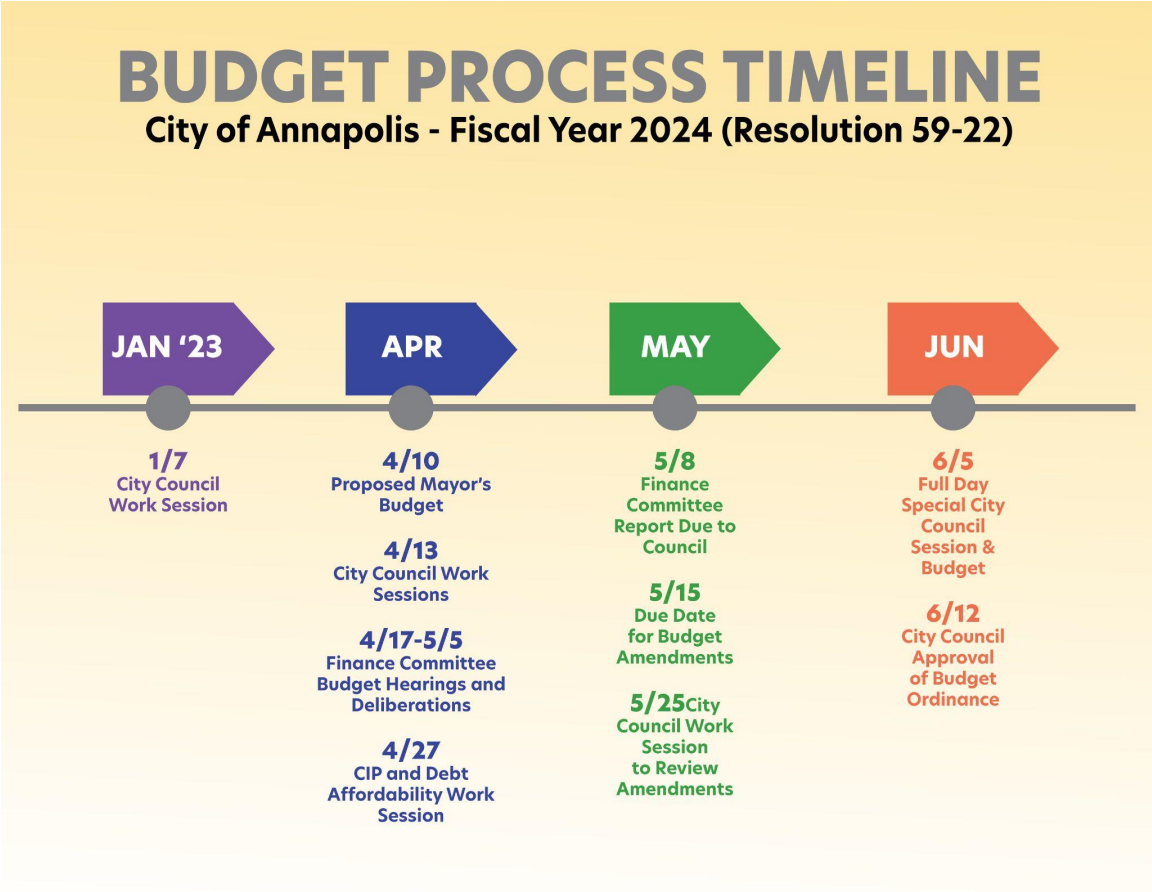
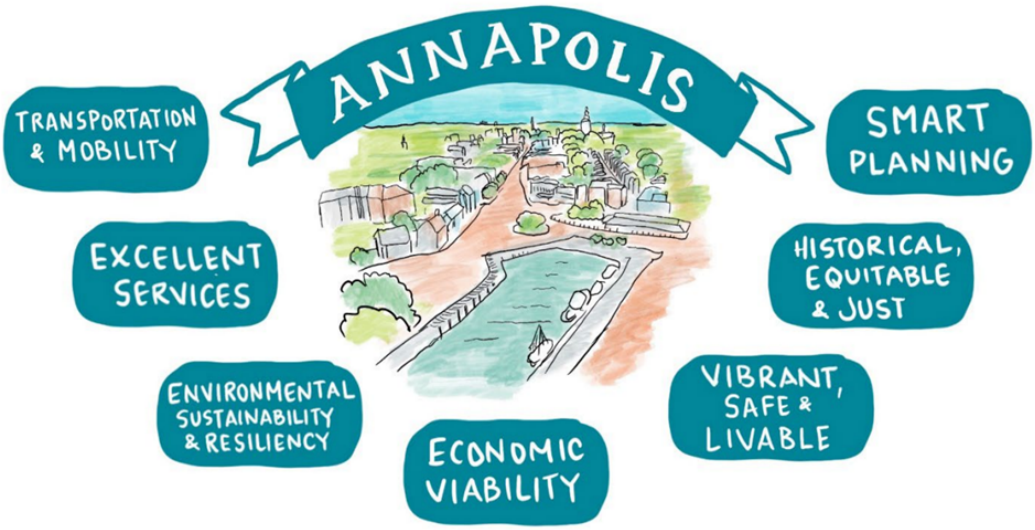
May 8, 2023

Report to City Council – The Fiscal Year 2024 Proposed Annual Operating and Capital Budget



Council Budget Process Preparation

The Council Members kicked off this process with a 'Strategic Planning and Budget Retreat' in January. The results identified seven key areas. The council chose three that potentially could be translated into the budget: Smart Planning, Excellent Services, and Transportation & Mobility.

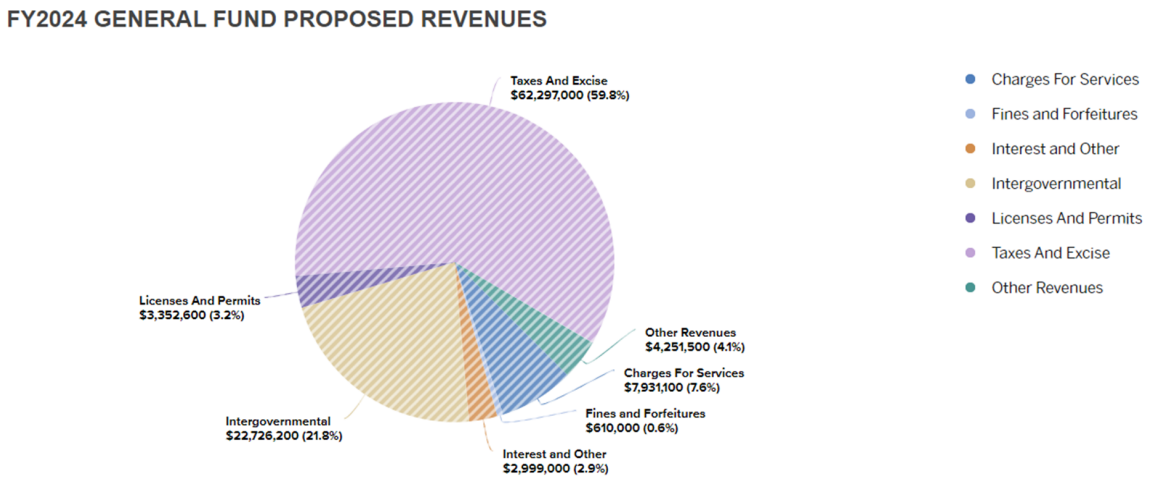


FY24 Budget Summary

General Fund Revenue

The Good News:

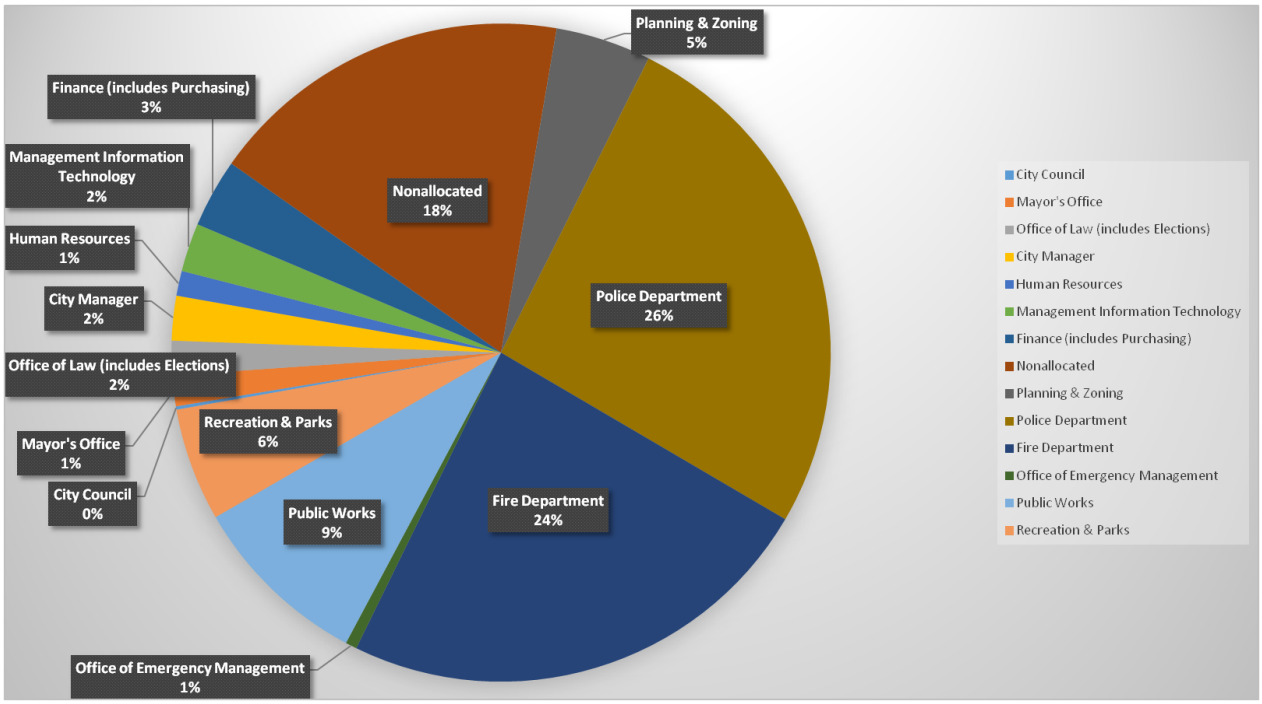
- The GF revenue in FY23 is projected to exceed the budgeted amount by $1.9M. The City will not have to use ARPA funding in FY23 for GF revenue.
- GF recurring revenue is projected in FY24 to increase by $3M over the projected FY23. This is due to growth in property taxes ($1.6M) and increases in several other sources, occupancy tax being a significant one.
- State Income Tax is strong in FY23 and is projected to be $11.6M in FY24.
- Interest revenue is strong in FY23 and projected to be $2.2M in FY24.
- About 60% of GF revenues are from property taxes, which are stable.
- Year-end General Fund Balance is strong and provides for the 15% reserve required by our policies.



Challenges:

- *Projected* GF revenue growth is expected to lag behind the growth of operating costs, causing a structural deficit.
- ARPA funding is projected to be needed for GF revenue replacement in FY24 and FY25. ($2.8 million was included in FY24.)
- The FY25 GF budget will depend on continued growth in real estate assessments, occupancy tax, and income tax for the elimination of the structural deficit.
- Moving forward - Property Reassessment will be completed for FY25. The city must also review the structure of fees, ensure the assessment and collection of fines, and enforcement of occupancy taxes.

General Fund Expenditure Projections:



The Good News:

- Healthcare costs, although expected to increase in FY24, will not require an increase in healthcare premiums.
- Police & Fire Pension costs as a percent of salary for Police and Fire will be relatively flat in FY24 compared to FY23.

Challenges:

- High inflation and competition for job candidates are driving wages up in this region.
- Salaries and benefits (about 68% of the total budget) are projected to grow faster than revenue sources.
- State Pension rates (for all employees except Police and Fire) are increasing by 4%.
-

Fund Allocation to Capital Reserve and replenishing of Budget Stabilization Fund

In accordance with the Fund Balance Policy(R-31-18), the city set aside 15% of the FY2024 General Fund, Parking Fund, and Transportation Funds revenues as unassigned fund balances. Further, the policy requires the City to divide any excess above the 15% requirement among the City's three reserves: Budget Stabilization, Capital Reserve, and reserve held for one-time uses. The City is projected to add to each of these reserves at the end of FY23. (See page 20 of the Budget book)

a. General Fund Budgeted Revenue: **$104,167,200**
b. Parking Fund Budgeted Revenue: **$7,288,400**
c. Transportation Fund Budgeted Revenue: **$7,905,104**
d. Total (a+b+c)= **$119,360,904**

Applicable Fund Balance Requirement 15%

e. Required Fund Balance Reserve (d x 15%) = **$17,904,136**
f. FY 2022 Projected Fund Balance **$23,676,597**
g. Projected Balance in Excess of Requirement (f-e)= **$5,772,461**
h. Maximize Budget Stabilization Fund**: $218,733**

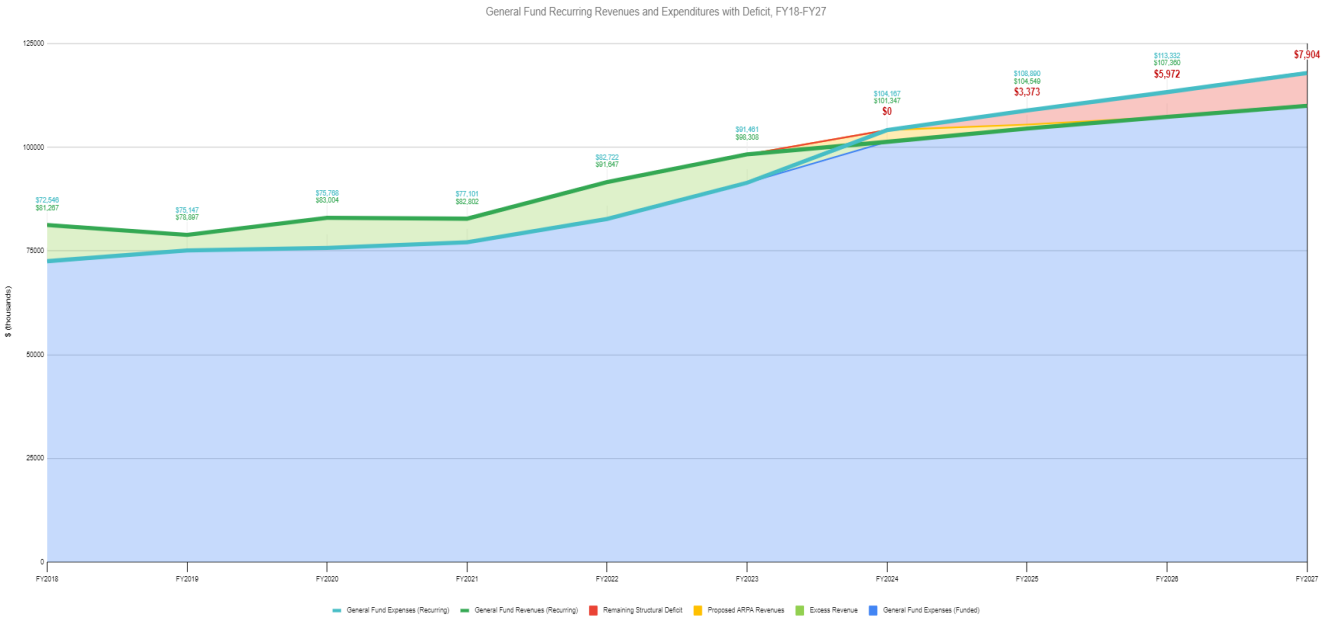
50% of Excess to Capital Reserves (.50 x g)**= $2,886,231**

Replenish Reserve for one-time costs (.50 x g)-h =**$2,667,497**

ARPA Funding

- Current Balance including interest - $6.6M
- Planned use in FY23 - $0 (that's the good news)
- Planned use in FY24 - $2.8M for General Fund
- Planned use in FY24 - $3.1M for Transportation
- Balance and projected interest for FY25 - $968K.

As stated above, if operating expense projections hold and continue to grow it outpaces revenue. This graph shows that without finding additional revenue FY2025 will be a challenging year to prevent any tax increase.



Department Presentations

All departments came before the Finance Committee from April 17 - May 1.
Each department addressed the following rubric, developed by the Finance Committee in their presentations:

- Performance Measures
- Summary of Budget Requests
- Explanation of Changes
- Enhancements included and not included

For detailed information on each department's presentation, see the **Google Drive Folder** titled "**FY24 Finance Committee Budget Presentations**".

Generally, there was a 4% increase in each department's budget due to inflation. Departments were asked to request only 'mission essential' enhancements. For other instructions see City of Annapolis FY2024 Operating Budget Instructions to all City Departments and Office Directors dated 11/23/22 from Finance Director.

Fire Department

Enhancements included in the Mayor's budget:

- $30,000 – Increase in Medical Director's contract
- Increase in Contract Services to cover the $35,000 cost of the required EMS Audit.

Committee's Recommendation:

The Finance Committee agrees to these enhancements.

Recreation and Parks

Enhancements included in the Mayor's budget:

- Capital = $80,000

  (folding chairs, tables, scissor lift, hydro spinners)
- Programming/Training = $30,000

  (teen programming, STE2A2M, NRPA, MRPA, summer camp, athletic business, staff development)

Committee's Recommendation:

The Finance Committee agrees to these enhancements.

Mayor's Office

Enhancements included in the Mayor's budget:

Salaries & Benefits:

- Part-time Assistant Ombudsman Equity becomes a contractual position: $34,000
- New contract part-time position to support Public Information delivery: $30,000

Contract Services:

- $30,000 over two years for Choice Neighborhoods Initiative

Special Projects:

- No Harm - violence prevention/disruption program - $80,000
- Butler Statue - $10,000
- Annapolis United - $100,000 place-holder for ongoing funding for this successful program

Committee's Recommendation:

We *are not* recommending adding a new contract part-time position to support the Public Information delivery. We are requesting that the Mayor's office reallocate the duties and responsibilities of current employees in the Mayor's office to align with job classifications as well as work with the Police PIO, Recreation and Park's Marketing Coordinator, and other department deputies. We also anticipate that added administrative staff in the CM Office will free up admin in the Mayor's office to supplement the existing PIO with admin duties.

Office of Emergency Management

Enhancements included in the Mayor's budget:

- Substance Use Disorder (SUD) Enhancement
- $27,000 Food Friday Program Enhancement
- $14,600 Winter Relief Program Enhancement

Enhancements not included in the Mayor's budget:

- Emergency Planner - $78,015.60
- Upgrade to Deputy Director Salary - *$tbd pending classification review study*
- OIT Enhancement: $147,000*

*If no grant funding is awarded, OEM is seeking enhancement to support the current Annapolis OIT programs: *(See chart below on progress)*

• Your Life Matters, Fire Dept.

• APD SUD, Police Dept. (see data below)

• NAM, Mayor's Office

• ODFree, OEM

Substance Use Disorder (SUD) Enhancement

	Non Fatal	Fatal	Total ODs	% Change in total Ods
2019	149	13	162	↓ 18.5% from 2018
2020 (COVID)	169	28	198	↑ 22% from 2019
2021	118	17	135	↓ 32% from 2020
2022	92	15	107	↓ 21% from 2021

Committee's Recommendation:

The Finance Committee agrees to enhancements in the Mayor's budget

The Finance Committee recommends addition of an Emergency Planner (2-1 vote) (Finance Committee Amendment)

The Finance Committee recommends waiting for the Comp study that prioritizes the Deputy position to make a decision.

The Finance Committee's recommendation is to fund the $147,000 by placing funds in the Finance Non-Allocated Funds. If grants are secured they would offset the general fund cost. (Finance Committee Amendment)

Transportation

Enhancements included in the Mayor's budget:

- $44,000 Funding for a part-time transit supervisor
- $136,000 COLA for part-time bus operators, increases their starting pay

Committee's Recommendation:

The Finance Committee agrees to these enhancements.

Transportation Fund

- FY24 - City will supplement with ARPA of $3.1M.
- FY24 - Parking to send $1.4M to the Transportation Fund.
- Reassess funding availability for FY25 when P3 waterfall revenues are more predictable. (see Parking Fund Summary)

Parking Fund

- FY24 - Hillman and downtown street parking revenue will go through the P3 Trust first so revenue estimates are conservative. Costs for Hillman and downtown parking enforcement pulled from revenue before the waterfall payment. However, the waterfall payment is anticipated to net $1,000,000 (to support Transportation Fund)
- FY24 - An increase to debt service due to City issued debt that replaced the subordinate debt proceeds will be a new expenditure.

Committee's Recommendation:

The Finance Committee recommends a quarterly update of the transportation fund revenue via the P3 financing structure.

Planning and Zoning

Enhancements included in the Mayor's budget:

- Administrative Office Associate - $66,800(Civil)
- Planner - $129,000
- Increase Economic Development Budget - $15,000

Committee's Recommendation:

The Finance Committee agrees to these enhancements.

Office of Law

No enhancements in the Mayor's budget

FY24 The department will be re-writing City Code (editing and updating language)

Committee's Recommendation:

The Finance Committee supports this department's budget.

MIT

Enhancements included in the Mayor's budget:

- $136,800 Senior System Analyst: this Department impacts every City Department -
- software, media, systems, etc.

Committee's Recommendation:

The Finance Committee agrees to this enhancement.

Finance Department

Enhancements included in the Mayor's budget:

- $150,000 Senior Accountant-Accounts Receivable
- The FY2024 budget includes funding for both positions and a turnover allowance equal to one of the positions therefore no fiscal impact of positions.

Committee's Recommendation:

The Finance Committee agrees to these enhancements.

Police Department

Enhancements included in the Mayor's budget:

- $33,600 Admin/Accreditation Spec.
- $32,300 CCTV Monitor
- $30,000 Investigative Support Analyst
- $28,400 Special Events Coordinator
- $12,100 Upgrade of PCO to PCO II
- $290,000 Gun Range HVAC System
- $100,000 Carport for Bearcat and Ambulance
- $5,000 Security Upgrades

Enhancements Not included in the Mayor's budget:

- $8,000 IT Project Manager - recommending an increase in pay for this position in order to retain them.
- $41,224 Crossing Guards County Council increased their Crossing Guard salary and APD is asking for a similar increase in the Crossing Guard position.

Committee's Recommendation:

The Finance Committee supports funding the Crossing Guards (increasing their hourly pay to $20/hour) and an increase in salary($8000) to the IT Project Manager, but needs the

Budget Manager to determine the actual dollar amount of the increase and identify the funding source.

Department of Public Works

Enhancements included in the Mayor's budget:

- $25,000 Oxford Landing Light Fixtures (General Fund, Streets)
- $40,000 APD Carpet Replacement 2nd Floor (General Fund, Buildings)
- $25,000 APD Front Door Replacement (General Fund, Buildings
- $70,000 Brine Production Machine and Distribution Tanks for Vehicles (General Fund, Snow & Ice) *note: this enhancement request was previously approved in the FY23 operating budget but was unable to be installed at the new PW maintenance facility prior to the end of FY23.*
- $100,000 Facilities Asset Management Plan (General Fund/Buildings): to complete a comprehensive management plan for all City buildings.
- $279,000 Skippers Lane (General Fund/Streets): to fund the extension of Skipper's Lane across the American Legion property on Forest Drive as part of and in coordination with the extension of Skipper's Lane across the Willows and Providence Point developments.

Committee's Recommendation:

The Finance Committee supports these enhancements.

Human Resources

Enhancements included in the Mayor's budget:

- $90,500 Internship Program
- $75,000 Contractual Services for training, licensing fees

The Finance Committee supports these enhancements.

City Manager

Enhancements included in the Mayor's budget:

- $97,400 Office Administrative Position. Possible sharing of an administrative position with Mayor's Office

Resiliency and Sustainability

- $50,000 - Resilience Consultant (decrease from PY - was $65k in FY23)

Harbormaster

- $11,100 - Miscellaneous Contract Services (reallocation from Supplies and increase from PY)
  $35,300 Converting a contractual Watch Commander to civil service

Office of Community Services

- $25,000 - Social Services Grant (increase from PY)
- $10,000 - Temporary Alternate Housing / Emergency Service Funds (new for FY24)

Committee's Recommendation:

The Finance Committee recommends funding the enhancements included in the budget. *Additionally, the Committee recommends funding the Hispanic Outreach Navigator position at $44,300 (currently in Grants) and an estimated $56,000 -2 part-time/temporary rental assistance and community services support staff.*

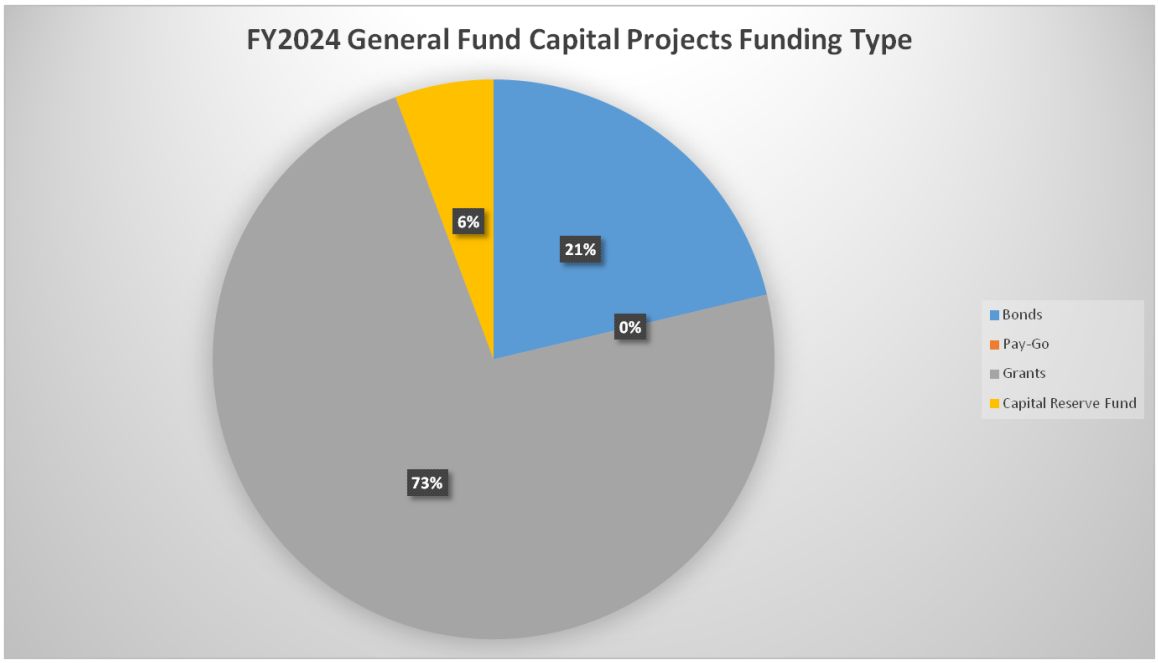
Capital Budget

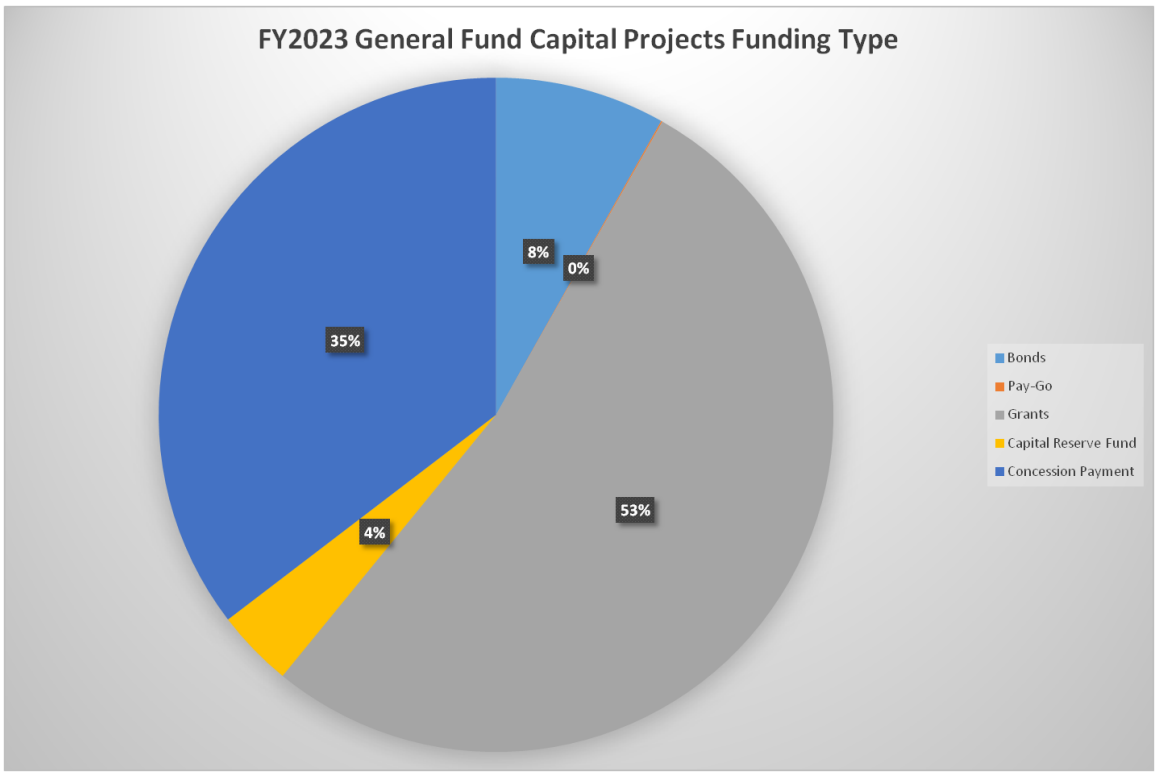
The Capital Improvement Program is designed to address facilities, infrastructure, equipment, and networks that enable or improve the delivery of public sector services.

See Capital Improvement Program in Budget for the process in selecting projects..

Source of Funding

These charts compare the difference in the funding allocations between FY24 and FY23 where you see a 20% increase in grant funding and a 14% reduction in bonds. It is important to note the 'just in time borrowing' policy implemented by the Finance Director to describe the practice of selling bonds based on the timing of capital expenditures, as opposed to issuing the debt when the capital budget is passed. Because of the inherent delays in project completion, we had significant amounts of unspent bond proceeds. We now ask the engineers to prepare cash projections for each project and use that information to determine how many bond proceeds we'll need over the next 18 mos. We then subtract any unused proceeds we have on hand. We use that cash projection to determine the size of the annual bonds or short-term bond anticipation notes. The bond proceeds go into a bonds pool and are applied to each project as that project spends dollars.





Capital Project Operational Review

Because of our concern on managing the existing and added projects, Director Jarrell responded to our inquiry in a 5/1/23 e-mail regarding staffing and projects as follows:

For the proposed new projects in the FY24 capital program, we have adequate staff as long as there isn't an expectation that the projects will start immediately at the beginning of FY24. As with most years, we will be completing a significant number of projects in 2023, and that will free up time for project managers to start working on the new projects.

DPW expects to complete the following projects during the calendar year **2023:**

1. Burtis House Phase 1

2. CRAB's new waterfront facility

3. Annual street resurfacing projects

4. Annual sidewalk replacement projects

5. Maynard Burgess renovation

6. PW Maintenance Facilities (Hudson St)

7. Hillman Parking Garage

8. Melvin Ave traffic calming

9. Robert Eades Park

10. Church Circle Traffic Signals

11. Annual sewer rehabilitation projects

12. Annual water distribution replacement projects

13. Annapolis Walk Park - Phase 1 (basketball court)

***DPW has a long list of projects that are in design, permitting or procurement for 2024. We expect the following projects to be completed during the calendar year 2024:**

1. Annapolis Walk Park - Phase 2 (parking)

2. Barbud Lane improvements

3. Annual street resurfacing projects

4. Annual sidewalk replacement projects

5. Hawkins Cove living shoreline

6. Moyer Park Sidewalks

7. Pickleball Courts light

8. Cheston Ave Street End Park Improvements

9. Weems Whalen Field improvements

10. Gotts Garage Elevator Replacement

11. Transportation Building EV Charging Infrastructure

12. Water Tank Rehabilitation

13. Annual sewer rehabilitation projects

14. Annual water distribution replacement projects

15. Acton Cove Park improvements

16. Cedar Park sidewalks

Director Jarrell continues: *We assign our staff project managers to manage most of our capital projects. With the growing popularity of projects for new infill sidewalks and traffic improvements, which require a significant amount of time due to required property acquisition, interface with residents and community associations, and frequent public meetings, our engineers are able to manage fewer projects. For large projects, we generally hire an engineering firm to serve as the Owner's Representative in order to provide a higher level of oversight and coordination. We still have a City project manager assigned, and the Owner's Rep reports to the assigned project manager. We've used Owner's Reps for our large water distribution replacement projects, the PW Maintenance Facility, the new Water Treatment Plant, and the City Dock Bulkhead Replacement project. We plan to use Herry/CBRE for the City Dock project. The Owner's Rep contracts are funded by the capital project, so additional General Fund funding is not required.*

Should City staff get overwhelmed with capital projects, we have the option for hiring Owner's Reps for additional projects in order to stretch the staffing. Again, this wouldn't require additional General Fund funding as it would be covered by the funding in the capital project.

Community Grants

Per code 6.16.060 'The community grants shall provide support for the day-to-day cost of running a non-profit organization. Subject to the availability of funds, the City will consider funding an operating or capital grant to a non-profit organization upon submission of an application that meets the requirements. Per city code, the Grant Committee consists of the Mayor's designated staff person; the Finance Director's designated staff person; and two at large staff persons'.

Below, please find their guidelines for determining the amount of funding recommended for each applicant. This process was voted on unanimously by the Grant Committee with the objective of every qualified applicant to receive a grant, including new and the most equitable distribution in doing so.

Grant Committee Process

Increases from FY23:
This section refers to the increase in funding that certain organizations will receive from the previous fiscal year (FY23). The increase is $1,000 and it is given to organizations that received positive reviews from the committee and were compliant in their reporting.

Minimum Award:
The minimum award for a grant is $2,000, with the exception of federal and/or non-resident serving projects.

Reductions:
Organizations with a budget of $15,000 or more will have their funding reduced by 25% from FY23 in order to make room for the 20+ new organizations applying this fiscal year.

New Grants:
New grants will be awarded at a cap of $5,000, with the exception of Annapolis Pride (the only organization serving the LGBTQ+ community) and Partners in Care (the only organization focused on seniors).

FY23 Compliance:
Organizations that were compliant with the grant requirements in FY23 will receive leveled awards.

FY23 Non-compliance:
Organizations that were non-compliant with the grant requirements in FY23 will receive reductions in their funding.

Additional Recommendations:

- Organizations that received less than $5,000 or are provided funding for a one-time event should only provide one report instead of quarterly reports throughout the year. This would need to be legislated.
- Organizations should receive some of their funding upfront. Currently, this grant is reimbursement based.
- Some organizations that received grants yearly did not submit applications but reached out to the committee. The decision to award them grants is left to the consideration of the City Council.
- We recommend that the City Council consider whether to award all applicants or to cut off at a maximum of 25-30 applicants.

FY2023 Grant Recipients that Didn't Apply in FY2024:
The following organizations did not submit applications for FY2024 but received grants in FY23:

- Restoration Community Development - H2O 4 Life,

- Creating Communities,
- Superior Future,
- Kunta Kinte Celebrations, and
- Historic Annapolis.

Community Grant Awards currently in the Mayor's Budget:

Name of the Organization	FY23 awarded	FY24 amount Requested	Final Recommendation
Annapolis Area Imagination Library	New	$10,000.00	$2,000.00
Annapolis Film Festival	$15,000.00	$50,000.00	$11,250.00
Annapolis Green, Inc.	New	$30,000.00	$3,800.00
Annapolis Maritime Museum & Park	$7,000.00	$23,900.00	$7,000.00
Annapolis Pride Inc	New	$6,200.00	$5,900.00
Annapolis Trust	New	$20,000.00	$2,400.00
Annapolis Wellness Corp DBA Wellness House of Annapolis	$5,000.00	$10,000.00	$5,000.00
Annapolis, London Town & South County Heritage Area, Inc.	$28,000.00	$28,000.00	$21,000.00
Anne Arundel County Community Action Agency	$27,500.00	$27,500.00	$20,625.00
Anne Arundel County Food Bank, Inc.	New	$30,000.00	$4,700.00
Assistance League of the Chesapeake, Inc.	New	$14,000.00	$2,800.00
Boys & Girls Clubs of Annapolis & Anne Arundel County	$8,000.00	$8,000.00	$8,000.00
Brendan Corporation	$2,000.00	$3,000.00	$2,500.00
Center of Help (Centro de Ayuda)	$15,000.00	$23,575.00	$11,250.00

Charting Careers, Inc	$14,000.00	$40,000.00	$14,000.00
Chesapeake Children's Museum	$1,500.00	$25,000.00	$2,000.00
Chesapeake Region Accessible Boating	$3,500.00	$3,500.00	$3,500.00
Children's Theatre of Annapolis, Inc.	New	$28,000.00	$2,800.00
Co-op Arundel	$10,000.00	$50,000.00	$10,000.00
Compass Rose	$2,500.00	$7,500.00	$2,500.00
Feed A Healthy Mind, Inc.	$3,000.00		$3,000.00
Friends of Eastport Volunteer Fire Company	New	$30,000.00	$2,000.00
Heritage Baptist Church	$3,000.00	$5,000.00	$4,000.00
Heritage Baptist Church Food Pantry	New	$5,000.00	$2,000.00
HOPE For All	$7,000.00	$10,000.00	$7,000.00
Immigrant Connection at Path to Hope ("Path to Hope"), a program of Downtown Hope	$5,000.00	$19,200.00	$6,000.00
JUNIOR LEAGUE OF ANNAPOLIS INC	New	$10,950.96	$2,000.00
Kingdom Kare, Inc	New	$35,000.00	$2,000.00
Kunta Kinte-Alex Haley Foundation, Inc	$4,000.00	$4,000.00	$4,000.00
LETS GO Boys and Girls, Inc.	New	$7,603.00	$4,700.00
Live Water Foundation	$10,000.00	$40,000.00	$11,000.00
Marshall Hope Corporation - West Annapolis Pantry	$5,000.00	$8,400.00	$4,200.00

Maryland Hall for the Creative Arts	$20,000.00	$30,000.00	$20,000.00
Maryland Therapeutic Riding, Inc	New	$2,800.00	$2,700.00
MD Reentry Resource Center	$0.00	$20,000.00	$4,700.00
National Trafficking Sheltered Alliance	New	$20,000.00	$1,500.00
OIC of Anne Arundel County Inc	$20,000.00	$55,000.00	$15,000.00
Organization of Hispanic/ Latin Americans of Anne Arundel County, Inc.	New	$30,000.00	$4,700.00
Partners In Care Maryland, Inc.	$4,000.00	$25,000.00	$5,000.00
Seeds 4 Success, inc	$6,000.00	$15,000.00	$7,000.00
Serenity Sistas, Inc.	New	$50,000.00	$4,700.00
South Forest Drive Business Association, Inc. (d/b/a SoFo Annapolis)	$2,000.00	$2,400.00	$2,400.00
STAIR (Start The Adventure In Reading) Annapolis	$8,000.00	$10,000.00	$9,000.00
Street Angel Project Inc.	$5,000.00	$45,239.00	$6,000.00
Tennis Alliance of Anne Arundel County	New	$5,000.00	$4,700.00
The Anne Arundel Conflict Resolution Center, Inc.	New	$20,000.00	$4,700.00
The Ballet Theatre of Maryland	$5,000.00	$9,740.00	$5,000.00
The Light House	$20,000.00	$40,000.00	$20,000.00
The Salvation Army	New	$25,000.00	$3,300.00
United States Lighthouse Society	New	$20,000.00	$1,500.00

We Care and Friends	$20,000.00	$48,975.00	$15,000.00
Wiley H. Bates Legacy Center	$28,000.00	$28,000.00	$16,175.00
TOTAL		**$ 1,087,483**	**$348,000.00**

Committee's Recommendation:

The Finance Committee voted 2 to 1 to accept the Committee's recommendations to fund the 52 Community Grant applications as attached in the Mayor's budget and shown above..

That being said, there were some larger discussion items that the City Council will determine.

DPW Enterprise Funds Accounts

Water and Sewer:

Using the STANTEC Enterprise Rates Fund Rate Study, the increases in rates were explained. Revenue sufficiency was evaluated for respective expenses (eg. Capital, Debt, and O&M costs). Operating expenses were reviewed with City Staff. Inflation was applied to Operating Expenses. For refuse, fuel, personnel, and inflation were significant increases in operating costs.

- *Sewer Rates – Increase by 3%*
- *Water Rates – Increase by 4.75% - $4.15 to $4.34*
- *Watershed (Stormwater) Restoration – Increasing by 7% - $21.35 to $22.84 per quarter*
- *Solid Waste Rate increasing 10% - $324.04 to $356.48 per year*

Therefore average increase, assuming 10,000 gallon use, would be $14.96 per quarter

Committee's Recommendation:

The Finance Committee accepts STANTEC's recommendations for increases in fees.

Finance Committee Final Recommendations with Proposed Amendments having Budget Impact

General

1. Amendment budget allocations made in the budget shall be coded and tracked so that they may be reported on with budget updates.
2. The City Council must continue to consider additional revenue growth or conserve expenses to address the loss of AARPA funds in spite of additional sources identified this fiscal year. Special consideration should be given to any additional recurring expenses that will increase the gap shown in budget projections without the AARPA funding. (See recommendation 3. below)
3. Evaluate the increase of hotel tax (For example, presently a 1% increase would generate $468,000). This includes supporting the Finance Dept's effort to increase identification of non complying rental units..

Mayor's Office

4. We are not recommending adding a new contract part-time position to support the Public Information delivery. We are requesting that the Mayor's office reallocate the duties and responsibilities of current employees in the Mayor's office to align with job classifications as well as work with the Police PIO, Recreation and Park's Marketing Coordinator, and other department deputies. We also anticipate that added administrative staff in the CM Office will free up admin in the Mayor's office to supplement the existing PIO with admin duties. *(Finance Committee deduct in an Amendment)*

OEM

5. The Finance Committee's recommendation is to fund the $147,000 OIM by placing funds in the Finance Non-Allocated Funds. If grants are secured they would offset the general fund cost. This would be an expense of $147,000. *(Finance Committee Amendment)*
6. The Finance Committee recommends funding the Emergency Planner position($78,015.60) and will bring it to the full council for discussion. (Finance Committee Amendment)
7. Also, the Finance Committee recommends waiting for the Comp rate study that prioritizes the Deputy position to make a decision.

Transportation Fund

8. Reassess funding availability for FY25 when P3 waterfall revenues are more predictable. (see Parking Fund Summary) Ideally, The Finance Committee recommends a quarterly update.

Planning and Zoning

9. Support the Economic Analysis for the City of Annapolis outsourced to Urban3 Consultants. This effort is integral in reevaluating our resources (eg. taxable and non taxable) and land use that will assist in optimizing our property tax revenue as well as future smart growth development.

Police Department

10. The Finance Committee supports funding the Crossing Guards (increasing their hourly pay to $20/hour *(Finance Committee Amendment subject to increase verification by Finance Department).*
11. Increase in salary ($8000) to the IT Project Manager, (Finance Committee Amendment subject to increase verification by Finance Department)

City Manager - Community Services

12. The Committee recommends funding the Hispanic Outreach Navigator position at $44,300 (currently in Grants) and an estimated $56,000: 2 part-time/temporary rental assistance and community services support staff. The funding will be placed in Non-Allocated Finance. *(Finance Committee Amendment)*