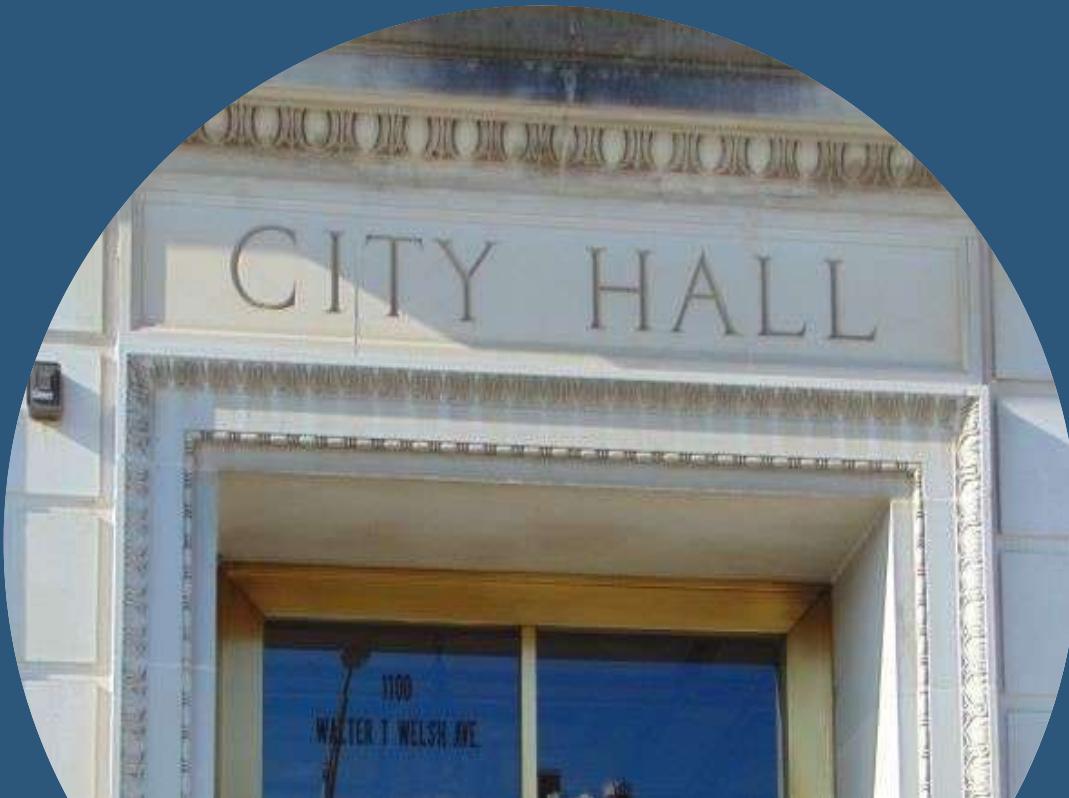


ADMINISTRATION



ADMINISTRATION: MAYOR, COUNCIL AND CLERK

MAYOR & CITY COUNCIL



| <u>Categories</u> | <u>FY25 Adopted</u> | <u>FY26 Proposed</u> | <u>PY Bud</u> | <u>Variance</u> | <u>% Change</u> |
|--------------------------------|---------------------|----------------------|----------------|-----------------|-----------------|
| Salary & Wages | 61,200 | 61,200 | - | 0.0% | |
| Employee Benefits | 91,953 | 88,247 | (3,706) | -4.0% | |
| Materials & Supplies | 2,675 | 2,875 | 200 | 7.5% | |
| Outside Services | 24,212 | 25,054 | 842 | 3.5% | |
| Total Budgeted Expenses | 180,040 | 177,376 | (2,664) | -1.5% | |

No significant adjustments

CIVIC CLERK/MUNICODE SOFTWARE MOVEMENT

City Clerk's software moved under appropriate program \$26,168

GENERAL AND PRIMARY ELECTIONS

Election expense budgeted at \$70,000 to cover upcoming elections

| <u>Categories</u> | <u>FY25 Adopted</u> | <u>FY26 Proposed</u> | <u>PY Bud</u> | <u>Variance</u> | <u>% Change</u> |
|--------------------------------|---------------------|----------------------|---------------|-----------------|-----------------|
| Salary & Wages | 138,484 | 142,765 | 4,281 | 3.1% | |
| Employee Benefits | 69,509 | 76,054 | 6,545 | 9.4% | |
| Materials & Supplies | 1,200 | 1,250 | 50 | 4.2% | |
| Outside Services | 11,980 | 38,148 | 26,168 | 218.4% | |
| Other Charges | 60,000 | 70,000 | 10,000 | 16.7% | |
| Total Budgeted Expenses | 281,173 | 328,217 | 47,044 | 16.7% | |



CITY CLERK

KEY ACHIEVEMENTS AND CHALLENGES FOR FY25



ACHIEVEMENTS

91 Sunshine Law Responses

31 Council Meetings/Work Sessions

233 Ordinances & Resolutions Processed



CHALLENGES

Going Digital

Elections 2026

ADMINISTRATION: CITY MANAGER

COMMUNICATIONS



| Categories | FY25 Adopted | FY26 Proposed | PY Bud | Variance | % Change |
|--------------------------------|----------------|----------------|-----------------|----------|---------------|
| Salary & Wages | 238,829 | 205,915 | (32,914) | - | -13.8% |
| Employee Benefits | 92,264 | 107,804 | 15,540 | - | 16.8% |
| Materials & Supplies | 6,020 | 6,020 | - | - | 0.0% |
| Outside Services | 100,630 | 59,585 | (41,045) | - | -40.8% |
| Total Budgeted Expenses | 437,743 | 379,324 | (58,419) | - | -13.3% |

DEPARTMENT RESTRUCTURE

Communications is now a division under the City Manager.

ADVERTISING IN GAMING FUND

Advertising funding now in Gaming Fund (outside services).

**Note Community Newsletters posted to HR Account correction pending*

KEY ACHIEVEMENTS AND CHALLENGES FOR FY25



ACHIEVEMENTS

Bill Collections Sewer & Property Maintenance

Legal Training

Increased Social Media Presence



CHALLENGES

Municipal Court Operations

Multichannel Community Engagement

Proactive Communication

ADMINISTRATION: HUMAN RESOURCES

HUMAN RESOURCES



| Categories | FY25 Adopted | FY26 Proposed | PY Bud | Variance | % Change |
|--------------------------------|----------------|----------------|----------------|--------------|----------|
| Salary & Wages | 225,064 | 228,261 | 3,197 | 1,4% | |
| Employee Benefits | 108,758 | 130,899 | 22,141 | 20.4% | |
| Materials & Supplies | 4,000 | 6,625 | 2,625 | 65.6% | |
| Outside Services | 222,143 | 322,090 | 99,947 | 45.0% | |
| Total Budgeted Expenses | 559,965 | 687,875 | 127,910 | 22.8% | |

TUITION REIMBURSEMENT PROGRAM

\$25,000 budgeted for program for oversight by HR (Benefits)

UCP EMPLOYMENT PROGRAM

\$50,000 budgeted for program for oversight by HR (Outside Services)

**Note Community Newsletters posted to HR Account correction pending*

KEY ACHIEVEMENTS AND CHALLENGES FOR FY25



ACHIEVEMENTS

Recruited and Filled 1 City Manager and 3 Directors

First Holiday Luncheon since COVID



CHALLENGES

Recruitment

Improving Employee Benefits

Supporting Employee Education

ADMINISTRATION: FINANCE AND MUNICIPAL COURT

FINANCE



| Categories | FY25 Adopted | FY26 Proposed | PY Bud | Variance | % Change |
|--------------------------------|------------------|------------------|----------------|--------------|----------|
| Salary & Wages | 1,400,180 | 1,297,744 | (102,436) | -7.3% | |
| Employee Benefits | 552,687 | 585,039 | 32,352 | 5.9% | |
| Materials & Supplies | 14,345 | 17,620 | 3,275 | 22.8% | |
| Outside Services | 1,328,277 | 1,386,711 | 58,434 | 4.4% | |
| Total Budgeted Expenses | 3,295,489 | 3,287,114 | (8,375) | -0.3% | |

SUCCESSION PLANNING & TRAINING

As seasoned employees leave the organization training is underway to ensure knowledge transfer and training to meet GFOA standards.

POSTAGE AND SOFTWARE MAINTENANCE

Utility billing postage expense increased, as well as software maintenance expense to modernize processes.

COURT HOUSE LEASE INCREASE

Lease for space in courthouse increased.

| Categories | FY25 Adopted | FY26 Proposed | PY Bud | Variance | % Change |
|--------------------------------|----------------|----------------|---------------|---------------|-------------|
| Salary & Wages | 333,207 | 344,626 | 11,419 | 11,419 | 3.4% |
| Employee Benefits | 130,919 | 160,016 | 29,097 | 29,097 | 22.2% |
| Materials & Supplies | 2,210 | 2,335 | 125 | 125 | 5.7% |
| Outside Services | 67,932 | 70,729 | 2,797 | 2,797 | 4.1% |
| Total Budgeted Expenses | 534,268 | 577,706 | 43,438 | 43,438 | 8.1% |

MUNICIPAL COURT



KEY ACHIEVEMENTS AND CHALLENGES FOR FY25



ACHIEVEMENTS

Improved Internal Controls

Object Level Budgeting

Quarterly Dept Finance Meetings



CHALLENGES

Accounting Structure

Staff Training

Centralized Procurement

ADMINISTRATION: TECHNOLOGY

TECHNOLOGY



| Categories | FY25 Adopted | FY26 Proposed | PY Bud | Variance | % Change |
|--------------------------------|------------------|------------------|---------------|-------------|----------|
| Salary & Wages | 344,370 | 465,357 | 120,987 | 35.1% | |
| Employee Benefits | 151,734 | 212,370 | 60,636 | 40.0% | |
| Materials & Supplies | 130,700 | 291,900 | 161,200 | 123.3% | |
| Outside Services | 948,518 | 669,193 | (279,325) | -29.4% | |
| Capital Outlay | 48,688 | - | (48,688) | -100.0% | |
| Total Budgeted Expenses | 1,624,010 | 1,638,820 | 14,810 | 0.9% | |

4 YEAR PC LIFECYCLE REPLACEMENT PLAN

Reduces hardware failures and improves employee productivity by ensuring staff have reliable, up-to-date equipment

EMPLOYEE TRAINING

Training budget increased to establish structured training plan for Technology employees

DEPARTMENT RESTRUCTURE

Technology Services has been established as an independent department, now led by a Director of Technology Services

KEY ACHIEVEMENTS AND CHALLENGES FOR FY25

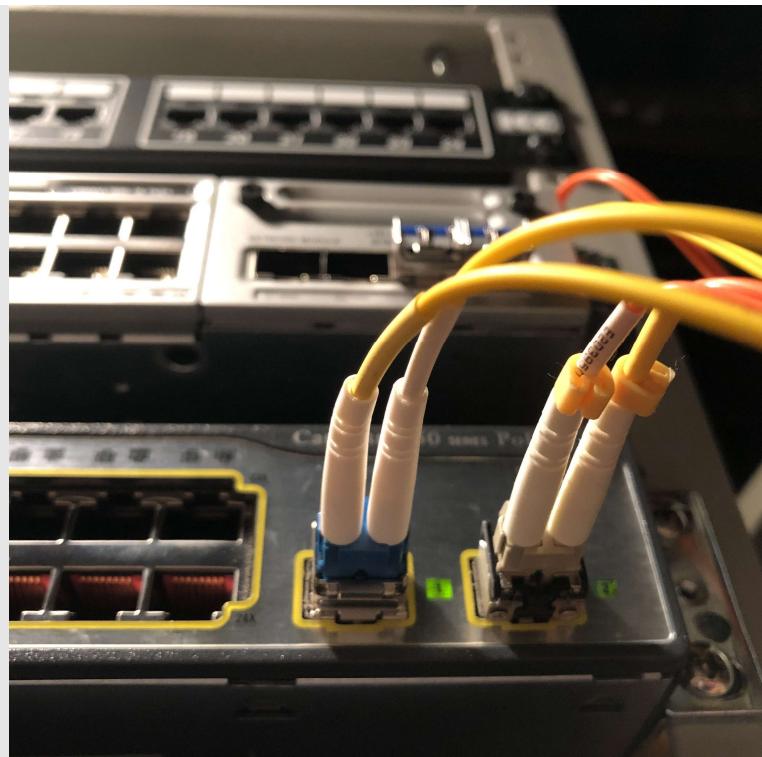


ACHIEVEMENTS

E-Waste Disposal

Centralized Technology

Metronet Network Project



CHALLENGES

Security Best Practices

Long Term Technology Infrastructure

PC Lifecycle Replacement

Technology Staff Training

PLANNING & COMMUNITY DEVELOPMENT



PLANNING & COMMUNITY DEVELOPMENT

PLANNING & ZONING PROPERTY MAINTENANCE BUILDING DIVISION



| Categories | FY25 Adopted | FY26 Proposed | PY Bud | Variance | % Change |
|--------------------------------|------------------|------------------|---------------|----------|-------------|
| Salary & Wages | 1,277,019 | 1,187,897 | (89,122) | | -7.0% |
| Employee Benefits | 571,324 | 544,185 | (27,139) | | -4.8% |
| Materials & Supplies | 36,832 | 50,482 | 13,650 | | 37.1% |
| Outside Services | 825,335 | 975,259 | 149,924 | | 18.2% |
| Capital Outlay | - | 35,000 | 35,000 | | 100.0% |
| Total Budgeted Expenses | 2,710,510 | 2,792,823 | 82,313 | | 3.0% |

POSITION ELIMINATION

Internal restructure eliminated 1 position

VACANT STRUCTURE EFFORTS

Increased professional services for demolitions \$150,000

IPADS SUPPORTING DIGITAL EFFORTS

iPads(7) for Property Maintenance \$8,000



| CDBG Funding | |
|------------------------------|------------------------|
| Single Family Rehab | \$ 365,000.00 |
| Rental Rehab | \$ 150,000.00 |
| Down Payment Assistance | \$ 100,000.00 |
| Economic Development | \$ 100,000.00 |
| Demolition | \$ 145,000.00 |
| Public Service Agencies (12) | \$ 401,694.00 |
| HOME – new construction | \$ 530,000.00 |
| | \$ 1,791,694.00 |

HOME ARP

Increase in Outside Services for Home American Rescue Plan program

| Categories | FY25 Adopted | FY26 Proposed | PY Bud | Variance | % Change |
|--------------------------------|------------------|------------------|----------------|----------|--------------|
| Salary & Wages | 217,621 | 230,601 | 12,980 | | 6.0% |
| Employee Benefits | 94,802 | 108,380 | 13,578 | | 14.3% |
| Materials & Supplies | 2,500 | 2,500 | - | | 0.0% |
| Outside Services | 2,604,007 | 3,006,246 | 402,239 | | 15.4% |
| Total Budgeted Expenses | 2,918,930 | 3,347,727 | 428,797 | | 14.7% |



CDBG

KEY ACHIEVEMENTS AND CHALLENGES FOR FY25



ACHIEVEMENTS

Over 14,000 Property Cases

95% Building Plans Within 21 Days

Building Inspectors Certification

Housing Analysis Plan



CHALLENGES

Software Challenges

Outdated Zoning Code

Chief Building Official Vacancy

KEY ACHIEVEMENTS AND CHALLENGES FOR FY25



ACHIEVEMENTS

13 Public Service Agency Funding

119 Rehab Projects

12 CD Demolitions

Sold Vacant Lots



CHALLENGES

Contractor Participation

Low Income Clients

Funding Restrictions

CIVIC FACILITIES



CIVIC FACILITIES

CIVIC FACILITIES



| Categories | FY25 Adopted | FY26 Proposed | PY Bud | Variance | % Change |
|--------------------------------|------------------|------------------|----------------|--------------|----------|
| Salary & Wages | 428,645 | 490,273 | 61,628 | 14.4% | |
| Employee Benefits | 180,189 | 209,407 | 29,218 | 16.2% | |
| Materials & Supplies | 53,780 | 68,188 | 14,408 | 26.8% | |
| Outside Services | 412,501 | 499,845 | 87,344 | 21.2% | |
| Capital Improvements | 70,000 | - | (70,000) | -100.0% | |
| Total Budgeted Expenses | 1,145,115 | 1,267,713 | 122,598 | 10.7% | |

NATURE CENTER IMPROVEMENTS

Increase of \$40,000 for Nature Center well repair and ADA door repair

DEPARTMENT RESTRUCTURE

Civic Facilities has been established as an independent department encompassing Civic Arena, Remmington Nature Center and Missouri Theater, now led by a Director of Civic Facilities

KEY ACHIEVEMENTS AND CHALLENGES FOR FY25

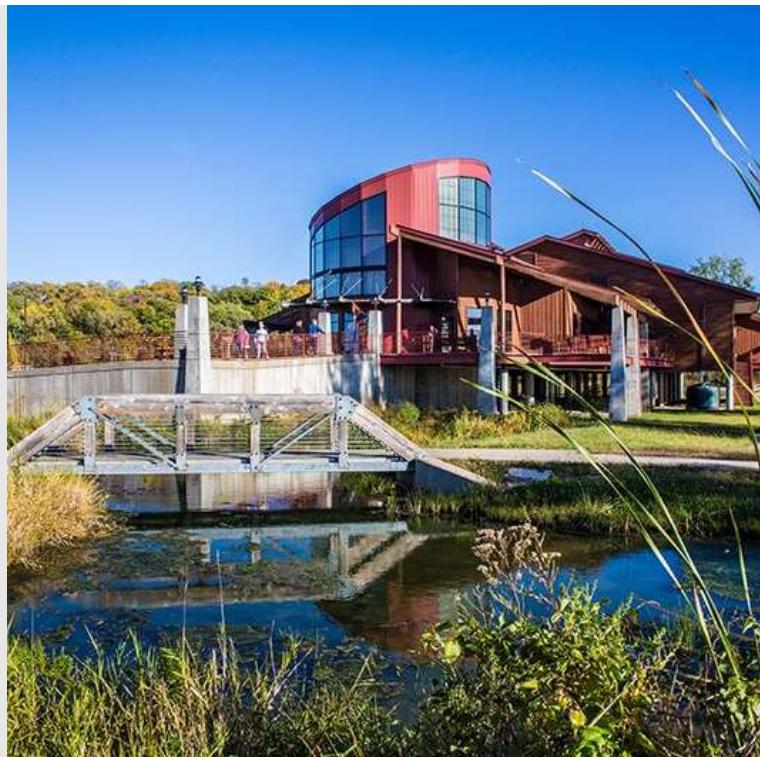


ACHIEVEMENTS

Civic Arena Improvements

Theater Hosted 43 Unique Events

New HVAC System at Nature Center



CHALLENGES

Seek Event Opportunities

Marketing and Revenue Plans

Nature Center Door and Well Repair

PARKS, RECREATION, AND CIVIC FACILITIES



PARKS AND RECREATION

PARKS GENERAL FUND



| Categories | FY25 Adopted | FY26 Proposed | PY Bud | Variance | % Change |
|--------------------------------|------------------|------------------|----------------|----------|--------------|
| Salary & Wages | 3,043,992 | 3,088,693 | 44,701 | | 1.5% |
| Employee Benefits | 1,090,339 | 1,217,911 | 127,572 | | 11.7% |
| Materials & Supplies | 366,057 | 374,082 | 8,025 | | 2.2% |
| Outside Services | 637,390 | 941,151 | 303,761 | | 47.7% |
| Capital Outlay | 37,150 | 202,330 | 165,180 | | 444.6% |
| Total Budgeted Expenses | 5,174,928 | 5,824,167 | 649,239 | | 12.5% |

FACILITY MAINTENANCE

Increase of \$134,600 for maintenance to ball fields, Bode floors and

Horace Man

JRP ELEVATOR REPLACEMENT

Budgeted \$202,330 to replace Joyce Ray Patterson Elevator

INCREASE IN MINIMUM WAGE

Salary/Wages adjusted to meet minimum wage requirements

MINOR EQUIPMENT

\$14,000 dedicated to improving both the atmosphere and equipment at the Municipal Golf Course

| Categories | FY25 Adopted | FY26 Proposed | PY Bud | Variance | % Change |
|--------------------------------|------------------|------------------|---------------|----------|-------------|
| Salary & Wages | 441,722 | 478,587 | 36,865 | | 8.3% |
| Employee Benefits | 127,656 | 125,250 | (2,406) | | -1.9% |
| Materials & Supplies | 229,020 | 243,270 | 14,250 | | 6.2% |
| Outside Services | 289,599 | 290,192 | 593 | | 0.2% |
| Total Budgeted Expenses | 1,087,997 | 1,137,299 | 49,302 | | 4.5% |



GOLF

PARKS AND RECREATION

PARKS MAINTENANCE



| <u>Categories</u> | <u>FY25 Adopted</u> | <u>FY26 Proposed</u> | <u>PY Bud</u> | <u>Variance</u> | <u>% Change</u> |
|--------------------------------|---------------------|----------------------|---------------|-----------------|-----------------|
| Salary & Wages | - | 295,212 | 295,212 | | 100.0% |
| Employee Benefits | - | 28,488 | 28,488 | | 100.0% |
| Materials & Supplies | 254,860 | 261,360 | | 6,500 | 2.6% |
| Outside Services | 1,713,330 | 1,391,391 | (321,939) | | -18.8% |
| Capital Outlay | - | 176,000 | 176,000 | | 100.0% |
| Capital Improvements | - | 100,000 | 100,000 | | 100.0% |
| Total Budgeted Expenses | 1,968,190 | 2,252,451 | | 284,261 | 14.4% |

NOYES TENNIS COURT REPAIR

Increase of \$100,000 to perform ongoing repairs at the Noyes Tennis Courts.

EMPLOYMENT SERVICES REDUCTION

Expense shifted from Outside services to Salary & Wages to reduce the usage of Employment Services.

HORACE MAN FLOORING & SCRUBBER

Increase of \$22,000 to protect investment and maintain floor at Horace Man

KEY ACHIEVEMENTS AND CHALLENGES FOR FY25



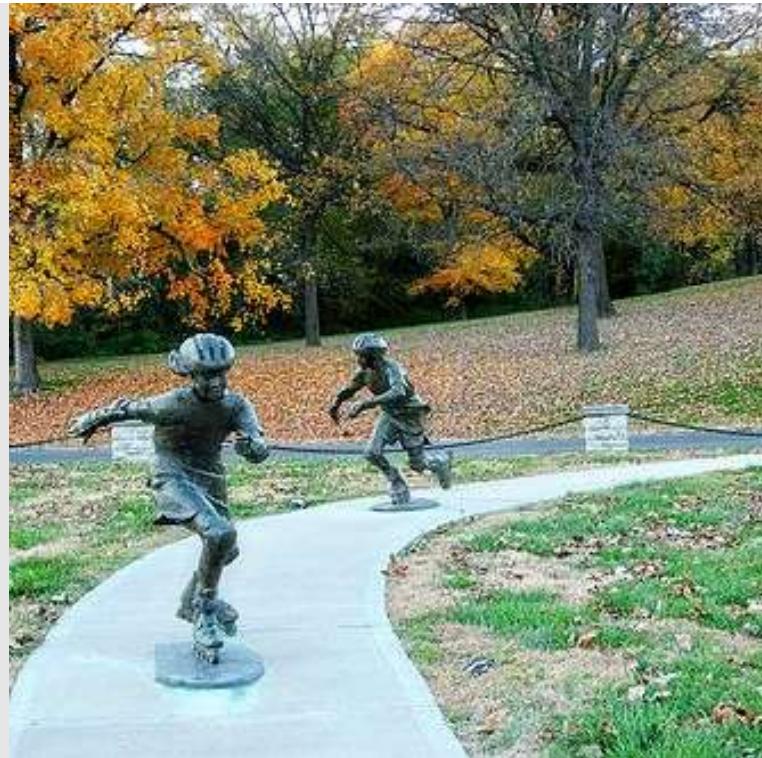
ACHIEVEMENTS

Facility Maintenance Initiatives

Technology Advancements

Managing 44 Capital Projects valued at \$35,888,191

Equipment/Facility Upgrades



CHALLENGES

Aging Infrastructure

Security Systems

14 New Capital Projects valued at \$4,910,500

Ongoing Preventative Maintenance