

2021 Operating Budget: Common Council Amendments-Proposed

2021 General Fund Budget			
	Expenditures	Revenue	Levy
Executive Budget	\$ 349,100,000	93,565,220	255,534,780
Finance Committee Adopted Amendments	-76,207	0	255,458,573
Finance Committee Recommended Operating Budget	<u>349,023,793</u>	<u>93,565,220</u>	<u>255,458,573</u>
Common Council Proposed Amendments	870,052	0	870,052
Common Council Proposed Operating Budget	\$ 349,893,845	\$ 93,565,220	\$ 256,328,625
Maximum Allowed Levy			\$ 256,055,503
Remaining Levy Capacity (Negative denotes amount exceeds Max Levy)			\$ (273,122)

Number	Agency	Amendment Title	Sponsor	Action	General Fund			Other Funds
					Revenue	Expense	TOAH Impact	Expense
1	Common Council	Create a Director of Resident and Community Engagement	Alder Foster, Alder Kemble, Alder Furman		0	0	0.00	0
1-Alt	Common Council	Fund Resident and Community Engagement Program	Alder Foster, Alder Kemble, Alder Furman		0	100,000	1.07	0
2	Common Council	Restore Alder Salaries	Alder Foster, Alder Kemble		0	0	0.00	0
3	Community Development Division	COVID Relief Fund	Alder Bidar, Alder Prestigiacomo, Alder Abbas, Alder Evers, Alder Carter, Alder Foster, Alder Kemble		0	250,000	2.66	0
4	Community Development Division	Madison Downtown Safety Initiative	Mayor Rhodes-Conway, Alder Verveer, Alder Abbas, Alder Carter		0	0	0.00	393,550
5	Community Development Division	Increase Funding for Street Outreach and Related Housing Support	Alder Harrington-McKinney, Alder Verveer, Alder Henak, Alder Baldeh		0	175,000	1.86	0
6	Economic Development Division	Create Real Estate Supervisor	Alder Evers, Alder Kemble		0	111,000	1.18	0
7	Engineering	PFAS Testing and Planning at Truax	Mayor Rhodes-Conway, Alder Rummel, Alder Abbas, Alder Foster		0	50,000	0.53	0
8	Library	Hawthorne Building Improvements	Alder Harrington-McKinney, Alder Rummel, Alder Abbas, Alder Carter		0	0	0.00	0
9	Parks	Add New Park Ranger	Alder Harrington-McKinney, Alder Skidmore, Alder Henak, Alder Abbas, Alder Carter, Alder Baldeh		0	67,000	0.71	0
10	Police	Accept the 2020 COPS Grant	Alder Harrington-McKinney, Alder Henak		0	117,052	1.25	230,528
11	Multiple	Make Furlough Program Voluntary	Alder Rummel, Alder Verveer		0	0	0.00	0
TOTAL PROPOSED					\$ -	\$ 870,052	\$ 9.27	\$ 624,078
TOTAL APPROVED					\$ -	\$ -	\$ - .00	

2021 Operating Budget:

Amendment No.

1

Common Council Amendments-Proposed

Amendment Title: Create a Director of Resident and Community Engagement

Agency: Common Council

Sponsor(s): Alder Foster, Alder Kemble, Alder Furman

Amendment

Amendment Narrative

Create a Director of Resident and Community Engagement position in the Common Council Office and delete the current Common Council Chief of Staff position.

Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	0	0
TOTAL	\$0	\$0
<i>TOAH Impact</i>	\$0.00	n/a

Amendment by Major

Revenue	0
Permanent Salaries	0
Benefits	0
Supplies	0
Purchased Services	0
Departmental Charges	0
Departmental Billings	0
<u>Other</u>	<u>0</u>
	\$0

Common Council Amendments-Proposed

Discussion

Amendment Impact

Recurrence:	Ongoing
Annualized Cost:	<u>0</u>

Amendment Analysis

In September 2017, the City of Madison created the Task Force on Government Structure (TFOGS) to examine and make recommendations related to the structure of the Mayor’s Office, Common Council and the City’s Boards, Commissions and Committees (BCCs). TFOGS identified a number of issues related to BCCs that serve as a barrier to engagement in city processes by all residents. In response, TFOGS recommended the creation of an Office of Resident and Neighborhood Support (ORENS), with an initial step of creating an Administrative Staff Team. As envisioned by TFOGS, the purpose of the Administrative Staff Team is to develop systems to facilitate resident participation and feedback and evaluate the City’s BCC system to assist the Common Council Executive Committee in considering changes to improve resident engagement. In September 2020, the Council created the recommended Administrative Services Team (RES-20-00657) consisting of staff from the Mayor’s Office, the Information Technology Department, the Office of the City Attorney, and the City Clerk, and led by the Council Chief of Staff.

The Common Council Chief of Staff position was created in the 2017 budget. The classification of the position was established through resolution and ordinance adopted in June 2017 and the current incumbent was confirmed by the Council in December 2017. The position is in Compensation Group 21, range 18. The 2021 executive operating budget includes \$138,000 in salary and fringe benefits for this position. The Chief of Staff position will become vacant as of mid-November 2020 and the Council has been reviewing the job description for potential changes. In addition to the Chief of Staff position, the Common Council office staff include a legislative analyst, a legislative management system specialist and a program assistant 2.

In order to facilitate the work of the Administrative Services Team and other efforts toward implementing the engagement recommendations of TFOGS, this amendment creates a Director of Resident and Community Engagement in the Council Office and deletes the current Common Council Chief of Staff position. The TFOGS Ad Hoc Alder Implementation Work Group will work with Human Resources to develop the new position description which will be referred to the CCEC and Common Council for final approval. The duties of the new position would include facilitating, in conjunction with the Administrative Services Team created in RES-20-00657, the work of city boards, commissions and committees (BCCs) by helping to establish standards, best practices, training of members and annual evaluation of each BCC; assisting Council members with engaging residents and the community to ensure full communication of all city activities to residents and input of all residents into BCC’s, policy development, agency actions and Council decisions; and, supervising and overseeing workflow and work plans of Common Council office staff.

During Finance Committee deliberations on the Executive Budget an amendment proposing this change failed. This amendment does not change appropriations included in the Executive Budget.

2021 Operating Budget:

Amendment No.

1-Alt

Common Council Amendments-Proposed

Amendment Title: Fund Resident and Community Engagement Program

Agency: Common Council

Sponsor(s): Alder Foster, Alder Kemble, Alder Furman

Amendment

Amendment Narrative

Increase the Common Council budget by \$100,000 adding funding for Resident and Community Engagement activities. The specific use of these funds will be defined and implemented through subsequent Council action. The funding may be used to create an additional position in the Common Council office.

Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	100,000	0
TOTAL	\$100,000	\$0
<i>TOAH Impact</i>	\$1.07	n/a

Amendment by Major

Revenue	0
Permanent Salaries	100,000
Benefits	0
Supplies	0
Purchased Services	0
Departmental Charges	0
Departmental Billings	0
<u>Other</u>	<u>0</u>
	\$100,000

Common Council Amendments-Proposed

Discussion

Amendment Impact

Recurrence:	Ongoing
Annualized Cost:	<u>Unknown at this Time</u>

Amendment Analysis

In September 2017, the City of Madison created the Task Force on Government Structure (TFOGS) to examine and make recommendations related to the structure of the Mayor’s Office, Common Council and the City’s Boards, Commissions and Committees (BCCs). TFOGS identified a number of issues related to BCCs that serve as a barrier to engagement in city processes by all residents. In response, TFOGS recommended the creation of an Office of Resident and Neighborhood Support (ORENS), with an initial step of creating an Administrative Staff Team. As envisioned by TFOGS, the purpose of the Administrative Staff Team is to develop systems to facilitate resident participation and feedback and evaluate the City’s BCC system to assist the Common Council Executive Committee in considering changes to improve resident engagement. In September 2020, the Council created the recommended Administrative Services Team (RES-20-00657) consisting of staff from the Mayor’s Office, the Information Technology Department, the Office of the City Attorney, and the City Clerk, and led by the Council Chief of Staff.

In order to facilitate the work of the Administrative Services Team and other efforts toward implementing the engagement recommendations of TFOGS, this amendment provides \$100,000 the use of which is to be defined and implemented through subsequent Council action. The TFOGS Ad Hoc Alder Implementation Workgroup and the Common Council Executive Committee will develop an approach for use of these funds, including the possible creation of a position to help facilitate and coordinate these efforts, as well as defining areas of responsibility between this effort, the Common Council Chief of Staff position and the support positions in the Common Council Office. Some of these TFOGS-related efforts could include facilitating, in conjunction with the Administrative Services Team created in RES-20-00657, the work of BCCs by helping to establish standards, best practices, training of members and annual evaluation of each BCC; and assisting Council members with engaging residents and the community to ensure full communication of all city activities to residents and input of all residents into BCC’s, policy development, agency actions and Council decisions.

During Finance Committee deliberations on the Executive Budget an amendment to create a Director of Resident and Community Engagement by deleting the current Common Council Chief of Staff position failed. This proposal would maintain funding for the Chief of Staff position and increase the Common Council's overall budget to create the Resident and Community engagement program.

Common Council Amendments-Proposed

Amendment Title: Restore Alder Salaries
Agency: Common Council
Sponsor(s): Alder Foster, Alder Kemble

Amendment

Amendment Narrative

Transfer \$10,500 from purchased services to salaries in the Common Council budget restoring alder salaries to the amount in the Executive Budget.

Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	0	0
TOTAL	\$0	\$0
<i>TOAH Impact</i>	\$0.00	n/a

Amendment by Major

Revenue	0
Permanent Salaries	9,500
Benefits	1,000
Supplies	0
Purchased Services	(10,500)
Departmental Charges	0
Departmental Billings	0
<u>Other</u>	<u>0</u>
	\$0

Discussion

Amendment Impact

Recurrence:	Ongoing
Annualized Cost:	<u>0</u>

Amendment Analysis

The 2021 Executive operating budget included a 3.25% increase in aldermanic salaries as required by ordinance. Finance Committee operating budget amendment #12 proposed reducing the salaries by 5%. This was amended on the floor to reduce salaries by 3.25% and was adopted by the Committee.

This amendment proposes restoring this reduction by reducing Aldermanic expense accounts. The 2021 Executive Budget includes \$2,425 for each Alder. Under this proposal that amount will decrease by \$525 to \$1,900 per Alder.

Common Council Amendments-Proposed

Amendment Title: COVID Relief Fund
Agency: Community Development Division
Co-Sponsor(s): Alder Bidar, Alder Prestigiacomio, Alder Abbas, Alder Evers, Alder Carter, Alder Foster, Alder Kemble

Amendment

Amendment Narrative

Increase funding for the Community Development Division’s COVID Relief Fund by \$250,000, bringing the total funding to \$725,000.

The following narrative will be added to the budget explaining the intent of these funds:

The COVID-19 pandemic has disproportionately affected historically marginalized communities within Madison. The COVID Relief Fund is proposed to support community-directed responses to needs arising from the social and economic fallout from the pandemic. Prioritized uses for these funds will include initiatives that support community responses that help meet the basic needs of populations affected by COVID-19 to support and service gaps identified in the Public Health Violence Prevention Plan. Housing insecurity and the threat of eviction are among the greatest impacts of this pandemic and, therefore, at least \$250,000 from this fund shall go toward rent assistance, legal aid, counseling or mediation services, or other activities that will help prevent evictions or loss of housing stemming from the pandemic. These funds shall be used to address needs for which state or federal grant resources are not available.

Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	250,000	0
TOTAL	\$250,000	\$0
<i>TOAH Impact</i>	\$2.66	n/a

Amendment by Major

Revenue	0
Permanent Salaries	0
Benefits	0
Supplies	0
Purchased Services	250,000
Departmental Charges	0
Departmental Billings	0
<u>Other</u>	<u>0</u>
	\$250,000

Discussion

Amendment Impact

Recurrence:	One-Time
Annualized Cost:	<u>0</u>

Amendment Analysis

Common Council Amendments-Proposed

The Executive Budget included \$400,000 for the COVID Relief Fund. Finance Committee Amendment #16 increased this funding by \$75,000. The proposed amendment will increase funding by another \$250,000, resulting in \$725,000 in total funding. As stated in the amendment narrative, at least \$250,000 will go towards activities that will help prevent evictions or loss of housing stemming from the pandemic. Any disbursement from the COVID Relief Fund will be awarded through a competitive RFP process in 2021.

Common Council Amendments-Proposed

Amendment Title: Madison Downtown Safety Initiative
Agency: Community Development Division
Sponsor(s): Mayor Rhodes-Conway, Alder Verveer, Alder Abbas, Alder Carter

Amendment

Amendment Narrative

Accept \$393,550 from a federal community-based public safety grant and amend the Community Development Division – Community Support Services budget to include the following:

- Federal grant revenue = (\$393,550)
- 1.0 LTE project coordinator = \$65,700
- Overtime for initiative planning and implementation = \$42,000

Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	(393,550)
Expenditure	0	393,550
TOTAL	\$0	\$393,550
<i>TOAH Impact</i>	\$0.00	<i>n/a</i>

Amendment by Major

Revenue	(393,550)
Permanent Salaries	86,000
Benefits	21,700
Supplies	2,850
Purchased Services	283,000
Departmental Charges	0
Departmental Billings	0
<u>Other</u>	<u>0</u>
	\$0

Common Council Amendments-Proposed

Discussion

Amendment Impact

Recurrence:	One-Time
Annualized Cost:	<u>0</u>

Amendment Analysis

On November 2, 2020, the City of Madison received a notice of award for a \$1.0 million grant through the US Department of Justice Innovations in Community-Based Crime Reduction (CBCR) program. These funds will be used to develop a multi-stakeholder, cross-sector plan to improve public safety of Downtown Madison and investigate initiatives and measures that can be taken to make downtown a vibrant and safe community and more welcoming for communities of color and other historically underrepresented groups, and to implement evidence-based programming and activities to achieve project goals.

If accepted, this grant award will be allocated over three years (2021-2023). The proposed amendment includes funding for the first year of the grant. The full three-year budget is broken out below:

- 1.0 LTE project coordinator = \$259,235
- Overtime for initiative planning and implementation = \$114,219
- Required travel and training = \$15,960
- Supplies = \$4,736
- Evaluation/facilitation by UW Population Health Institute = \$205,850
- Pass-through funding for programming and activities = \$400,000

In 2017 the City was awarded \$850,000 through this program for work on the southwest side. These funds support community service contracts managed by CDD with a 0.5 FTE limited-term contract manager.

Common Council Amendments-Proposed

Amendment Title: Increase Funding for Street Outreach and Related Housing Support
Agency: Community Development Division
Co-Sponsor(s): Alder Harrington-McKinney, Alder Verveer, Alder Henak, Alder Baldeh

Amendment

Amendment Narrative

Increase the Community Development Division - Affordable Housing budget by \$175,000, adding funding for street outreach services and housing strategies. These funds are intended to support the cost of a contracted, full-time equivalent outreach specialist along with other common expenses making it possible for unsheltered individuals to take advantage of available housing opportunities.

Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	175,000	0
TOTAL	\$175,000	\$0
<i>TOAH Impact</i>	\$1.86	n/a

Amendment by Major

Revenue	0
Permanent Salaries	0
Benefits	0
Supplies	0
Purchased Services	175,000
Departmental Charges	0
Departmental Billings	0
<u>Other</u>	<u>0</u>
	\$175,000

Discussion

Amendment Impact

Recurrence:	Ongoing
Annualized Cost:	<u>175,000</u>

Amendment Analysis

The 2021 Executive Operating Budget includes \$250,000 in CDD's Affordable Housing service for contracts funding street outreach services. The additional funding proposed in this amendment is intended to expand outreach capacity and to provide funding to help defray expenses that pose barriers to housing for persons experiencing homelessness—security deposits, first month's rent, past rent/utility obligations. The funds are expected to assist an estimated 50 people with "move-in" costs.

This amendment was proposed during the Finance Committee deliberations on the 2021 Executive Budget, the amendment was referred to the Common Council budget deliberations. The amendment amount has decreased from \$183,000 to \$175,000. The amendment narrative and analysis has also been updated to add clarifying language.

2021 Operating Budget:

Amendment No.

6

Common Council Amendments-Proposed

Amendment Title: Create Real Estate Supervisor
Agency: Economic Development Division
Co-Sponsor(s): Alder Evers, Alder Kemble

Amendment**Amendment Narrative**

Increase the Economic Development Division-Office of Real Estate Services budget by \$111,000 for salary and benefits to create a new Real Estate Supervisor (1.0 FTE).

Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	111,000	0
TOTAL	\$111,000	\$0
<i>TOAH Impact</i>	\$1.18	n/a

Amendment by Major

Revenue	0
Permanent Salaries	91,000
Benefits	20,000
Supplies	0
Purchased Services	0
Departmental Charges	0
Departmental Billings	0
<u>Other</u>	<u>0</u>
	\$111,000

Discussion**Amendment Impact**

Recurrence:	Ongoing
Annualized Cost:	<u>111,000</u>

Amendment Analysis

Common Council Amendments-Proposed

The proposed amendment adds a second Real Estate Supervisor manager (1.0 FTE, CG/Range 18/15) to the Office of Real Estate Services (ORES) budget in EDD. The new position would lead the real estate project management and finance function of ORES, which would better align TIF, Land Banking, and other capital programs with development opportunities.

Currently, ORES has one Real Estate Supervisor (currently vacant) with 11 direct reports, one of which is a Real Estate Development Specialist within CDA Redevelopment. The proposed amendment would allow ORES to split into two services— Real Estate Development and Real Estate Services. Real Estate Development would be one supervisor with four direct reports, including the CDA Redevelopment position, and Real Estate Services would be one supervisor with seven direct reports. The 2021 Executive Budget assumes one Real Estate Specialist in Real Estate Services will remain vacant for all of 2021.

The new position, as proposed by the amendment, is entirely funded by the General Fund in 2021. This position will likely be partially funded by capital projects and programs in future budgets, as is the case with most real estate staff in EDD.

Common Council Amendments-Proposed

Amendment Title: PFAS Testing and Planning at Truax
Agency: Engineering
Sponsor(s): Mayor Rhodes-Conway, Alder Rummel, Alder Abbas, Alder Foster

Amendment

Amendment Narrative

Increase the Engineering Division-Engineering and Administration purchased service budget by \$50,000 to fund per- and polyfluoroalkyl substances (PFAS) testing and planning at the Dane County Regional Airport, Air National Guard 115th Fighter Wing Base, and surrounding area.

Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	50,000	0
TOTAL	\$50,000	\$0
<i>TOAH Impact</i>	\$0.53	n/a

Amendment by Major

Revenue	0
Permanent Salaries	0
Benefits	0
Supplies	0
Purchased Services	50,000
Departmental Charges	0
Departmental Billings	0
<u>Other</u>	<u>0</u>
	\$50,000

Discussion

Amendment Impact

Recurrence:	One-Time
Annualized Cost:	<u>0</u>

Amendment Analysis

The proposed amendment provides funding for an external contract to conduct PFAS testing and mitigation planning at the Dane County airport, Air National Guard 115th Fighter Wing Base, and surrounding area.

PFAS are synthetic compounds with known health risks such as cancer. PFAS levels in this area have been attributed to surface water impacts in the Starkweather Creek area.

As proposed these funds are one-time. Any ongoing costs to implement the results from the testing and planning are not known at this time.

Common Council Amendments-Proposed

Amendment Title: Hawthorne Building Improvements
Agency: Library
Sponsor(s): Alder Harrington-McKinney, Alder Rummel, Alder Abbas, Alder Carter

Amendment

Amendment Narrative

Appropriate \$109,509 for building improvements at the Hawthorne Library branch location. This appropriation will increase the Library (Service-Facilities) budget and will be funded by a reimbursement from the lessor.

Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	0	0
TOTAL	\$0	\$0
<i>TOAH Impact</i>	\$0.00	n/a

Amendment by Major

Revenue	(109,509)
Permanent Salaries	0
Benefits	0
Supplies	0
Purchased Services	109,509
Departmental Charges	0
Departmental Billings	0
<u>Other</u>	<u>0</u>
	\$0

Discussion

Amendment Impact

Recurrence:	One-Time
Annualized Cost:	<u>0</u>

Amendment Analysis

The Hawthorne Library branch is leased from MESC, LLC. On October 6, 2020, the Council authorized the execution of the 2021 lease (RES-20-00703) which included a clause to have MESC, LLC reimburse the Library for one-time flooring replacement, vinyl base, and interior wall painting. The contract was not finalized in time to include the expenses and the reimbursement in the Executive Operating Budget. There is no projected ongoing operating expense from the planned projects.

Common Council Amendments-Proposed

Amendment Title: Add New Park Ranger
Agency: Parks
Sponsor(s): Alder Harrington-McKinney, Alder Skidmore, Alder Henak, Alder Abbas, Alder Carter, Alder Baldeh

Amendment

Amendment Narrative

Increase the Parks Division-Community Recreation Services budget by \$67,000 to create a new Park Ranger (1.0 FTE).

Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	67,000	0
TOTAL	\$67,000	\$0
<i>TOAH Impact</i>	\$0.71	n/a

Amendment by Major

Revenue	0
Permanent Salaries	52,000
Benefits	15,000
Supplies	0
Purchased Services	0
Departmental Charges	0
Departmental Billings	0
<u>Other</u>	<u>0</u>
	\$67,000

Discussion

Amendment Impact

Recurrence:	Ongoing
Annualized Cost:	<u>67,000</u>

Amendment Analysis

The amendment proposes creating a new Park Ranger position (1.0 FTE) in the Parks Division. The Park Ranger program is currently staffed by 1 Park Ranger Leadworker (1.0 FTE) and 3 Park Rangers (2.6 FTE). If adopted, there will be 4.6 FTE Park Rangers in the Parks Division budget.

During Finance Committee deliberations on the Executive Budget an amendment proposing to create this position failed.

Common Council Amendments-Proposed

Amendment Title: Accept the 2020 COPS Grant
Agency: Police
Sponsor(s): Alder Harrington-McKinney, Alder Henak

Amendment

Amendment Narrative

Authorize accepting the 2020 COPS grant to create the Downtown Entertainment Zone team. Accepting this grant will amend the Police Department-Police Field budget as follows:

Create four Police Officer positions and reclassify one Police Officer position to a Sergeant

Appropriate \$347,580 for grant related expenses (COPS Grant=\$230,528; General Fund=\$117,052).

Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	(230,528)
Expenditure	117,052	230,528
TOTAL	\$117,052	\$230,528
<i>TOAH Impact</i>	\$1.25	n/a

Amendment by Major

Revenue	(230,528)
Permanent Salaries	260,407
Benefits	87,173
Supplies	0
Purchased Services	0
Departmental Charges	0
Departmental Billings	0
<u>Other</u>	<u>0</u>
	\$117,052

Discussion

Amendment Impact

Recurrence:	Ongoing
Annualized Cost:	<u>390,500</u>

Amendment Analysis

Common Council Amendments-Proposed

In June 2020, the Police Department received notice of award of a COPS hiring grant to fund ten (10) positions for the creation of a Downtown Entertainment Zone Team. The team is intended to address violence, property crime, and quality of life issues in the Central District entertainment zone (primarily the State Street area). This amendment authorizes MPD to partially accept the grant; maintaining four (4) police officer positions eliminated in the Executive Budget and reclassifying one current police officer position to a sergeant. These positions will form the Downtown Entertainment Zone Team. There would be no net increase to MPD’s authorized strength from 2020 to 2021.

The grant covers a portion of the salaries and benefits of these positions on a sliding scale over a three year period, with the grant funding reduced each year. The total grant award is \$500,000. Over the three-year period, the City's local match for this grant will total \$586,600. The cost of the positions will be fully funded by the City levy in 2024 (\$390,423). The table below shows the City and grant funding for each year.

2021 - City \$117,052	Grant \$230,528	Total \$347,580
2022 - City \$191,872	Grant \$170,838	Total \$362,710
2023 - City \$277,677	Grant \$98,634	Total \$376,311
2024 - City \$390,423	Grant \$0	Total \$390,423

During Finance Committee deliberations on the Executive Budget an amendment proposing to accept this grant and create the corresponding positions failed.

Common Council Amendments-Proposed

Amendment Title: Make Furlough Program Voluntary
Agency: Multiple
Sponsor(s): Alder Rummel, Alder Verveer, Alder Evers, Alder Kemble

Amendment

Amendment Narrative

Make the furlough program for General Municipal Employees voluntary rather than mandatory.

Amendment by Funding Source

	General Fund	Other Funds
Revenue	0	0
Expenditure	0	0
TOTAL	\$0	\$0
<i>TOAH Impact</i>	\$0.00	n/a

Amendment by Major

Revenue	0
Permanent Salaries	0
Benefits	0
Supplies	0
Purchased Services	0
Departmental Charges	0
Departmental Billings	0
<u>Other</u>	<u>0</u>
	\$0

Common Council Amendments-Proposed

Discussion

Amendment Impact

Recurrence: One-Time
Annualized Cost:

Amendment Analysis

The Executive Budget includes a furlough program for all General Municipal Employees, approximately 1,700 positions. This program is projected to save \$1.2 million, equating to two-four unpaid days for these employees. Implementation of the furlough program is being guided by Human Resources in consultation with employee associations and agency stakeholders. As currently envisioned, the number of furlough days assigned to individual employees will be progressively distributed with the numbers of days increasing commensurate with salary.

This proposal would create a voluntary program based on a model implemented mid-year by Dane County. Under this proposal employees would volunteer to take unpaid days in consultation with their managers. This program has been open to Dane County's approximately 2,500 employees and has generated approximately \$500,000 in savings.

A voluntary program will contribute to lower savings than what is currently assumed in operating budget (\$1.2 million). If adequate savings are not being realized throughout 2021, more aggressive action will be needed to reduce agency expenditures, these actions will likely include a complete freeze on hiring and spending, implementing a mandatory furlough, and/or potential layoffs.

Based on proposed Common Council amendments, there will be approximately \$800,000 of room to increase 2021 expenditures under the Expenditure Restraint Program. The lack of additional expenditure capacity under the ERP program means use of General Fund balance will not be a viable option to fund the reduced savings that will be realized by making the furlough program voluntary.