,530	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118
39	Hourly	\$15.97	\$16.37	\$16.78	\$17.20	\$17.63	\$18.07	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71
	Pay Period	\$1,278	\$1,310	\$1,343	\$1,376	\$1,410	\$1,446	\$1,482	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897
	Monthly	\$2,769	\$2,838	\$2,909	\$2,982	\$3,056	\$3,132	\$3,211	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110
	Yearly	\$33,224	\$34,054	\$34,906	\$35,778	\$36,673	\$37,590	\$38,530	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321
40	Hourly	\$16.37	\$16.78	\$17.20	\$17.63	\$18.07	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30
	Pay Period	\$1,310	\$1,343	\$1,376	\$1,410	\$1,446	\$1,482	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944
	Monthly	\$2,838	\$2,909	\$2,982	\$3,056	\$3,132	\$3,211	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213
	Yearly	\$34,054	\$34,906	\$35,778	\$36,673	\$37,590	\$38,530	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554
41	Hourly	\$16.78	\$17.20	\$17.63	\$18.07	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91
	Pay Period	\$1,343	\$1,376	\$1,410	\$1,446	\$1,482	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993
	Monthly	\$2,909	\$2,982	\$3,056	\$3,132	\$3,211	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318
	Yearly	\$34,906	\$35,778	\$36,673	\$37,590	\$38,530	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818
42	Hourly	\$17.20	\$17.63	\$18.07	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54
	Pay Period	\$1,376	\$1,410	\$1,446	\$1,482	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043
	Monthly	\$2,982	\$3,056	\$3,132	\$3,211	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426
	Yearly	\$35,778	\$36,673	\$37,590	\$38,530	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113
43	Hourly	\$17.63	\$18.07	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17
	Pay Period	\$1,410	\$1,446	\$1,482	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094
	Monthly	\$3,056	\$3,132	\$3,211	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537
	Yearly	\$36,673	\$37,590	\$38,530	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441
44	Hourly	\$18.07	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83
	Pay Period	\$1,446	\$1,482	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146
	Monthly	\$3,132	\$3,211	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650
	Yearly	\$37,590	\$38,530	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802
45	Hourly	\$18.52	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50
	Pay Period	\$1,482	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200
	Monthly	\$3,211	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766
	Yearly	\$38,530	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197
46	Hourly	\$18.99	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19
	Pay Period	\$1,519	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255
	Monthly	\$3,291	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886
	Yearly	\$39,493	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627
47	Hourly	\$19.46	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89
	Pay Period	\$1,557	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311
	Monthly	\$3,373	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008
	Yearly	\$40,480	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093
48	Hourly	\$19.95	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61
	Pay Period	\$1,596	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369
	Monthly	\$3,458	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133
	Yearly	\$41,492	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595

Pay Plan Effective January 1, 2025

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
49	Hourly	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35
	Pay Period	\$1,636	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369	\$2,428
	Monthly	\$3,544	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133	\$5,261
	Yearly	\$42,529	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135
50	Hourly	\$20.96	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11
	Pay Period	\$1,677	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369	\$2,428	\$2,489
	Monthly	\$3,633	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133	\$5,261	\$5,393
	Yearly	\$43,593	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135	\$64,713
51	Hourly	\$21.48	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89
	Pay Period	\$1,719	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369	\$2,428	\$2,489	\$2,551
	Monthly	\$3,724	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133	\$5,261	\$5,393	\$5,528
	Yearly	\$44,682	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135	\$64,713	\$66,331
52	Hourly	\$22.02	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69
	Pay Period	\$1,762	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369	\$2,428	\$2,489	\$2,551	\$2,615
	Monthly	\$3,817	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133	\$5,261	\$5,393	\$5,528	\$5,666
	Yearly	\$45,799	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990
53	Hourly	\$22.57	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50
	Pay Period	\$1,806	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369	\$2,428	\$2,489	\$2,551	\$2,615	\$2,680
	Monthly	\$3,912	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133	\$5,261	\$5,393	\$5,528	\$5,666	\$5,807
	Yearly	\$46,944	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689
54	Hourly	\$23.13	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34
	Pay Period	\$1,851	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369	\$2,428	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747
	Monthly	\$4,010	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133	\$5,261	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953
	Yearly	\$48,118	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432
55	Hourly	\$23.71	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20
	Pay Period	\$1,897	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369	\$2,428	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816
	Monthly	\$4,110	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133	\$5,261	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101
	Yearly	\$49,321	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217
56	Hourly	\$24.30	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08
	Pay Period	\$1,944	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369	\$2,428	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886
	Monthly	\$4,213	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133	\$5,261	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254
	Yearly	\$50,554	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048
57	Hourly	\$24.91	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98
	Pay Period	\$1,993	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369	\$2,428	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959
	Monthly	\$4,318	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133	\$5,261	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410
	Yearly	\$51,818	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924
58	Hourly	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91
	Pay Period	\$2,043	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369	\$2,428	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033
	Monthly	\$4,426	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133	\$5,261	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571
	Yearly	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847
59	Hourly	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85
	Pay Period	\$2,094	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369	\$2,428	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108
	Monthly	\$4,537	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133	\$5,261	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735
	Yearly	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818
60	Hourly	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83
	Pay Period	\$2,146	\$2,200	\$2,255	\$2,311	\$2,369	\$2,428	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186
	Monthly	\$4,650	\$4,766	\$4,886	\$5,008	\$5,133	\$5,261	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903
	Yearly	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839

Pay Plan Effective January 1, 2025

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
61	Hourly	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82
	Pay Period	\$2,200	\$2,255	\$2,311	\$2,369	\$2,428	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266
	Monthly	\$4,766	\$4,886	\$5,008	\$5,133	\$5,261	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076
	Yearly	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910
62	Hourly	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84
	Pay Period	\$2,255	\$2,311	\$2,369	\$2,428	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347
	Monthly	\$4,886	\$5,008	\$5,133	\$5,261	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253
	Yearly	\$58,627	\$60,093	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032
63	Hourly	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89
	Pay Period	\$2,311	\$2,369	\$2,428	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431
	Monthly	\$5,008	\$5,133	\$5,261	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434
	Yearly	\$60,093	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208
64	Hourly	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96
	Pay Period	\$2,369	\$2,428	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517
	Monthly	\$5,133	\$5,261	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620
	Yearly	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438
65	Hourly	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06
	Pay Period	\$2,428	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605
	Monthly	\$5,261	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810
	Yearly	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724
66	Hourly	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19
	Pay Period	\$2,489	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695
	Monthly	\$5,393	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006
	Yearly	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067
67	Hourly	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34
	Pay Period	\$2,551	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787
	Monthly	\$5,528	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206
	Yearly	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469
68	Hourly	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52
	Pay Period	\$2,615	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882
	Monthly	\$5,666	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411
	Yearly	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931
69	Hourly	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74
	Pay Period	\$2,680	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979
	Monthly	\$5,807	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621
	Yearly	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454
70	Hourly	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98
	Pay Period	\$2,747	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078
	Monthly	\$5,953	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837
	Yearly	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041
71	Hourly	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26
	Pay Period	\$2,816	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180
	Monthly	\$6,101	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058
	Yearly	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692
72	Hourly	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56
	Pay Period	\$2,886	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285
	Monthly	\$6,254	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284
	Yearly	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409

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	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
73	Hourly	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90
	Pay Period	\$2,959	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392
	Monthly	\$6,410	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516
	Yearly	\$76,924	\$78,847	\$80,318	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194
74	Hourly	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27
	Pay Period	\$3,033	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502
	Monthly	\$6,571	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754
	Yearly	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049
75	Hourly	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68
	Pay Period	\$3,108	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614
	Monthly	\$6,735	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998
	Yearly	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975
76	Hourly	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12
	Pay Period	\$3,186	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730
	Monthly	\$6,903	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248
	Yearly	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975
77	Hourly	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60
	Pay Period	\$3,266	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848
	Monthly	\$7,076	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504
	Yearly	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049
78	Hourly	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12
	Pay Period	\$3,347	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969
	Monthly	\$7,253	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767
	Yearly	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200
79	Hourly	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67
	Pay Period	\$3,431	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093
	Monthly	\$7,434	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036
	Yearly	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430
80	Hourly	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26
	Pay Period	\$3,517	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221
	Monthly	\$7,620	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312
	Yearly	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741
81	Hourly	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89
	Pay Period	\$3,605	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351
	Monthly	\$7,810	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595
	Yearly	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134
82	Hourly	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56
	Pay Period	\$3,695	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485
	Monthly	\$8,006	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884
	Yearly	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613
83	Hourly	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28
	Pay Period	\$3,787	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622
	Monthly	\$8,206	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182
	Yearly	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178
84	Hourly	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03
	Pay Period	\$3,882	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763
	Monthly	\$8,411	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486
	Yearly	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833

Pay Plan Effective January 1, 2025

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
85	Hourly	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84
	Pay Period	\$3,979	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907
	Monthly	\$8,621	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798
	Yearly	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578
86	Hourly	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68
	Pay Period	\$4,078	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055
	Monthly	\$8,837	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118
	Yearly	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418
87	Hourly	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$77.57
	Pay Period	\$4,180	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206
	Monthly	\$9,058	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446
	Yearly	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353
88	Hourly	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$77.57	\$79.51
	Pay Period	\$4,285	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361
	Monthly	\$9,284	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782
	Yearly	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353	\$165,387
89	Hourly	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$77.57	\$79.51	\$81.50
	Pay Period	\$4,392	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520
	Monthly	\$9,516	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127
	Yearly	\$114,194	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353	\$165,387	\$169,522
90	Hourly	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$77.57	\$79.51	\$81.50	\$83.54
	Pay Period	\$4,502	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520	\$6,683
	Monthly	\$9,754	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480
	Yearly	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353	\$165,387	\$169,522	\$173,760
91	Hourly	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$77.57	\$79.51	\$81.50	\$83.54	\$85.63
	Pay Period	\$4,614	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520	\$6,683	\$6,850
	Monthly	\$9,998	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480	\$14,842
	Yearly	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353	\$165,387	\$169,522	\$173,760	\$178,104
92	Hourly	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$77.57	\$79.51	\$81.50	\$83.54	\$85.63	\$87.77
	Pay Period	\$4,730	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520	\$6,683	\$6,850	\$7,021
	Monthly	\$10,248	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480	\$14,842	\$15,213
	Yearly	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353	\$165,387	\$169,522	\$173,760	\$178,104	\$182,556
93	Hourly	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$77.57	\$79.51	\$81.50	\$83.54	\$85.63	\$87.77	\$89.96
	Pay Period	\$4,848	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520	\$6,683	\$6,850	\$7,021	\$7,197
	Monthly	\$10,504	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480	\$14,842	\$15,213	\$15,593
	Yearly	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353	\$165,387	\$169,522	\$173,760	\$178,104	\$182,556	\$187,120
94	Hourly	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$77.57	\$79.51	\$81.50	\$83.54	\$85.63	\$87.77	\$89.96	\$92.21
	Pay Period	\$4,969	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520	\$6,683	\$6,850	\$7,021	\$7,197	\$7,377
	Monthly	\$10,767	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480	\$14,842	\$15,213	\$15,593	\$15,983
	Yearly	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353	\$165,387	\$169,522	\$173,760	\$178,104	\$182,556	\$187,120	\$191,798
95	Hourly	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$77.57	\$79.51	\$81.50	\$83.54	\$85.63	\$87.77	\$89.96	\$92.21	\$94.52
	Pay Period	\$5,093	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520	\$6,683	\$6,850	\$7,021	\$7,197	\$7,377	\$7,561
	Monthly	\$11,036	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480	\$14,842	\$15,213	\$15,593	\$15,983	\$16,383
	Yearly	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353	\$165,387	\$169,522	\$173,760	\$178,104	\$182,556	\$187,120	\$191,798	\$196,593
96	Hourly	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$77.57	\$79.51	\$81.50	\$83.54	\$85.63	\$87.77	\$89.96	\$92.21	\$94.52	\$96.88
	Pay Period	\$5,221	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,054	\$6,206	\$6,361	\$6,520	\$6,683	\$6,850	\$7,021	\$7,197	\$7,377	\$7,561	\$7,750
	Monthly	\$11,312	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480	\$14,842	\$15,213	\$15,593	\$15,983	\$16,383	\$16,792
	Yearly	\$135,740	\$139,135	\$142,613	\$146,178	\$149,832	\$153,578	\$157,416	\$161,352	\$165,386	\$169,522	\$173,759	\$178,104	\$182,557	\$187,121	\$191,799	\$196,594	\$201,509

Pay Plan Effective January 1, 2025

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	
97	Hourly	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$77.57	\$79.51	\$81.50	\$83.54	\$85.63	\$87.77	\$89.96	\$92.21	\$94.52	\$96.88	\$99.30
	Pay Period	\$5,351	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520	\$6,683	\$6,850	\$7,021	\$7,197	\$7,377	\$7,561	\$7,750	\$7,944
	Monthly	\$11,595	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480	\$14,842	\$15,213	\$15,593	\$15,983	\$16,383	\$16,792	\$17,212
	Yearly	\$139,134	\$142,613	\$146,178	\$149,832	\$153,578	\$157,417	\$161,351	\$165,386	\$169,521	\$173,760	\$178,103	\$182,557	\$187,121	\$191,799	\$196,594	\$201,509	\$206,547
98	Hourly	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$77.57	\$79.51	\$81.50	\$83.54	\$85.63	\$87.77	\$89.96	\$92.21	\$94.52	\$96.88	\$99.30	\$101.78
	Pay Period	\$5,485	\$5,622	\$5,763	\$5,907	\$6,055	\$6,206	\$6,361	\$6,520	\$6,683	\$6,850	\$7,021	\$7,197	\$7,377	\$7,561	\$7,750	\$7,944	\$8,143
	Monthly	\$11,884	\$12,182	\$12,486	\$12,798	\$13,118	\$13,446	\$13,782	\$14,127	\$14,480	\$14,842	\$15,213	\$15,593	\$15,983	\$16,383	\$16,792	\$17,212	\$17,643
	Yearly	\$142,612	\$146,178	\$149,832	\$153,578	\$157,417	\$161,352	\$165,385	\$169,521	\$173,759	\$178,104	\$182,556	\$187,121	\$191,799	\$196,594	\$201,509	\$206,547	\$211,711

FIRE - Pay Plan Effective January 1, 2025

FIREFIGHTER

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
58	2912 Rate	\$18.24	\$18.70	\$19.16	\$19.64	\$20.13	\$20.64	\$21.15	\$21.68	\$22.22	\$22.78	\$23.35	\$23.93	\$24.53	\$25.14	\$25.77	\$26.42	\$27.08
	2080 Rate	\$25.54	\$26.17	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91
	Yearly	\$53,113	\$54,441	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847

FIREFIGHTER, SENIOR

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
60	2912 Rate	\$19.16	\$19.64	\$20.13	\$20.64	\$21.15	\$21.68	\$22.22	\$22.78	\$23.35	\$23.93	\$24.53	\$25.14	\$25.77	\$26.42	\$27.08	\$27.75	\$28.45
	2080 Rate	\$26.83	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.11	\$31.89	\$32.69	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83
	Yearly	\$55,802	\$57,197	\$58,627	\$60,093	\$61,595	\$63,135	\$64,713	\$66,331	\$67,990	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839

FIRE CAPTAIN

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
69	2912 Rate	\$23.93	\$24.53	\$25.14	\$25.77	\$26.42	\$27.08	\$27.75	\$28.45	\$29.16	\$29.89	\$30.63	\$31.40	\$32.19	\$32.99	\$33.81	\$34.66	\$35.53
	2080 Rate	\$33.50	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.85	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74
	Yearly	\$69,689	\$71,432	\$73,217	\$75,048	\$76,924	\$78,847	\$80,818	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454

BATTALION CHIEF

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
76	2912 Rate	\$28.45	\$29.16	\$29.89	\$30.63	\$31.40	\$32.19	\$32.99	\$33.81	\$34.66	\$35.53	\$36.42	\$37.33	\$38.26	\$39.21	\$40.20	\$41.20	\$42.23
	2080 Rate	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.74	\$50.98	\$52.26	\$53.56	\$54.90	\$56.27	\$57.68	\$59.12
	Yearly	\$82,839	\$84,910	\$87,032	\$89,208	\$91,438	\$93,724	\$96,067	\$98,469	\$100,931	\$103,454	\$106,041	\$108,692	\$111,409	\$114,194	\$117,049	\$119,975	\$122,975

FIRE CHIEF

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
90	HOURLY	\$56.27	\$57.68	\$59.12	\$60.60	\$62.12	\$63.67	\$65.26	\$66.89	\$68.56	\$70.28	\$72.03	\$73.84	\$75.68	\$77.57	\$79.51	\$81.50	\$83.54
	BIWEEKLY	\$4,501.88	\$4,614.43	\$4,729.79	\$4,848.03	\$4,969.23	\$5,093.47	\$5,220.80	\$5,351.32	\$5,485.11	\$5,622.23	\$5,762.79	\$5,906.86	\$6,054.53	\$6,205.89	\$6,361.04	\$6,520.07	\$6,683.07
	Yearly	\$117,049	\$119,975	\$122,975	\$126,049	\$129,200	\$132,430	\$135,741	\$139,134	\$142,613	\$146,178	\$149,833	\$153,578	\$157,418	\$161,353	\$165,387	\$169,522	\$173,760

2024 FRINGE BENEFIT SURVEY

North Dakota Cities

A. HOLIDAYS:

	New Years Day	Luther Martin King Day	President's Day	Good Friday	Memorial Day	Independence Day	Labor Day	Veterans Day	Thanksgiving Day	After Day Thanksgiving	Christmas Eve	Christmas Day	Personal Day / Floating Day
Bismarck	x	x	x	x	x	x	x	x	x		x*	x	
Dickinson	X	X	X	X	X	X	X	X	X			X	x
Grand Forks	x	x	x		x	x	x	x	x			x	x
Ward County	x	x*	x	x	x	x	x	x	x	x*		x	
Fargo	X	X	X	X	X	X	X	X	X			X	x
Minot	X	X	X	X	X	X	X	X	X			X*	X

*When Governor declares as ½ holiday

*Minot Christmas Holiday – The **bolded/underlined** days/dates below shall encompass the entire observed Christmas Holiday, depending on the day of the week Christmas Day falls, and no additional days shall be treated as the Christmas Holiday:

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
25 Dec	<u>26 Dec</u>	27 Dec	28 Dec	29 Dec	23 Dec	24 Dec
24 Dec	<u>25 Dec</u>	<u>26 Dec</u>	27 Dec	28 Dec	29 Dec	23 Dec
23 Dec	<u>24 Dec</u>	<u>25 Dec</u>	26 Dec	27 Dec	28 Dec	22 Dec
29 Dec	23 Dec	<u>24 Dec</u>	<u>25 Dec</u>	26 Dec	27 Dec	28 Dec
28 Dec	22 Dec	23 Dec	24 Dec	<u>25 Dec</u>	<u>26 Dec</u>	27 Dec
27 Dec	21 Dec	22 Dec	23 Dec	<u>24 Dec</u>	<u>25 Dec</u>	26 Dec
26 Dec	20 Dec	21 Dec	22 Dec	23 Dec	<u>24 Dec</u>	25 Dec

B. SICK LEAVE POLICY:

Bismarck	8 hours/month. Maximum annual carry-over of 960 hours.
Dickinson	8 hours/month. Unlimited accumulation
Grand Forks	9 1/3 hours/month (112 hours per year). Unlimited accumulation.
Ward County	8 hours/month. Unlimited accumulation.
Fargo	8 Hours/month. Maximum accumulation 960 hours.
Minot	Sick leave frozen with 7 additional accrual days added into PTO leave.

C. PAY FOR SICK LEAVE:

Bismarck	40% pay-out of unused sick leave over 960 hours annually on 12/31.
Dickinson	25% pay-out of unused sick leave
Grand Forks	After 5 years of service, 50% of unused sick leave upon termination or retirement at the rate presently earned for the first 960 hours and at the rate earned 6/30/81 for excess hours. For

hours over 960, employees have the option to sell back a portion of their prior year's sick leave up to 112 hours per year at a rate 50%.

Ward County N/A

Fargo N/A

Minot N/A

D. ANNUAL LEAVE POLICY:

Bismarck 360 hours (45 days) maximum. If there are hours accumulated beyond 360, they must be used by New Years Day or are forfeited. Fire: 477 maximum

Dickinson 240 maximum. Excess vacation must be used prior to 12/31 or forfeited.

Grand Forks Maximum of 2 year accrual dependent on service time with a max carry over of 352 hours. Vacation carryover is automatic from 12/31 each year to the following year. Excess vacation accrued must be used prior to 12/31 or are forfeited.

Ward County 240 hours (30 days) maximum. Excess vacation must be used prior to 12/31 or forfeited.

Fargo Maximum accrual of 256 hours as of 12/31. Max carry-over, any hours of 256 will be forfeited.

Minot Transitioned to PTO Leave effective 01/01/2024.

General 80 Hour Per Pay Period Employees					
	Monthly	Annual	Per Pay Period	Carry Over	Mandatory Use
0-1 year	14.69	176	6.78	300	N/A
1-5 years	14.69	176	6.78	300	40
5-10 years	16.69	200	7.70	324	80
10-15 years	18.69	224	8.63	348	80
15+ years	20.69	248	9.55	372	80

Discretionary Pay Combo								
	40 hrs-Monthly Hours	Annual	Per Pay Period	24 hrs-Monthly Hours	Annual	Per Pay Period	Annual Mandatory Use	Carryover
0-1 year	18.03	216	8.32	16.69	200	7.70	N/A	300
1-5 years	18.03	216	8.32	16.69	200	7.70	40	300
5-10 years	20.03	240	9.24	18.69	224	8.63	80	324
10-15 years	22.03	264	10.17	20.69	248	9.55	80	348
15+ years	24.03	288	11.09	22.69	272	10.47	80	372

Non-Administrative Police Employees					
	Monthly	Annual	Per Pay Period	Carry Over	Mandatory Use
0-1 year	24.06	289	11.10	321	N/A
1-5 years	24.06	289	11.10	321	43
5-10 years	26.20	314	12.09	347	86
10-15 years	28.34	340	13.08	372	86
15+ years	30.48	366	14.07	398	86

Fire Department 2912 Employees					
	Monthly	Annual	Per Pay Period	Carry Over	Mandatory Use
0-1 year	32.00	384	14.77	450	N/A
1-5 years	32.00	384	14.77	450	60
5-10 years	35.00	420	16.15	486	120
10-15 years	38.00	456	17.54	522	120
15+ years	41.00	492	18.92	558	120

Annual Leave Schedules Comparable Municipalities:

YEARS OF SERVICE	BISMARCK	Dickinson	GRAND FORKS	WARD COUNTY	FARGO
0 - 6 months	12	12	0	12	12
6 months - 1 year	12	12	5	12	12
1 - 2 years	12	12	10 ¼	12	12
2 - 3 years	12	12	10 ½	12	12
3 - 4 years	12	12	10 ¾	12	12
4 - 5 years	15	12	11	15	15
5 - 6 years	15	12	11 ¼	15	15
6 - 7 years	15	14	11 ½	15	15
7 - 8 years	18	14	15 ¼	18	15
8 - 9 years	18	14	15 ½	18	18
9 - 10 years	18	14	15 ¾	18	18
10 - 11 years	18	14	16	18	18
11 - 12 years	18	14	16 ¼	18	18
12 - 13 years	21	14	16 1/5	21	18
13 - 14 years	21	14	16 ¾	21	21
14 - 15 years	21	21	17	21	21
15 - 16 years	21	21	20 ¼	21	21
16 - 17 years	21	21	20 1/5	21	21
17 - 18 years	21	21	20 ¾	21	21
18 - 19 years	24	23	21	24	21
19 - 20 years	24	23	21 ¼	24	21
20 - 21 years	24	23	21 1/5	24	24
21 - 22 years	24	23	21 ¾	24	24
22 + years	24	24	22	24	24

E. LIFE INSURANCE:

Bismarck City provides \$30,000 basic life plus AD&D. Cost to the city per month per employee is \$5.20. Disability is 2/3 of salary.

Dickinson \$60000 for \$6.06 per month for employee and employer, \$5000 for spouse and \$2500 for child at \$0.94 per month each for employee. They can also elect supplemental Life and AD&D for additional cost depending on amounts and age of employee.

Grand Forks	City provides a \$35,000 Term Life policy. (Employee can buy up to \$400,000 in additional supplemental coverage.) Employee can elect up to \$150,000 for Spouse Term Life and AD&D at same rates as the employee. Child Term Life insurance available \$10,000 or \$15,000 coverage per child for a total of \$1.30 per month for \$10,000 or \$1.95 for \$15,000 (\$1.30/m covers all children). Long Term Disability: 66.6% of salary (max. \$4,444/mo.) 90 day consecutive qualifying period.
Ward County	Participates in basic term life insurance plan through NDPERS. Allows employees to buy additional supplemental life for spouse and dependent children.
Fargo	The City provides supplemental life insurance for its employees. It does not pay for Life Insurance on it employees.
Minot	\$15,000 term life policy + \$15,000 AD&D. Employee has option of additional \$15,000 + \$15,000 AD&D at a cost of \$4.06 per month. Dependent coverage for spouse and children is optional to the employee at a cost of \$.30 per month.

F. HEALTH INSURANCE:

Bismarck	Self-insured: City pays 100% of policy. \$200 deductible/Individual; (max. \$525/ family) 80/20 to \$1450 out-of-pocket; (max. \$4,275/family). City pays 100% of policy. \$20 co-pay for office visits. \$50 co-pay for emergency room. Preferred Pharmacy Network program.
Dickinson	NDPERS Plan: Employee Only \$733.38. Employee cost \$146.74. Employer contribution \$586.26. Employee + Family \$1,773.60. Employee cost \$354.72. Employer contribution \$1,418.88. For every 5 years employed by the City of Dickson, the City will pay an additional 2.5% of your health insurance. Offer MetLife Dental and MetLife vision. Employee is in charge of full cost.
Grand Forks	BCBS Access Plan: Employer pays 75% and Employee pays 25% toward Single, Single plus dependent and Family coverage.
Ward County	NDPERS Health Plan: County pays 100% of policy.
Fargo	City pays 85% of single policy and 75% of family policy.
Minot	Self-Insured BC/BS Select Choice Plan - \$250 deductible Single plan, \$375 deductible SPD plan, and \$500 Family plan. Single: 100% SPD: 92% Family: 82%

G. LONGEVITY:

Bismarck	Plan eliminated in 1994.
Dickinson	Each Regular Full-time employee, as defined in Section 29.08.04050.14.1, who has been employed with the City for a period of five consecutive years or more shall be considered qualified and shall receive, in addition to his regular pay, a longevity payment. An employee who leaves his employment in good standing as determined by the City. Administrator and who has completed fifteen years of service shall be entitled to percentage pay-out of his longevity pay based on the percentage of calendar year completed at the time of termination. (Code 1637 § 1) Each qualified employee shall receive a longevity payment each year, for each month's service completed, computed as follows:

One through ten years of service \$3.00/month
 Eleven through twenty years of service \$3.50/month
 Twenty-one years and over service \$4.00/month
 18.13.2 Time of Payment

Employees receiving longevity pay must be employed at the time that the reimbursement is paid, except as described 18.13. Payments shall be made on or about December 15 of each year. No early payment will be made except as authorized in Subsection 29.08.04080.18.3

Grand Forks Ended 1/1/2014

Ward County N/A

Fargo N/A

Minot Longevity for employees was frozen in 1980 based on the recommendation of the Public Administration Service. Those employees receiving longevity as of that time continued to receive monthly what they were receiving in 1980. Those not yet eligible to receive longevity payments as of 1980, as well as those employed since that time, do not receive longevity payments.

H. SOCIAL SECURITY PARTICIPATION AND RETIREMENT BENEFITS

Bismarck Participates in Social Security (except for Police and Fire) and provides a City funded Defined Benefit Pension plan to its employees

Dickinson Participates in Social Security.

Grand Forks Participates in Social Security and in NDPERS Defined Benefit Pension plan.

Ward County Participates in Social Security and in NDPERS Defined Benefit Pension plan.

Fargo Participates in Social Security and in NDPERS Defined Benefit Pension plan.

Minot Participates in NDPERS Defined Benefit Pension Plan.

I. TUITION ASSISTANCE

Bismarck The City offers \$3,000 a calendar year. There is no waiting period for an employee to apply for reimbursement. The breakdown is actually up to \$1,000 per course or the NDUS rate. An employee who voluntarily leaves the employment of the City after the date of the reimbursement check and within:

One (1) year must pay back 100% of the paid tuition to the City.

Two (2) years must pay back 50% of the paid tuition to the City.

Three (3) years must pay back 25% of the paid tuition to the City.

Four (4) years will not be required to pay back any amount to the City.

Dickinson Approvals will be based upon the number of applications received and the amount budgeted, as well as the City Administrator's discretion in carrying out the vision and mission of the City. A maximum of \$1,500.00 will be available to any one employee per semester (or semester equivalent). These reimbursements are not for job-related training as described above, and are for education events performed on the employee's own time. The employee must be in good standing at the time of the application for tuition reimbursement. The continuing education program must correspond to an accredited program that either offers growth in an area related to the employee's current position, or

that might lead to promotional opportunities. This may include courses for college credit, continuing education credit courses, seminars, and certification exams. A grade of "C" or its equivalent is required for reimbursement. Expenses must be validated by receipts, and a copy of the final grade or a completion certificate must be presented. In some cases, books and study materials may be included in the reimbursement request. The City will reimburse up to 70% of approved costs. The City will endeavor to make reimbursements equitable across departments, and to qualifying employees within budgetary restrictions. It shall retain the right to limit approvals or approval dollars so that the tuition reimbursement program will have maximum benefit to the most employees and to the City's needs. An employee who resigns or is terminated while attending a course previously approved for reimbursement will not receive reimbursement. An employee who leaves employment with the City within one year of receiving tuition reimbursement must repay the tuition on a pro-rated basis. The City will consider exceptions in extreme cases of health or safety.

Grand Forks

Eligible full-time employees will be entitled to a 40% refund of tuition upon the successful completion with a grade C or higher. A refund under this section shall be limited to a maximum total of 10 semester hours or 15 quarter hours in a calendar year. If the employee terminates or is terminated from employment within two years for which the employee received a refund, then the amount shall be immediately repaid by the employee to the City. The payment of tuition refund shall be subject to and contingent upon the appropriation and availability of funds in the annual budget. Final approval of requests for tuition refunds shall be left to the discretion of the Mayor based upon the best interests of the City.

Ward County

Ward County may at the discretion of the Department Head if budgeted for or with approval of the County Commission, contribute funding to personnel meeting the criteria, for training and expenses to college courses, training conferences, workshops and seminars which will enhance the Ward County organization.

EXTENDED TRAINING: With the approval of their Department Head and the County Commission, employees may be allowed to attend training, which involves extended time away from work while retaining full payment of wages. In the event an employee who has attended training involving extended time away and who received uninterrupted pay during such training resigns from employment or has employment terminated prior to completing three years of service, the employee may be required to repay all or portions of their unearned wages.

Fargo

Full-time employees are eligible for an annual reimbursement of up to \$2,000. Part-time (benefit eligible) employees may also receive financial assistance for job related courses. Part-time (benefit eligible) employees are eligible for an annual reimbursement of up to \$800.

Minot

The City will reimburse tuition only for up to four (4) courses per calendar year, at a maximum of \$1,000 per course. An employee who voluntarily leaves the employment of the City after the date of the reimbursement check and within:

- One (1) year must pay back 100% of the paid tuition to the City.
- Two (2) years must pay back 50% of the paid tuition to the City.
- Three (3) years must pay back 25% of the paid tuition to the City.
- Four (4) years will not be required to pay back any amount to the City.

CLERK OF COMMISSION REPORT

The current City of Minot Pay Plan was implemented in January of 2001 as the result of a recommendation by Public Sector Personnel Consultants and modified by the Civil Service Commission. Each year since, the City of Minot has performed the maintenance function of the Plan by surveying benchmark positions and updating the Plan to the employment market place. Every ten years the City of Minot has chosen to use an outside consultant to complete survey benchmarking in an effort to ensure current grades align with market data. This time period is proposed to be changed to a three-year period between outside surveys, per the recommendations of the City Council.

Movements in Prevailing Rate of the Benchmark Positions

Once the survey is completed and variance percentage of the average prevailing rate for each benchmark position is determined, the benchmarks and those positions tied to the benchmarks are moved to the new market prevailing rate. This plan has set the prevailing rate as -5% or +5% of mid-point for each benchmarked position.

The process is done using the following criteria:

- Survey market data (first priority)
- Internal relationship for job classes
- Professional judgment

This plan utilizes professional judgment to prevent illogical relationships that could result from survey data directly linked to salary grade, as there is no automatic logical job content relationship among survey data collected for a variety of employers. Non-benchmark job classes were linked to benchmarks by professional judgment. Based on the adopted pay plan procedures, where it was deemed necessary to maintain internal relationships within a hierarchy of supervisory positions, professional judgment was used to recommend position placement.

Job Descriptions Update and Additions

As part of the annual review of the Plan, City Staff and the Human Resource Director review the job descriptions of the classified service and, where appropriate, add and/or update individual job descriptions. New job descriptions have been proposed for the following: Airport Facility Technician Lead, Airport Operations and Maintenance Technician Lead, CAD Technician II, GIS Technician II, Law Enforcement Office Manager, Law Enforcement Office Specialist I, Law Enforcement Office Specialist II, Law Enforcement Office Specialist III.

Career Ladder Additions and Changes

Career Ladders have been proposed for the following: CAD Technician II, Financial Specialist Sr., GIS Technician II.

Fringe Benefits Survey

A survey of fringe benefits has been included with the proposed salary plan. No changes are recommended for 2025.

In Conclusion

The goal of the 2025 Pay and Classification Study is to continue a classification and compensation plan, which provides consistency in the application of guidelines and policies as recommended by the Civil Service Commission and adopted by the City Council. The recommended plan applies this policy to all employees, so as to avoid discrimination and/or favoritism; provide consistent differentials between pay grades and steps within each pay grade; to address the issue of external and internal pay equity; and to develop salary range minimums and maximums and benefits which would be competitive within the City of Minot's labor market area.

This report and survey data present a fair and equitable representation of how the maintenance of the plan is currently. However, progressively declining comparable ranges for minimum and midpoint ranges, continue to point to a lack of viability and sustainability in the current plan structure.

Lisa Jundt, Human Resource Director/Clerk of Commission

ADMINISTRATION OF THE PLAN

Anniversary Dates

All City of Minot civil service employee's anniversary dates officially become January 1st once they have completed their probationary period and one year of service.

Pay Plan Implementation and Progression

The 20254 Annual Pay Plan for the City of Minot will be implemented, within budget allowances, utilizing the adopted Permanent Salary Competitiveness Policy which reclassifies current positions to within 100% -105% of prevailing rates, while allowing employees to maintain "step rights" if job grade is reclassified.

All adopted annual pay changes will occur on January 1, 20254.

Position (Step) Progression

Plan step progression for all employees will return to the original progression adopted January 1, 2001. Progression through the steps of the plan will be as follows:

If an employee's step within the range is under midpoint (steps 1-8), the employee will move two steps (5%) on January 1, 20254 until the employee reaches midpoint of the range (step 9). Once an employee reached midpoint and above (Steps 9 through 16), the employee will progress one step (2.5%) on January 1, 20254 until the employee reaches step 17.

In the 2018 pay plan a provision was approved to allow employees who are already in the maximum step for their grade, be given a cost of living stipend equal to 2% until their respective position experiences future grade reclassification. These pay changes will occur on January 1, 20254.

Probationary Step Increase

All new hires to entrance level positions, while on probation will not be eligible for the annual step increase on January 1st until they have completed their probationary period which may consist of six months or one year, depending upon the position (probationary periods may be extended by the department head up to eighteen months). The new hire will receive a 5% (2 steps) increase upon satisfactory completion of the probationary period and completion of one year of service in the position. Thereafter, the employee's annual step increase will occur on January 1st, or as approved by City Council during budget review. In the event an employee, while on probation, is appointed to a different entry level position, while on probation for the new position they will not be eligible for the annual step increase on January 1st until satisfactory completion of the probationary period and completion of one year of service in the new position. Thereafter, the employee's annual step increase will occur on January 1st, or as approved by City Council during budget review.

In the event an employee, while on probation, is appointed to an entry level position of higher grade, there will be no probationary step increase. Thereafter, the employee's annual step increase will occur on January 1st, or as approved by City Council during budget review, commencing after they have completed one year of service from their date of hire.

In the event an employee, while on probation, is appointed to a non-entry level position, there will be no probationary step increase. Thereafter, the employee's annual step increase will occur on January 1st, or as approved by City Council during budget review, commencing after they have completed one year of service from their date of hire.

Filling Vacancies

The Personnel Code gives present employees a "qualified" preference to fill a vacancy before the vacancy is filled through re-hiring of a former employee or the hiring of a new employee. In general terms, most vacancies will be advertised internally and competitive examinations given to qualified applicants. However, there are some exceptions to this general statement and some methods by which an employee can receive additional compensation without opening the job to competition. The following is an effort to clarify how the plan will be administered in this regard.

Entrance Level Positions

The Code provides that the Commission can identify certain entrance level positions for which employees of the city and non-employees can make applications alike on an equal basis. Under this plan, the following are designated as entrance level positions:

- Administrative Clerk
- Administrative Clerk/Bus Driver
- Airport Facility Technician I
- Airport Operations and Maintenance Technician I
- Building Permit Technician
- Buildings and Grounds Worker
- Bus-Driver
- CAD Technician I
- Communication Specialist
- Digital Forensic Analyst
- Dispatcher
- Engineering Technician I
- Evidence and Property Technician
- Financial Clerk
- Firefighter
- GIS Coordinator
- GIS Technician I
- Human Resource Specialist
- Information Technology Technician I
- Information Technology Specialist
- Intelligence Analyst
- Landfill Attendant
- Landfill Attendant/LEO
- Light Equipment Operator
- Light Mechanic
- Mechanic
- Parking Enforcement Officer
- Parts Specialist
- Parts Specialist/Bus Driver
- Planning and Code Enforcement Assistant
- Police Officer
- Property Appraiser
- Public Safety Answering Point Manager
- Traffic Maintenance Worker
- Utility Operator I
- Water Plant Operator I
- Zoning Code Enforcement Officer

Whenever practical and feasible, all other vacancies shall be filled by competitive examinations of eligible applicants in the city's classified service.

Promotional Ladders

In accordance with Section 24-53 of the Code, the Commission can approve the interconnection of related job descriptions into a 'promotional ladder' whereby an employee in one position in the ladder may progress to a higher position in the ladder without competing against other applicants for that position. The Commission has established rules and regulations to govern the use of promotional ladders which provide that progression is dependent upon satisfactory job performance as determined by the employee's department head (who shall have the sole discretion to make that determination) and which provide that the employee pass certain competency tests prescribed by the Commission. Following are the promotional ladders included in this issue of the Annual Plan:

Administrative Clerk, Senior and Principal
Airport Facility Technician II
Airport Operations and Maintenance Technician II
Building Inspector II and III
CAD Technician II
Engineering Technician II, III and Project Civil Engineer I
Financial Clerk, Senior
Financial Specialist Sr.
Firefighter, Senior
Fire Inspector II, Fire Marshall
GIS Technician II
Human Resource Generalist and Senior
Information Technology Specialist, Senior
Information Technology Technician II
Mechanic, Senior
Mechanical Inspector II and III
Medium Equipment Operator
Office and Administrative Specialist, Senior
Planner II / Associate Planner and Planner III / Senior Planner
Plumbing Inspector II and III
Police Officer, Senior and Master
Project Civil Engineer II
Project Manager Field/Design Senior
Property Appraiser Senior
Senior Accountant
Senior Building Inspector II
Senior Internal Auditor
Traffic Maintenance Technician, I, II and III
Utility Operator, II and III
Water Plant Operator, II and III

Voluntary Lateral Transfers

Whenever a vacancy exists in a position that is not an entrance level position, the administration will consider requests for a lateral transfer.

However, as a general rule, these positions will be filled by competitive promotional examinations and, the administration may require those requesting a transfer to the position to write the required examination in competition with others in the classified service.

Salary Policy for Promotions, Career Ladders and Reclassifications

If an employee is promoted through competitive examination or career ladder, a minimum 5% (two step) salary adjustment will be made on the effective date of the promotion. In the event that the employee is at the top step of the former position and the first step of the new position is at a higher level, the employee will be placed in the first step of the new position or a minimum of 5%. If an employee accepts a position in another department that results in a new occupational career for the employee, the employee may not receive a 5% adjustment in salary. The actual step the employee will be placed into will be determined by the Human Resource Director in consultation with the Department Head involved. Information that will be considered by the Human Resource Director in determining placement into the grade includes step placement of current employees within the department, required certifications of the position and eligibility for future career ladder promotion.

In the event of promotion of a non-exempt employee to an exempt position, the employee will receive a salary increase of not less than 10% or will be adjusted to the minimum salary level of the new position's salary grade, whichever is greater. The actual step the employee will be placed in will be determined by the Human Resource Director in consultation with the Department Head involved.

If an employee's position is reclassified to a higher range of pay or is recommended to a higher range of pay as a result of a prevailing rate adjustment as part of the Annual Plan, the employee will be placed into the new range at the same rate of pay and then progress through the pay ranges as so designated under pay plan progression. If the first step in the reclassified service position is higher than the employee's current rate of pay, the employee shall be placed in the first step of the reclassified position, on January 1st, or as approved by City Council during budget review, and then progress through the pay plan ranges as so designated under pay plan progression.

If an employee's position is reclassified to a lower range of pay and the highest step in the reclassified position is lower than the employee's current rate of pay, the employee's salary shall be frozen at their current rate of pay until such time that that position range is adjusted.

Notwithstanding anything to the contrary above, the appointing authority has the authority to place an employee in a step or a temporary appointment, that results in more than a 10% increase in the best interest of the City.

FLSA Application to Fire Department

The City of Minot governing body and the City of Minot Firefighters have agreed that the firefighters working schedule is based on a 1428-day period. The FLSA states that during a 1428-day period, firefighters may be required to work 106242 hours without paying overtime (106 hours every two-weeks). All hours worked more than 106242 in a 1428-day period, calculated as 106 hours every two-weeks, will be treated as overtime hours subject to pay at time and one half per hour.

However, the City agrees to not offset the Firefighter's overtime pay with payments made for holiday pay. The City also agrees that the Firefighters will receive overtime pay for all hours worked beyond their regularly scheduled hours when they are called back for a major fire incident such as when they are called back to work, regardless of whether they have taken leave time within that work period. Major fire call-back hours will be paid at a factor of 2.1 of the 2912 rate rather than the normal 1.5 overtime rate.

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Pay Differential Policy

In order to provide for the proper and efficient administration of the City, the City Administration is authorized to make a maximum 10% temporary adjustment in pay for any full-time permanent City employee temporarily assigned to fill in for a department head or exempt level position expected to be vacated for more than a two (2) week period. Temporary pay will be shown as a separate pay entry for payroll processing efficiency.

In addition, the City Administration is authorized to make a 5% temporary adjustment for any full-time permanent City employee temporarily assigned to the duty of substituting for a full-time permanent City employee during an extended absence. Temporary pay will be shown as a separate entry for payroll processing efficiency.

All temporary adjustments in pay must first be approved by the department head and the City manager.

Non-Career Employee Policy Eliminated

Due to changes in requirements for the City to provide health insurance to qualified non-career employees under the Patient Protection and Affordable Care Act (PPACA), and the closing of the former City administered Pension Plan, the designation of the non-career position has become obsolete. Non-career employees are essentially full-time employees compensated at the same level as Civil Service employees and should be afforded the same benefits, albeit limited additional benefits, as normal Civil Service employees. As such the designation of non-career will be eliminated from Section 24-46(c) of the Minot Code of Ordinances and eligible employees in this designation will be converted to permanent Civil Service employees effective January 1, 2022 without need to reapply and/or test for the position. Conversion of these positions does not allow for past service to be credited as a period of City employment for the purpose of establishing any right or benefit which is dependent in whole or in part upon length of service. Converted non-career employees will not be required to fulfill a probationary period and will be eligible for the normal anniversary date increase.

Health Insurance Formula

Starting in January of 2023, the City of Minot policy on health insurance changed to pay 82% of a family policy, 92% of a single+dependent policy, and 100% of a single policy, based upon the Blue Cross/Blue Shield SelectChoice health insurance plan.

Travel Expense Policy

The City has in place a "Resolution Relating to Travel Expense and Providing for Review of Said Resolution on an Annual Basis at Budget Time".

Establishment of Annual Leave Policy for Mid-Career Professionals

As part of the 2007 Annual Plan the following recommendations are made: The Annual Leave policy was amended to include an exception to the accrual rate for City department head and mid-career professionals joining the City. This will allow the appointing authority to negotiate that accrual rate. The policy will be retroactive to all of 2006.

This policy will still be in effect as the City moves to a PTO Accrual structure as of December 31, 2023.

Maximum "Vacation-Out" Usage for Retirees

The City of Minot has in past years, allowed retirement eligible employees to use vacation at the end of their employment and prior to receiving retirement income, without setting a "vacation-out" limit on the number of hours able to be used. This often places hardship on departments which must wait to hire a replacement employee due to the ongoing budget expense for vacation usage by the vacating employee. This practice also requires the City to continue paying employment benefits throughout the vacation-out period.

Starting January 2023, a maximum of 160 hours may be used by **retirement eligible employees**, who are leaving employment, for "vacation-out" purposes. This allows for a more expedited replacement of the employee, and limited financial expenditure to department budgets.

Exempt and Non-Exempt Status

As part of the 2001 Annual Plan, the City of Minot requested that the Pay and Classification consultant review each position in the City of Minot's classified service and designate it as exempt or non-exempt under the criteria established by the Fair Labor Standards Act. This procedure was completed by the consultant and sent to the Civil Service Commission for approval. The Civil Service Commission reviewed the list as presented by the consultant, made some modifications and approved the list. This list is currently on file in the Human Resource Office and reviewed annually by the Human Resource Director.

Except for Fire Protection and Law Enforcement employees, if a position is designated as "non-Exempt" the employee holding that classification is entitled to the payment of overtime salary for all hours worked (or compensatory time in lieu of overtime) over 40 hours in a one-week period. For purposes of calculating overtime, the City currently calculates law enforcement employees overtime on the basis of all hours worked over 40 hours in a one week period. Fire Department personnel are covered under a separate section entitled "FLSA Application to Fire Departments".

If a position is designated as "Exempt" the employee holding that classification is not entitled to payment for overtime worked. The criteria, as established by the Fair Labor Standards Act, were used to determine that this position fell under the administrative, executive or professional exemption. Employees designated as exempt are also not eligible to receive compensatory time or extra pay for working on a holiday.

Monetary compensation is allowed for exempt employees in an emergency situation where the decision to incur extra time, extra duties, and the timing of the work is dictated by the event. An emergency is defined as an unforeseen combination of circumstances that calls for immediate action. Compensated additional work must be approved by the City Manager.

Several positions will now be reclassified as exempt positions for 2024. Those positions and the exemption classification are:

- Accountant – Professional Exemption
- Business Systems Analyst – Professional Exemption
- City Clerk – Administrative Exemption
- Clerk of Court – Administrative Exemption
- GIS Coordinator – Professional Exemption
- Human Resource Generalist-Professional Exemption
- Human Resource Generalist Senior – Professional Exemption
- Internal Auditor – Professional Exemption

Planner I / Assistant Planner – Professional Exemption
 Planner II / Associate Planner – Professional Exemption
 Senior Accountant - Professional Exemption
 Senior Internal Auditor – Professional Exemption

Paid Time Off (PTO) Effective December 31, 2023

During the 2024 budget process, the Civil Service Commission and City Council approved the transition to Paid Time Off (PTO) to replace the current vacation

For purposes of policy, PTO will be used as "Scheduled PTO" and "Unscheduled PTO". Scheduled PTO is leave requested and approved in advance. Unscheduled PTO is for unplanned leave used for purposes such as illness, mental health, and bereavement leave. As much notice as possible should be provided by the employee to their supervisor when asking for Unscheduled PTO, and a PTO Request must be submitted through ADP Workforce Manager immediately upon return to work. Employees who have claimed Unscheduled PTO may be required to provide documentation supporting the use.

Medical and dental appointments using PTO will be authorized during work hours, if the employee notifies their supervisor in advance of the appointment within a reasonable amount of time, to ensure there is adequate personnel for work coverage. However, to the extent that is possible, employees are encouraged to set appointments during nonpeak working time for their position.

PTO accrual shall accrue for each full-time employee as follows:

General 80 Hour Per Pay Period Employees					
	Monthly	Annual	Per Pay Period	Carry Over	Mandatory Use
0-1 year	14.69	176	6.78	300	N/A
1-5 years	14.69	176	6.78	300	40
5-10 years	16.69	200	7.70	324	80
10-15 years	18.69	224	8.63	348	80
15+ years	20.69	248	9.55	372	80

Discretionary Pay Combo								
	40 hrs- Monthly Hours	Annual	Per Pay Period	24 hrs- Monthly Hours	Annual	Per Pay Period	Annual Mandatory Use	Carryover
0-1 year	18.03	216	8.32	16.69	200	7.70	N/A	300
1-5 years	18.03	216	8.32	16.69	200	7.70	40	300
5-10 years	20.03	240	9.24	18.69	224	8.63	80	324
10-15 years	22.03	264	10.17	20.69	248	9.55	80	348
15+ years	24.03	288	11.09	22.69	272	10.47	80	372

Non-Administrative Police Employees					
	Monthly	Annual	Per Pay Period	Carry Over	Mandatory Use
0-1 year	24.06	289	11.10	321	N/A
1-5 years	24.06	289	11.10	321	43
5-10 years	26.20	314	12.09	347	86
10-15 years	28.34	340	13.08	372	86
15+ years	30.48	366	14.07	398	86

Fire Department 2912 Employees					
	Monthly	Annual	Per Pay Period	Carry Over	Mandatory Use
0-1 year	32.00	384	14.77	450	N/A
1-5 years	32.00	384	14.77	450	60
5-10 years	35.00	420	16.15	486	120
10-15 years	38.00	456	17.54	522	120
15+ years	41.00	492	18.92	558	120

Fire administration staff will accrue PTO in accordance with the **General** Table above. The **Fire** Table reflects a conversion factor of 1.50, which is used to convert the accrual provided to other City employees to the appropriate equivalent for Fire personnel.

The 10 paid holidays observed by the City are also calculated into the accrual rates for the Police and Fire departments as they are regularly scheduled to work on holidays (80 hours for Police and 106 hours for Fire). This provides flexibility for when they choose to use their time off and ensure compensation if they choose not to use the accrued PTO. Holidays for Police and Fire personnel required to work on a holiday will be treated as a regular day worked for purposes of compensation and overtime policies. If City Council approves additional holidays within the year, the appropriate hours will be added to the accruals for applicable Police and Fire staff.

Carryover of PTO from one calendar year to the next will be calculated in accordance with the tables above. The last pay period in December of each year the City will buy back any accrued PTO over the applicable Carryover amount, at full value. For example, a 5-10 year General employee that has an accrued balance of 350 hours of PTO as of the last pay period of December will have 26 hours of PTO paid out and included in their second (2nd) December paycheck (350-324=26hrs).

Annual Mandatory Use outlined in the tables is the amount of PTO required to be used by an employee in a calendar year and is a cumulative minimum for the year. If an employee has not used the mandatory amount by August 31st of a calendar year, and the employee has not had PTO leave approved/scheduled before the end of the same calendar year the Department Head will schedule the remaining Annual Mandatory Use to be taken prior to December 31st of the calendar year. *The City reserves the right, under the recommendation of the City Manager and the Finance Director, to require additional Mandatory use of PTO to address unexpected budget pressures.*

Paid Time Off Accrual Method – PTO will accrue based on number of paid hours in a pay period, in accordance with the applicable years of service level. This will eliminate the inequity that is created when full accrual amounts are given to employees who do not receive full-time pay during a pay period or are on extended unpaid leaves. Paid hours will include pay from regular hours, PTO hours, frozen sick leave hours, comp time used, and overtime hours, up to 80 hours for employees working an annual 2080-hour schedule, and 96 hours for firefighters working an annual 2912-hour schedule.

Elimination of Holiday Pay for Employees on Extended Unpaid Leave – Employees who are on extended unpaid leave will not be eligible for holiday pay. Extended unpaid leave includes approved unpaid personal leave, military leave at which time the employee is considered inactive with the City, and FMLA leave that has exceeded the federally protected time period.

Engineering Department Career Ladders

5/17/2024

1. General Requirements

- a. Promotions will not be automatic and must be approved by the City Engineer
- b. The minimum technical requirements must be met before a promotion will be considered. These minimums include formal education, years of experience, and any required certifications.
- c. Employee must demonstrate competence and ability through successful employee evaluations with all scores showing satisfactory performance or above.

2. GIS Technician I to GIS Technician II

- a. Associate degree (A.S./A.A.S.) or equivalent from two-year college or technical school in Geographic Information System Technician, Engineering Technology, or other related field
- b. Four years minimum of progressively increasing experience and skill as a GIS Technician I or equivalent position.

3. CAD Technician I to CAD Technician II

- a. Possession of an associate's degree in civil engineering, drafting technology, computer-aided design or equivalent experience.
- b. Four years minimum of progressively increasing experience and skill as a CAD Technician I or equivalent position.

CAREER LADDER QUALIFICATIONS 2025

Financial Specialist to Financial Specialist Senior

1. Promotion will not be automatic.
2. Assists in training other employees on ERP system and procurement procedures.
3. Assists with business process improvement initiatives.
4. A minimum of one (1) year experience as a City of Minot employee as financial specialist, and favorable employee performance evaluation(s).

Law Enforcement Office Specialist I, Law Enforcement Office Specialist II, Law Enforcement Office Specialist III

1. A Law Enforcement Office Specialist I employee must have a minimum of two years of experience in that position in order to be eligible for a career ladder promotion to Law Enforcement Office Specialist II and satisfactory job performance. Promotion will not be automatic.
2. A Law Enforcement Office Specialist II employee must have a minimum of one-year experience in that position in order to be eligible for a career ladder promotion to Law Enforcement Office Specialist III and satisfactory job performance. Promotion will not be automatic.

CITY OF MINOT JOB DESCRIPTION
AIRPORT FACILITY TECHNICIAN LEAD

DEPARTMENT:	Airport	REPORTS TO:	Airport Facility Foreman; Airport Operations Manager
FLSA STATUS:	Non-Exempt	DIRECT REPORTS:	Airport Facility Technician I
PAY GRADE:	52	DATE REVISED:	6/1/2024

NATURE OF WORK

This is a skilled/experienced position with duties involving the care, cleaning, and maintenance of the airport terminal and grounds. The person in this position must be available to work a flexible schedule that covers 7 days a week, 24 hours a day to include nights, holidays, and weekends. Scheduled work is shiftwork, 40 hours per week with occasional overtime requirements. The work is performed under the general supervision of the Airport Facility Foreman and Airport Operations and Maintenance Manager.

Assists Facility Foreman in oversight of activities that ensure compliance with local, state, and federal regulations regarding airport facilities. Provides supervisory duties to assigned Airport Facility Technician I personnel.

ESSENTIAL FUNCTIONS OF WORK (May not include all of the duties performed.)

Monitors the terminal building and its various systems/components within to act as a point of contact for maintenance issues and repairs along with the Facility Foreman.

Performs and assists Facility Foreman with significant custodial, electrical, plumbing, mechanical, HVAC repairs, inspections, and preventative maintenance on airport facilities and airport specialized equipment such as conveyers, baggage belts and access control systems.

Trains subordinates on all facility maintenance requirements.

Maintains records and other documentation related to system/equipment failures, repairs, and inspections.

Communicates with vendors, contractors, and service providers to resolve maintenance and custodial issues.

Performs security responses to door alarms, emergency alarms, and any other security response needed to include compliance with Transportation Security Administration (TSA) security requirements and the Airport Security Plan.

Assists with planning, coordinating, and performing snow removal and sanding operations around the terminal, sidewalk, and parking lot areas; operates snow removal equipment and machinery.

Assists with planning, coordinating, and performing grounds work to enhance appearance of landscape by planting, cutting, mowing, raking, trimming, weeding, and watering; operates hand and power mowers, edgers, trimmers, and other related equipment.

Assists Airport Facility Foreman with planning/meeting facility team's work schedule requirements.

Operates a variety of power tools, pneumatic tools, hand tools, test equipment and meters while performing maintenance activities.

Operates light and medium equipment on an incidental basis. Performs other related duties as assigned.

Performs performance evaluations on assigned Airport Facility Technician I personnel; assists Foreman with resolution of employee complaints and problems.

REQUIREMENTS OF WORK

Ability to understand and apply TSA regulations pertaining to airport security requirements.

Thorough knowledge of general maintenance procedures as they pertain to facilities, vehicle maintenance, and grounds maintenance.

Thorough knowledge of and ability to apply general safety precautions and standards as they pertain to building and grounds maintenance, equipment operations, and airport operations.

Thorough knowledge of practices, tools and equipment associated with more than one trade such as carpentry, plumbing, electrical, painting, masonry, heating, ventilation, air conditioning, and others.

Ability to handle stressful situations while remaining calm and collected.

Ability to enforce and follow all regulations and policies effectively and efficiently. Ability to operate motorized vehicles and light equipment in a safe and reliable manner. Ability to use and operate hand and power tools in a safe, efficient manner.

Ability to communicate effectively, both orally and in writing.

Ability to train less experienced personnel and direct special projects or difficult tasks.

Ability to climb high structures, ladders and stairs, as well as lifting heavy objects, bending, stooping, kneeling, walking and working in an outside environment during extreme inclement weather conditions.

Possession of interpersonal skills that enable positive interaction with co-workers, supervisors, airline representatives, airport tenants and the general public.

DESIRED MINIMUM TRAINING AND EXPERIENCE

Minimum two (2) years of experience as an Airport Facility Technician II or equivalent experience with demonstrated knowledge and experience of duties and equipment. Completed certification/training in at least one of the following areas: HVAC, electrical, plumbing, mechanical, and boiler operations, or in a related field approved in advance by Airport Management. Recurrent/remedial training in one or more areas is desired.

NECESSARY SPECIAL REQUIREMENTS

Possession of a valid North Dakota Driver License.

Pass a fingerprint-based background check and maintain federally mandated security clearance required to work at an airport.

PHYSICAL REQUIREMENTS

While performing the duties of this job, the employee is regularly required to talk and hear. This position is very active and requires standing, walking, bending, kneeling, stooping, crouching, crawling and climbing all day. The employee must frequently lift and move items over 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

While performing the duties of this job, the employee is frequently exposed to fumes or airborne particles, moving mechanical parts and vibration. The employee is occasionally exposed to outside weather conditions. Frequent exposure to high decibels.

CITY OF MINOT JOB DESCRIPTION
AIRPORT OPERATIONS & MAINTENANCE LEAD

DEPARTMENT:	Airport	REPORTS TO:	Airport Operations & Maintenance Foreman
FLSA STATUS:	Non-Exempt	DIRECT REPORTS:	Airport Operations & Maintenance Technician I
PAY GRADE:	58	DATE REVISED:	2024-05-06

NATURE OF WORK

This is a skilled position with duties maintaining airport certification requirements for airport facilities, grounds, runways, taxiways, ramps and associated equipment. The personnel in this position must be available to work a flexible schedule that covers 7 days a week, 24 hours a day to include holidays. The work is performed under the general supervision of the Airport Operations & Maintenance Foreman and performs the role of acting foreman when Airport Operations & Maintenance Foreman is absent. Personnel in this position are expected to give guidance, direction and training to less experienced employees. Assists Airport Operations & Maintenance Foreman in oversight of activities that ensure compliance with local, state, and federal regulations regarding airport facilities. Provides supervisory duties to assigned Airport Operations & Maintenance Technician I personnel.

ESSENTIAL FUNCTIONS OF WORK (May not include all of the duties performed.)

Monitors operations of the airfield and acts as airport 24-hour point of contact for all airport operations.

Performs daily and nightly airport self-inspections in accordance with Federal Aviation Administration (FAA) Regulations and the Airport Certification Manual

Maintains and inspects airfield lighting, signage, and navigational aids.

Maintains and inspects runways/taxiways/aircraft parking ramps in accordance with FAA Regulations. This includes minor concrete and asphalt repair and repainting runway and taxiway markings.

Performs snow and ice removal from runways, taxiways, aircraft parking ramps, airport roads and public parking areas in accordance with the Airport Snow and Ice Control Plan. This requires the operation and use of multiple pieces of light, medium, and heavy snow removal equipment to include skid steers, high speed plows, snow blowers, sanders, sweepers, graders, and front-end loaders.

Leads the Airport Operations & Maintenance team in routine, special, continuous, and periodic inspections of the airfield as defined in the Airport Certification Manual to maintain compliance with 14 CFR Part 139, coordinates efforts with internal and external partners to repair or mitigate any discrepancies in a timely manner and supervises the initiation and dissemination of NOTAMs (Notices to Air Missions) in accordance with Part 139 and the FAA's Advisory Circulars.

Performs *Snow Lead* duties, as needed.

Performs runway friction test and certifies the report's results.

Issues and cancels Notice to Air Mission (NOTAM's) reports along with other airfield safety and operations notification requirements.

Initiates recall procedures for snow events, emergencies, and other problems and acts as a first responder for aircraft accidents/incidents, natural disasters, fires, and personnel injury. This requires making proper notifications in accordance with the Airport Emergency Plan (AEP).

Assists with airport security requirements. Performs airport security checks in accordance with Transportation Security Administration (TSA) regulations and the Airport Security Plan (ASP).

Repairs, maintains, and updates airport security fences and gates as required.

Maintains and performs maintenance on airport facilities to include airport jet bridges. This work includes performing basic plumbing, lighting, electrical, HVAC, and carpentry repairs along with occasional custodial work. Assists Facilities division, as needed.

Maintains lawns and fields around airport facilities and on airfield property both land and airside using a combination of power mowers, chainsaws, weed trimmers, farm tractors, and sprayers.

Performs wildlife hazard assessments in accordance with FAA regulations and the Airport Wildlife Hazard Management Plan (WHMP). Takes immediate actions for wildlife removal which may include hazing and or dispatching of wildlife that pose a threat to airfield operations. Assigned authority under deprivation permits.

Performs Storm Water Pollution Prevention Plan (SWPPP) in accordance with current permits.

Take Lead up on quarterly inspections, including SWPPP, fuel farm, etc.

Inspects, services, and performs minor maintenance on all airport vehicles and equipment to include changing small to heavy equipment tires, cutting edges and broom bristles on snow plows and sweepers.

Operates a variety of power tools, pneumatic tools, and hand tools.

Tests equipment and meters while performing maintenance and repairs.

Assists with planning, coordinating, and performing snow removal and sanding operations around landside and airside areas.

Assists Airport Operations & Maintenance Foreman with planning/meeting operations team's work schedule requirements.

Performs performance evaluations on assigned Airport Operations & Maintenance Technician I personnel; assists Foreman with resolution of employee complaints and problems.

Act as jet bridge operation trainer for airlines.

Act as trainer for MOT airfield driver's training.

Oversees Part 139 trainings as a trainer.

REQUIREMENTS OF WORK

Maintains sufficient qualifications and abilities in order to understand and apply FAA and TSA regulations pertaining to airport maintenance and operations.

Thorough knowledge of general maintenance procedures as they pertain to facilities, vehicle maintenance, and grounds maintenance.

Ability to operate all airport assigned motorized vehicles to include light, medium, and heavy equipment in a safe and reliable manner.

Ability to communicate effectively to ATCT, pilots, emergency responders, and other airfield users on radios.

Thorough knowledge and ability to apply general safety precautions and standards as they pertain to equipment operations, building and grounds maintenance, vehicle maintenance, and airport operations.

Ability to prepare and maintain official records and reports using personal computers and office equipment.

Ability to use Microsoft Word, PowerPoint, Excel and Outlook intermediately

Ability to train, motivate, supervise, and evaluate the work of

Ability to read, understand, interpret, and explain rules and

Ability to gather, analyze and evaluate facts and to prepare and present concise oral and written reports.

Ability to establish and maintain effective working

Maintain the ability and flexibility to work all shifts and needed and assigned by foreman based on team needs.

Maintain the ability to work extended shifts hours (overtime) in order to ensure adequate resources are available to sustain the operations on the airfield.

Uses keyboard devices and computer.

Ability to handle stressful situations while remaining calm and collective.

Ability to enforce and follow all regulations and policies effectively and efficiently.

Ability to communicate effectively, both orally and in writing.

Ability to train less experienced personnel and direct special projects or difficult tasks.

Possess interpersonal skills that enable positive interaction with co-workers, supervisors, airline representatives, airport tenants, and the general public.

Ability to climb high structures, ladders and stairs, as well as lifting heavy objects, bending, stooping, kneeling, walking and working in an outside environment during extreme inclement weather conditions.

Possession of interpersonal skills that enable positive interaction with co-workers, supervisors, airline representatives, airport tenants and the general public.

DESIRED MINIMUM TRAINING AND EXPERIENCE

Minimum two (2) years' experience as an Airport Operations Technician II, or equivalent experience, with demonstrated knowledge and experience of duties and equipment. Must obtain AAAE ACE Operations and/or AAAE C.M., and must attend AAAE Snow Academy

Or

Minimum four (4) years' experience as an Airport Operations Technician II, or equivalent experience, with demonstrated knowledge and experience of duties and equipment. Must obtain FEMA ICS 100, 200, 700, and 800. Must obtain AAAE Snow Academy & Advanced Snow Academy.

NECESSARY SPECIAL REQUIREMENTS

Possession of a valid North Dakota Class B Driver's License with air brake endorsement. Pass a fingerprint-based background check and maintain federally mandated security clearance required to work at an airport.

PHYSICAL REQUIREMENTS

While performing the duties of this job, the employee is regularly required to talk and hear. This position is very active and requires standing, walking, bending, kneeling, stooping, crouching, crawling and climbing all day. The employee must frequently lift and move items over 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. While performing the duties of this job, the employee is frequently exposed to fumes or airborne particles, moving mechanical parts and vibration. The employee is occasionally exposed to outside weather conditions. Frequent exposure to high decibels.

CAD TECHNICIAN II

DEPARTMENT:	Engineering	REPORTS TO:	City Engineer
FLSA STATUS:	Non Exempt	DIRECT REPORTS:	
PAY GRADE:	60	DATE REVISED:	6/1/2024

NATURE OF WORK

This is responsible, technical civil engineering and drafting work performing a variety of engineering tasks. Work is performed under the managerial direction of the Assistant City Engineer.

ESSENTIAL FUNCTIONS OF WORK (May not include all of the duties performed.)

Designs and drafts detailed construction drawings, topographical and existing features drawings, and related maps used in planning and construction of civil engineering projects.

Assists project managers with preparation of civil engineering design plans and surveys.

Generates draft sketches, drawings, and other engineering data received from project managers.

Prepares engineering designs, plans, specifications and cost estimates for the construction of streets, street lighting, traffic signals, sidewalks, curbs, sewers, water mains, storm drains and the like.

Plots maps, plans, profiles and cross-sections, indicating topographical contours and elevations.

Makes redline revisions as requested by project managers to create final engineering plans and/or surveys.

Drafts drawings of structures and installations such as roads, culverts, and public utility infrastructure.

Reviews "as-built" plans submitted after construction is completed.

Maintains a variety of records pertaining to public works installations and projects; prepares reports related to the work.

Answers inquiries and complaints from the public regarding property boundaries, easements, subdivisions, and the like.

Occasionally works outdoors as a construction observer or survey crew member.

Performs other related duties as assigned.

REQUIREMENTS OF WORK

Advanced knowledge of professional civil engineering principles, practices and methods applied to public works construction.

Strong working knowledge of AutoCAD Civil 3D including an understanding of features and concepts with the ability to create grading plans, conduct earthwork computations, develop alignments & profiles, cross sections, pipe networks, and generate plan sheets.

Advanced knowledge of construction standards and regulations.

CAD TECHNICIAN II (continued)

Advanced knowledge of maps, deeds, plats and plans.

Ability to prepare accurate plans, specifications, cost estimates and engineering reports.

Ability to maintain a variety of technical records, both hard copy and digital.

Ability to establish and maintain effective working relationships with other employees, engineers, contractors, and the general public.

Understanding of intermediate survey concepts with prior field survey experience preferred.

Ability to maneuver on foot around construction sites, on uneven terrain, climb stairs and ladders, in all weather conditions.

Ability to manage time and multi-task on multiple priorities.

Ability to work extended hours as needed to meet deadlines.

Attention to detail with ability to recognize engineering plan discrepancies.

DESIRED MINIMUM TRAINING AND EXPERIENCE

Possession of an associate's degree in civil engineering, drafting technology, computer-aided design or equivalent experience.

Four years minimum of progressively increasing experience and skill as a CAD Technician I or equivalent position.

NECESSARY SPECIAL REQUIREMENTS

Possession of a valid North Dakota driver's license.

PHYSICAL REQUIREMENTS

While performing the duties of this job, the employee is frequently required to sit; talk; hear; stand; walk; use hands and fingers to feel, handle, or operate objects, tools, or controls; and reach with hands and arms. The employee is occasionally required to climb, balance, stoop, kneel, crouch, or crawl.

COMMUNITY SERVICE OFFICER

DEPARTMENT:	Police	REPORTS TO:	Police Patrol Supervisor
FLSA STATUS:	Non-Exempt	DIRECT REPORTS:	N/A
PAY GRADE:	48	DATE REVISED:	6/1/2024

NATURE OF WORK

Under the general supervision of a Police Sergeant, is responsible for enforcing motor vehicle parking regulations, animal control laws, assisting with non-reportable vehicle crashes, and respond to calls for service involving assistance not requiring a police officer. Performs other work as requested or assigned.

The Community Service Officer position is a non-sworn position designed to assist the Patrol Division by performing tasks that will allow the Police Officers the opportunity to better provide police services for the City of Minot.

ESSENTIAL FUNCTIONS OF WORK

Responds to citizen complaints and completes appropriate reports for incidents that do not require a sworn police officer.

Responds to traffic hazards, and other miscellaneous safety hazards (reports of kids on ice, traffic signal inoperable, water main break, etc.)

Responds to reports of found property and secures property as necessary.

Conducts motorist's assists, assisting patrol officers with towing of vehicles, and will assist with traffic control (traffic crash scenes, funeral escorts, special events, etc.) or upon request.

Enforce city parking ordinances through proactive patrol or in response to complaints.

Write parking citations for parking violations and arranges towing of vehicles when appropriate.

Handle animal complaints for the purpose of investigations of mistreatment, or control of abandoned, dangerous, or unattended animals. Issues citations as necessary.

Patrol within the city to identify and capture animals running at large or being a nuisance.

Prepares reports for prosecutions and gives evidence and provides testimony in court as necessary.

REQUIREMENTS OF WORK

Knowledge of city ordinances and state law pertaining to areas of responsibility described in Essential Work Functions.

Knowledge of safety standards and equipment pertaining to traffic control, parking enforcement, capturing animals, and dealing with members of the public.

Knowledge of city streets and locations within the city limits.

Knowledge of computer system operations and the ability to type.

Ability to learn other technology as required for job duties.

Ability to lift, up to 50 pounds.

Ability to operate a motor vehicle.

Ability to learn effective police radio operation and communication skills.

Possess effective oral and written communication skills.

COMMUNITY SERVICE OFFICER (continued)

DESIRED MINIMUM TRAINING AND EXPERIENCE

Possession of a high school diploma or GED equivalent.

NECESSARY SPECIAL REQUIREMENTS

Possession of a valid North Dakota driver's license, and ability to pass the required background check.

PHYSICAL REQUIREMENTS

While performing the duties of the job, the employee is regularly required to talk or hear. The employee frequently is required to sit, stand, walk, use hands to handle or feel; and reach with hands or arms. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

GIS TECHNICIAN II

DEPARTMENT:	Engineering	REPORTS TO:	City Engineer
FLSA STATUS:	Non Exempt	DIRECT REPORTS:	
PAY GRADE:	60	DATE REVISED:	6/1/2024

FLSA STATUS: Non-Exempt

NATURE OF WORK

This is mid-level technical support work performing a variety of GIS support tasks. Work is performed under the continuing supervision of the GIS Coordinator. The employee may be expected to give guidance and assistance to less experienced employees.

ESSENTIAL FUNCTIONS OF WORK (May not include all of the duties performed.)

In a developing and skill expanding capacity:

Create and modify GIS datasets and map layers; and work with geodatabases.

Assists in developing and implementing GIS applications for database maintenance and map output.

Uses GIS applications to query, analyze, display and interpret department GIS databases.

Performs quality control of GIS attribute and spatial data.

Converts paper and CAD data into a GIS format. Locates and compiles graphic data and attributes from plans, profiles, field data collection, and other sources.

Accurately collects and records asset data, including asset type, condition, location, age, photos, and other pertinent information.

Maintains maps in ArcGIS

Utilize ArcGIS Pro, ArcGIS Online and other ESRI products

Generates, collects, and processes data on location-based assets utilizing legal documents, desktop and mobile applications, aerial photography, GIS software and equipment.

Assists with developing and maintaining GIS based asset management systems

Keep up-to-date with GIS equipment, software, and training to improve efficiency and accuracy

REQUIREMENTS OF WORK

Considerable knowledge of: geographic information systems (or GIS) themes, geo-data bases, and shape files.

Knowledge of principles and practices of data collection and report preparation.

Ability to operate modern office equipment; operate electronic surveying equipment, GIS software, Global Positioning System (GPS) equipment, plotters, and map reproduction equipment.

Ability to collect, compile, and analyze information and data.

Experience digitizing maps for effective presentation of map format and elements, scale, color, shading, symbols, and other elements such as images, graphs, tables, and overlays.

Ability to maintain a variety of technical records and adapt records systems for computerization.

GIS TECHNICIAN II (continued)

Ability to perform technical work involving the use of independent judgment and personal initiative.

Ability to plan and organize work to meet schedules and timelines.

Ability to exercise good judgment, flexibility, creative, and sensitivity in response to changing situations and needs.

Ability to communicate effectively with a wide variety of individuals, perform accurate and timely data entry, read and comprehend technical information, provide effective customer service, and establish and maintain effective and cooperative working relationships with City employees, other agencies, and the public.

Ability to operate a motor vehicle.

DESIRED MINIMUM TRAINING AND EXPERIENCE

Geographic Information Systems Technician Program Certificate or equivalent and four years-experience in engineering, GIS applications or civil asset management or related work; or any equivalent combination of training and experience at a minimum.

Associate degree (A.S./A.A.S.) or equivalent from two-year College or technical school in Geographic Information System Technician, Engineering Technology, or other related field, and four years-experience in engineering, GIS applications or civil asset management or related work; or any equivalent combination of training and experience preferred.

NECESSARY SPECIAL REQUIREMENTS

Possession of a valid North Dakota driver's license.

PHYSICAL REQUIREMENTS

While performing the duties of this job, the employee is frequently required to sit; talk; hear; stand; walk; use hands and fingers to feel, handle, or operate objects, tools, or controls; and reach with hands and arms. The employee is occasionally required to climb, balance, stoop, kneel, crouch, or crawl.

LAW ENFORCEMENT OFFICE SPECIALIST MANAGER

DEPARTMENT:	Police	REPORTS TO:	
FLSA STATUS:	Non-Exempt	DIRECT REPORTS:	N/A
PAY GRADE:	59	DATE REVISED:	06/01/2024

NATURE OF WORK

Under general direction, performs administrative support work involving a variety of complex and/or specialized departmental programs and services. Assignments will vary from unit to unit and will often require knowledge of specific departmental procedures and practices. Will assist in the training of, and be responsible for acting as back-up to all other Law Enforcement Office Specialist positions. Manages the responsibilities of tasks assigned to the police records section. Supervises personnel assigned to the records section.

ESSENTIAL FUNCTIONS OF WORK (May not include all of the duties performed.)

Manages the job duties assigned to the records office to ensure all responsibilities are completed in an effective and efficient manner.

Supervises the personnel assigned to the Records Office, approves leave, and evaluates work performance of staff.

Processes, collects, and accounts for appropriate fees for a variety of information requests, licenses, bail funds, and other fees.

Performs receptionist duties for the department, greets visitors and provides direction to services needed. Verifies visitor identification and determines if appropriate to visit. Logs visitor information. Sorts incoming and outgoing mail and directs to the appropriate recipients.

Performs typing, Data processing, and retrieval duties and disseminates updated information to law enforcement and/or outside agencies upon request, in compliance with laws and policies regarding confidentiality.

Testifies in court as required.

Processes warrants, permits, and other various records.

Assists in maintaining data sets for the Records Management System.

Transcribes dictation and statements. Determines priority of work to meet various mandates and regulations.

Assists with researching and verifying information pertaining to specific records to reduce duplication and ensure accuracy in compliance with state and federal audit standards; as appropriate evaluating records(such as protection orders and warrants) and seeking clarification from the issuing entity.

Assists in the release of data privacy materials and records. Redacts all reports, transcriptions, and 911 recordings prior to release to media and public. Assures that any material released complies with ND statute and department policy.

Communicates frequently with law enforcement officers, the courts, prosecuting attorneys, command staff, and outside agencies both verbally and in writing on matters relating to official law enforcement records and operations.

Counsels, advises, assists and explains complex policies, procedures, practices, and local, state and federal regulations to employees, other agencies and the general public.

LAW ENFORCEMENT OFFICE SPECIALIST MANAGER (continued)

Maintains confidentiality of information and data.

Assists public with inquiries by identifying and resolving problems, verbally diffuses difficult situations and/or refers to appropriate staff for resolution.

Assist with resolving problems and responds to non-routine inquiries relating to law enforcement records and operations.

Reads, interprets, and classifies individual offense details in case reports for Crime Analysis and NIBRS reporting.

Cross-train with other positions to achieve a working knowledge of all positions.

Assist in monetary deposits for the Records Division or Community Outreach.

Participates in professional staff development, training, and education opportunities to maintain and improve proficiency.

Performs highly specialized tasks related to sensitive court process.

Performs other related duties as assigned.

REQUIREMENTS OF WORK

Ability to assist with personnel training and process development and improvement. Ensures assigned personnel are trained in specific processes, understand department policies and procedures, and provides ongoing training opportunities to promote a learning environment.

Ensures personnel performance meets expectations, counsels as necessary to promote improvement.

Ability to communicate effectively with people of diverse backgrounds and representatives of other agencies both in person and over the phone.

Ability to perform work with variable pace and pressure in an office environment in close proximity to co-workers.

Knowledge of modern office practices and procedures, data conception, numerical aptitude of basic arithmetic, English grammar in speaking and writing, and good organizational skills.

Ability to comprehend and accurately apply laws, codes and procedures, classify reports of crime form the public while maintaining a high degree of accuracy

Ability to work both independently and within a team environment, or to work at routine assignments for extended periods of time.

Ability to establish and maintain effective working relationships with other city employees. Ability to work with public in stressful situations in a tactful manner.

Ability to adapt to changing modern office methods and computer technologies including being familiar with, but not limited to; Microsoft Excel, Word, Outlook, Adobe PDF, and have the ability to learn records management software, scanning, and other department software.

Maintain confidentiality of sensitive information and data.

LAW ENFORCEMENT OFFICE SPECIALIST MANAGER (continued)

Type at a minimum rate of 45 net words per minute.

Some knowledge of office practices, methods and procedures in performance of clerical work of standard difficulty.

Ability to write legibly, use proper grammar and punctuation and to follow oral and written instructions. Some knowledge of business communications.

Ability to operate a computer and a variety of office equipment, ability to type accurately may be required for some positions.

DESIRED MINIMUM TRAINING AND EXPERIENCE

Graduation from high school. One year of experience as a Law Enforcement Specialist III; or any equivalent combination of training and experience. Prefer experience associate with working at a governmental agency, legal agency or high-volume customer service environment.

SPECIALIZED REQUIREMENT

Must pass a background investigation by the police department.

PHYSICAL REQUIREMENTS

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to sit, stand; walk; use hands to finger, handle or feel; and reach with hands and arms. The employee is occasionally required to climb or balance; and stoop, kneel, crouch or crawl. The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

LAW ENFORCEMENT OFFICE SPECIALIST I

DEPARTMENT:	Police	REPORTS TO:	
FLSA STATUS:	Non-Exempt	DIRECT REPORTS:	N/A
PAY GRADE:	48	DATE REVISED:	06/01/2024

NATURE OF WORK

Under close supervision, performs administrative support work involving a variety of complex and/or specialized departmental programs and services. Assignments will vary from unit to unit and will often require knowledge of specific departmental procedures and practices.

ESSENTIAL FUNCTIONS OF WORK (May not include all of the duties performed.)

Processes, collects, and accounts for appropriate fees for a variety of information requests, licenses, bail funds, and other fees.

Performs receptionist duties for the department, greets visitors and provides direction to services needed. Verifies visitor identification and determines if appropriate to visit. Logs visitor information. Sorts incoming and outgoing mail and directs to the appropriate recipients.

Performs typing. Data processing, and retrieval duties and disseminates updated information to law enforcement and/or outside agencies upon request, in compliance with laws and policies regarding confidentiality.

Operates standard office equipment, a computer, microfilm, and scanning equipment.

Testifies in court as required.

Processes warrants, permits, and other various records.

Transcribes dictation and statements. Determines priority of work to meet various mandates and regulations.

Assists in the release of data privacy materials and records. Redacts all reports, transcriptions, and 911 recordings prior to release to media and public. Assures that any material released complies with ND statute and department policy.

Communicates frequently with law enforcement officers, the courts, prosecuting attorneys, command staff, and outside agencies both verbally and in writing on matters relating to official law enforcement records and operations.

Maintains confidentiality of information and data.

Interprets and applies technical and procedural information.

Performs other related duties as assigned.

REQUIREMENTS OF WORK

Ability to communicate effectively with people of diverse backgrounds and representatives of other agencies both in person and over the phone.

Ability to perform work with variable pace and pressure in an office environment in close proximity to co-workers.

LAW ENFORCEMENT OFFICE SPECIALIST I (continued)

Knowledge of modern office practices and procedures, data conception, numerical aptitude of basic arithmetic, English grammar in speaking and writing, and good organizational skills.

Ability to work both independently and within a team environment.

Ability to work with public in stressful situations.

Ability to adapt to changing modern office methods and computer technologies.

Be familiar with computer software to include, but not limited to; Microsoft Excel, Word, Outlook, Adobe PDF, and have the ability to learn records management software, scanning, and other department software.

Maintain confidentiality of sensitive information and data.

Type at a minimum rate of 45 net words per minute.

Some knowledge of business communications.

Some knowledge of office practices, methods and procedures.

Ability to perform clerical work of standard difficulty.

Ability to establish and maintain effective working relationships with other city employees and the general public.

Ability to write legibly, use proper grammar and punctuation and to follow oral and written instructions.

Ability to operate a computer and a variety of office equipment, ability to type accurately may be required for some positions.

Ability to work at routine assignments for extended periods as needed.

Ability to stand, bend, and reach to accept payments from the public from the counter.

Ability to file and retrieve materials and supplies in and from file and storage cabinets.

DESIRED MINIMUM TRAINING AND EXPERIENCE

Graduation from high school and two years of complex clerical experience; or any equivalent combination of training and experience. Prefer experience associate with working at a governmental agency, legal agency or high-volume customer service environment.

SPECIALIZED REQUIREMENT

Must pass a background investigation by the police department.

PHYSICAL REQUIREMENTS

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to sit, stand; walk; use hands to finger, handle or feel; and reach with hands and arms. The employee is occasionally required to climb or balance; and stoop, kneel, crouch or crawl. The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

LAW ENFORCEMENT OFFICE SPECIALIST II

DEPARTMENT:	Police	REPORTS TO:	
FLSA STATUS:	Non-Exempt	DIRECT REPORTS:	N/A
PAY GRADE:	51	DATE REVISED:	06/01/2024

NATURE OF WORK

Under general direction, performs administrative support work involving a variety of complex and/or specialized departmental programs and services. Assignments will vary from unit to unit and will often require knowledge of specific departmental procedures and practices.

ESSENTIAL FUNCTIONS OF WORK (May not include all of the duties performed.)

Processes, collects, and accounts for appropriate fees for a variety of information requests, licenses, bail funds, and other fees.

Performs receptionist duties for the department, greets visitors and provides direction to services needed. Verifies visitor identification and determines if appropriate to visit. Logs visitor information. Sorts incoming and outgoing mail and directs to the appropriate recipients.

Performs typing. Data processing, and retrieval duties and disseminates updated information to law enforcement and/or outside agencies upon request, in compliance with laws and policies regarding confidentiality.

Operates standard office equipment, a computer, microfilm, and scanning equipment.

Testifies in court as required.

Processes warrants, permits, and other various records.

Transcribes dictation and statements. Determines priority of work to meet various mandates and regulations.

Assists in the release of data privacy materials and records. Redacts all reports, transcriptions, and 911 recordings prior to release to media and public. Assures that any material released complies with ND statute and department policy.

Communicates frequently with law enforcement officers, the courts, prosecuting attorneys, command staff, and outside agencies both verbally and in writing on matters relating to official law enforcement records and operations.

Maintains confidentiality of information and data.

Interprets and applies technical and procedural information.

Assists public with inquiries by identifying and resolving problems, verbally diffuses difficult situations and/or refers to appropriate staff for resolution.

Reads, interprets, and classifies individual offense details in case reports for Crime Analysis and NIBRS reporting.

Cross-train with other positions to achieve a working knowledge of all positions.

Assist in monetary deposits for the Records Division or Community Outreach.

Participates in professional staff development, training, and education opportunities to maintain and improve proficiency.

LAW ENFORCEMENT OFFICE SPECIALIST II (continued)

Performs highly specialized tasks related to sensitive court process.

Performs other related duties as assigned.

REQUIREMENTS OF WORK

Ability to communicate effectively with people of diverse backgrounds and representatives of other agencies both in person and over the phone.

Ability to perform work with variable pace and pressure in an office environment in close proximity to co-workers.

Knowledge of modern office practices and procedures, data conception, numerical aptitude of basic arithmetic, English grammar in speaking and writing, and good organizational skills.

Ability to comprehend and accurately apply laws, codes and procedures, classify reports of crime from the public while maintaining a high degree of accuracy

Ability to work both independently and within a team environment, or to work at routine assignments for extended periods of time.

Ability to establish and maintain effective working relationships with other city employees. Ability to work with public in stressful situations in a tactful manner.

Ability to adapt to changing modern office methods and computer technologies including being familiar with, but not limited to; Microsoft Excel, Word, Outlook, Adobe PDF, and have the ability to learn records management software, scanning, and other department software.

Maintain confidentiality of sensitive information and data.

Type at a minimum rate of 45 net words per minute.

Some knowledge of office practices, methods and procedures in performance of clerical work of standard difficulty.

Ability to write legibly, use proper grammar and punctuation and to follow oral and written instructions. Some knowledge of business communications.

Ability to operate a computer and a variety of office equipment, ability to type accurately may be required for some positions.

DESIRED MINIMUM TRAINING AND EXPERIENCE

Graduation from high school. Two years of experience as a Law Enforcement Specialist I; or any equivalent combination of training and experience. Prefer experience associate with working at a governmental agency, legal agency or high-volume customer service environment.

SPECIALIZED REQUIREMENT

Must pass a background investigation by the police department.

PHYSICAL REQUIREMENTS

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to sit, stand; walk; use hands to finger, handle or feel; and reach with hands and arms. The employee is occasionally required to climb or balance; and stoop, kneel, crouch or crawl. The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

LAW ENFORCEMENT OFFICE SPECIALIST III

DEPARTMENT:	Various	REPORTS TO:	
FLSA STATUS:	Non-Exempt	DIRECT REPORTS:	N/A
PAY GRADE:	54	DATE REVISED:	06/01/2024

NATURE OF WORK

Under general direction, performs administrative support work involving a variety of complex and/or specialized departmental programs and services. Assignments will vary from unit to unit and will often require knowledge of specific departmental procedures and practices.

Will assist in the training of, and be responsible for acting as back-up to all other Law Enforcement Office Specialist positions.

ESSENTIAL FUNCTIONS OF WORK (May not include all of the duties performed.)

Processes, collects, and accounts for appropriate fees for a variety of information requests, licenses, bail funds, and other fees.

Performs receptionist duties for the department, greets visitors and provides direction to services needed. Verifies visitor identification and determines if appropriate to visit. Logs visitor information. Sorts incoming and outgoing mail and directs to the appropriate recipients.

Performs typing, data processing, and retrieval duties and disseminates updated information to law enforcement and/or outside agencies upon request, in compliance with laws and policies regarding confidentiality.

Testifies in court as required.

Processes warrants, permits, and other various records.

Assists in maintaining data sets for the Records Management System.

Transcribes dictation and statements. Determines priority of work to meet various mandates and regulations.

Assists with researching and verifying information pertaining to specific records to reduce duplication and ensure accuracy in compliance with state and federal audit standards; as appropriate evaluating records (such as protection orders and warrants) and seeking clarification from the issuing entity.

Assists in the release of data privacy materials and records. Redacts all reports, transcriptions, and 911 recordings prior to release to media and public. Assures that any material released complies with ND statute and department policy.

Communicates frequently with law enforcement officers, the courts, prosecuting attorneys, command staff, and outside agencies both verbally and in writing on matters relating to official law enforcement records and operations.

Counsels, advises, assists and explains complex policies, procedures, practices, and local, state and federal regulations to employees, other agencies and the general public.

Maintains confidentiality of information and data.

Assists public with inquiries by identifying and resolving problems, verbally diffuses difficult situations and/or refers to appropriate staff for resolution.

LAW ENFORCEMENT OFFICE SPECIALIST III (continued)

Assist with resolving problems and responds to non-routine inquiries relating to law enforcement records and operations.

Reads, interprets, and classifies individual offense details in case reports for Crime Analysis and NIBRS reporting.

Cross-train with other positions to achieve a working knowledge of all positions.

Assist in monetary deposits for the Records Division or Community Outreach.

Participates in professional staff development, training, and education opportunities to maintain and improve proficiency.

Performs highly specialized tasks related to sensitive court process.

Performs other related duties as assigned.

REQUIREMENTS OF WORK

Ability to assist with personnel training and process development and improvement.

Ability to communicate effectively with people of diverse backgrounds and representatives of other agencies both in person and over the phone.

Ability to perform work with variable pace and pressure in an office environment in close proximity to co-workers.

Knowledge of modern office practices and procedures, data conception, numerical aptitude of basic arithmetic, English grammar in speaking and writing, and good organizational skills.

Ability to comprehend and accurately apply laws, codes and procedures, classify reports of crime from the public while maintaining a high degree of accuracy

Ability to work both independently and within a team environment, or to work at routine assignments for extended periods of time.

Ability to establish and maintain effective working relationships with other city employees. Ability to work with public in stressful situations in a tactful manner.

Ability to adapt to changing modern office methods and computer technologies including being familiar with, but not limited to; Microsoft Excel, Word, Outlook, Adobe PDF, and have the ability to learn records management software, scanning, and other department software.

Maintain confidentiality of sensitive information and data.

Type at a minimum rate of 45 net words per minute.

Some knowledge of office practices, methods and procedures in performance of clerical work of standard difficulty.

Ability to write legibly, use proper grammar and punctuation and to follow oral and written instructions. Some knowledge of business communications.

Ability to operate a computer and a variety of office equipment, ability to type accurately may be required for some positions.

LAW ENFORCEMENT OFFICE SPECIALIST III (continued)

DESIRED MINIMUM TRAINING AND EXPERIENCE

Graduation from high school. One year of experience as a Law Enforcement Specialist II; or any equivalent combination of training and experience. Prefer experience associate with working at a governmental agency, legal agency or high-volume customer service environment.

SPECIALIZED REQUIREMENT

Must pass a background investigation by the police department.

PHYSICAL REQUIREMENTS

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to sit, stand; walk; use hands to finger, handle or feel; and reach with hands and arms. The employee is occasionally required to climb or balance; and stoop, kneel, crouch or crawl. The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.