

Well-Managed Government

- Proposing a budget that **aligns with Mayor and City Council priorities**, including neighborhood development, transportation and planning, and economic development, and establishing internal work teams to align with those priorities
- Remaining **structurally balanced** with a \$2.6 billion budget
- Proposing **no property tax increase** for the fiscal year, with a revenue neutral rate of 34.81 cents per \$100 assessed valuation
- Implementing changes to return departments to their core missions and functions, **increasing efficiency and expertise**
- **Reinforcing constant analysis, evaluation, and estimate revisions** to allow for proper planning, management, and project delivery

Recognition of Team Charlotte

- Providing a **3 percent combined increase** for general employees
- Providing a **1.5 percent market adjustment and a step** for public safety pay plan employees
- **Increasing the City of Charlotte's minimum wage** to \$16 an hour by the end of FY 2020
- A **minimum pay increase of \$2,080 for all general employees** with a positive performance review to help address upward mobility in the organization
- **No increase in 2020 health insurance premiums** for City of Charlotte employees
- Addressing police department pay inequities through a **5 percent pay increase for all sergeants** and a **5 percent pay increase in top pay for police officers through the Senior Police Officer Program**
- Rewarding firefighters, including a **2.5 percent pay increase for all fire captains and top-step Engineers**, and an **increase in the city's Firefighter 401k contribution** by 1 percent in January
- Launching **new initiatives for employees** based on feedback, including annual supervisor training, development of a career ladder tool box, and increased employee appreciation

Investments in Our Neighborhoods

- Reserving capacity for a **\$25 million 2020 housing bond** for a total of \$50 million towards implementation of the city's affordable housing strategy
- Additional support for other housing programming with **\$7 million** to be used primarily for Naturally Occurring Affordable Housing (NOAH)
- Investing **\$1.8 million** in Charlotte's Eastside and Westside neighborhoods
- Investing **\$4.2 billion in capital investment** over the next five years through projects for aviation, transit, water, and stormwater
- Keeping Charlotte clean with a \$1 per month increase in the Solid Waste Services fee, which will add **two new crews and two new trucks** to address demand, as well as prepare our city for the future of waste collection and disposal

- **Accelerating training for police officers**, with an additional \$2 million to provide multidisciplinary training
- Preserving our natural environment with the implementation of the Strategic Energy Action Plan and a planned opening of the Innovation Barn in 2019

Enhanced Opportunity for All

- Establishing the **Office of Equity, Mobility, and Immigrant Integration**, which will leverage existing resources to enhance access to government services and economic opportunity
- Increasing funding for the microgrant program from \$100,000 to \$500,000, creating **more opportunities for innovative ideas** that will transform the community
- Investing an additional **\$300,000 in Project PIECE 2.0**, a program designed to provide training and job placement which will result in increased upward mobility
- Providing \$1.5 million combined over two years to the **Aging in Place Program**, which helps seniors stay in their homes
- Fostering innovation with **\$2.1 million in economic development initiatives** focusing on small and minority-owned businesses, as well as new business creation, innovation, and entrepreneurship

Enhanced Mobility, Accessibility and Connectivity

- Working together with residents to create livable, unique spaces for Charlotte's residents with an additional **\$250,000 to the Placemaking Program**
- Investing **\$550,000 for Comprehensive Plan engagement and implementation**, which will help shape Charlotte's future for decades to come
- Fully funding the planned and designed segments of the **Cross Charlotte Trail**