

2024-2025 BUDGET ORDINANCE
ADOPTED JUNE 10, 2024

BE IT ORDAINED by the City of Charlotte, North Carolina:

Amended 06.17.2024 to Correct Scribe Error

Section 1. The following amounts are hereby appropriated for the operation of the City Government and its activities for the fiscal year (FY) beginning July 1, 2024, and ending on June 30, 2025, according to the following schedules:

SCHEDULE A. GENERAL OPERATING FUND	City Council amendment reduced by 486,200 from 897,251,000	896,764,800
SCHEDULE B. CHARLOTTE WATER OPERATING FUND		616,960,897
SCHEDULE C. CHARLOTTE AREA TRANSIT SYSTEM OPERATING FUNDS-CONSOLIDATED		283,105,973
SCHEDULE D. AVIATION OPERATING FUNDS-CONSOLIDATED		731,239,274
SCHEDULE E. STORM WATER OPERATING FUND		94,241,689
SCHEDULE F. CHARLOTTE WATER DEBT SERVICE FUNDS-CONSOLIDATED		167,671,648
SCHEDULE G. MUNICIPAL DEBT SERVICE FUND		207,512,269
SCHEDULE H. AVIATION DEBT SERVICE FUNDS-CONSOLIDATED		122,969,247
SCHEDULE I. CONVENTION CENTER DEBT SERVICE FUND		18,720,675
SCHEDULE J. STORM WATER DEBT SERVICE FUND		20,367,817
SCHEDULE K. CHARLOTTE AREA TRANSIT SYSTEM DEBT SERVICE FUNDS-CONSOLIDATED		40,428,274
SCHEDULE L. TOURISM DEBT SERVICE FUND		17,576,250
SCHEDULE M. POWELL BILL FUND	City Council amendment reduced by 1,747,200 from 16,682,105	14,934,905
SCHEDULE N. CONVENTION CENTER TAX FUND		82,701,762
SCHEDULE O. TOURISM OPERATING FUND		52,985,477
SCHEDULE P. CEMETERY TRUST FUND		86,294
SCHEDULE Q. NASCAR HALL OF FAME TAX FUND		22,313,402
SCHEDULE R. NASCAR HALL OF FAME DEBT SERVICE FUND		9,060,067
SCHEDULE S. CULTURAL FACILITIES DEBT SERVICE FUND		7,657,350
SCHEDULE T. PUBLIC SAFETY COMMUNICATIONS FUND		8,683,727

Section 2. The following amounts are hereby appropriated for the capital projects of the City Government and its activities for the FY beginning July 1, 2024, and ending on June 30, 2025 according to the following schedules:

SCHEDULE A. NEIGHBORHOOD DEVELOPMENT GRANTS FUND		11,848,241
SCHEDULE B. GENERAL GRANTS FUND		22,439,705
SCHEDULE C. EMERGENCY TELEPHONE SYSTEM FUND		2,375,416
SCHEDULE D. HOME GRANT FUND		4,130,653
SCHEDULE E. COMMUNITY DEVELOPMENT FUND		5,918,194
SCHEDULE F. PAY-AS-YOU-GO FUND	City Council amendment reduced by 1,261,000 from 107,082,205	105,821,205
SCHEDULE G. GENERAL CAPITAL PROJECTS FUND		
Create and Preserve Affordable Housing		100,000,000
Invest in Corridors of Opportunity	City Council amendment increased by 5,000,000 from 20,000,000	25,000,000
Enhance Transportation Safety (Vision Zero)		20,000,000
Improve Sidewalks	City Council amendment increased by 30,000,000 from 20,000,000	50,000,000
Implement Strategic Investment Areas	City Council amendment increased by 25,000,000 from 30,000,000	55,000,000
Center City Transportation	New 5,000,000 added by City Council Amendment	5,000,000
Improve Eastway Drive/ Shamrock Drive Intersection		10,500,000
Mitigate Congestion		10,000,000
Connect Bicycle Facilities		8,000,000
Resurface Streets		24,600,000
Repair and Replace Bridges		7,300,000
Upgrade Traffic Control Devices		5,000,000
Maintain Intelligent Transportation Systems		4,000,000
Construct Bryant Farms Road Phase II		10,000,000
Construct Robinson Church Road		7,800,000
Complete Idlewild/Monroe/Rama Intersection		9,100,000
Complete Monroe Road Streetscape		1,000,000
Improve Rea Road with Bonus Allocation Funding		6,000,000
Complete Morris Field Bridge Replacement		5,000,000
Promote Public/Private Partnerships		15,000,000
Reimburse Garrison Road North Infrastructure (River District)		3,000,000
Support Ballantyne Reimagined Infrastructure		8,700,000
Reimburse Innovation District Infrastructure (Atrium)		10,000,000
Construct Fire Facilities		14,500,000
Construct Renovations to the Law Enforcement Center for 911 Expansion		7,000,000
Acquire Land		12,500,000
Construct Capital Building Improvements		6,699,182
Implement ADA Transition Plan in Facilities		3,000,000
Construct Equity Renovations at Solid Waste		3,000,000
Increase Building Sustainability		2,500,000
Complete Fire Equity Facilities		1,500,000
Upgrade Self-Contained Breathing Equipment for Fire		13,200,000
Complete the Cross Charlotte Trail		8,400,000
Upgrade Business Software System		19,250,000
Invest in Corridors of Opportunity		5,000,000
Support Innovative Housing		1,575,000
Support Public-Private Partnerships to End and Prevent Homelessness		1,000,000
Support Financial Partners		580,000
Enhance Placemaking		500,000
Renovate Median Landscapes		250,000
Reduce Litter		250,000
Reduce Juvenile Crime		3,500,000
Trim and Remove Trees		2,125,000

SCHEDULE G. GENERAL CAPITAL PROJECTS FUND (Continued)		
Replace Radios		1,500,000
Offer In Rem Remedy		250,000
Pilot Mobility Innovation District		2,000,000
Complete Transportation Project Feasibility		500,000
Support Alignment Rezoning		350,000
Purchase Transportation Equipment		200,000
Support Bikeshare Program		200,000
Maintain City-Owned Facilities		5,319,706
Enhance Innovation and Technology Assets		1,600,000
Replace Trees		1,250,000
Support Americans with Disabilities Act Program		1,000,000
Support Environmental Services Program		1,000,000
Advance the Strategic Energy Action Plan		1,000,000
Repair City-Owned Parking Lots/Decks		600,000
Support Employee Financial Stability		500,000
Maintain Government Center Parking Deck		200,000
Revitalize Business Corridors		500,000

TOTAL GENERAL CAPITAL PROJECTS FUND City Council amendment increased by 65,000,000 from 459,298,888 **524,298,888**

SCHEDULE H. TOURISM CAPITAL PROJECTS FUND

Baseball Stadium Allocation		683,088
Arena Maintenance Reserve		1,100,000
Ovens/Bojangles Capital Maintenance and Repair		3,500,000
Cultural Facilities		1,500,000

TOTAL TOURISM CAPITAL PROJECTS FUND **6,783,088**

SCHEDULE I. STORM WATER CAPITAL PROJECTS FUND

Improve Drainage for Storm Water		64,887,500
Improve Surface Water Quality		1,112,500
Mitigate Impacts to Streams and Wetlands		13,000,000

TOTAL STORM WATER CAPITAL PROJECTS FUND **79,000,000**

SCHEDULE J. CHARLOTTE WATER CAPITAL PROJECTS FUND

Water		107,525,000
Sewer		332,838,728
Other		9,636,272

TOTAL CHARLOTTE WATER CAPITAL PROJECTS FUND **450,000,000**

SCHEDULE K. CHARLOTTE AREA TRANSIT SYSTEM CAPITAL PROJECTS FUNDS - CONSOLIDATED

Develop Transit Systems		18,460,365
Purchase New Transit Support Systems & Equipment		7,113,650
Enhance Safety and Security on Transit		2,228,600
Purchase Support Vehicles for CATS		336,000
Purchase and Maintain Transit Vehicles		8,198,000
Purchase and Maintain Rail Vehicles		14,677,914
Maintain Transit Facilities		6,402,048

TOTAL CHARLOTTE AREA TRANSIT SYSTEM CAPITAL PROJECTS FUNDS - CONSOLIDATED **57,416,577**

SCHEDULE L. AVIATION CAPITAL PROJECTS FUNDS - CONSOLIDATED

Renovate Airport Terminal		131,788,409
Enhance Airfield Capacity		610,616,272
Enhance Airport Services Facilities		19,082,964
Expand Ground Transportation Capacity		13,500,000

TOTAL AVIATION CAPITAL PROJECTS FUNDS - CONSOLIDATED **774,987,645**

Section 3. It is estimated the following revenues will be available during the fiscal year beginning July 1, 2024, and ending on June 30, 2025, to meet the appropriations shown in Section 1 according to the following schedules:

SCHEDULE A. GENERAL OPERATING FUND

Taxes		
Property Tax	City Council amendment reduced by 486,200 from 475,686,936	475,200,736
Sales Tax		153,054,339
Sales Tax on Utilities		57,384,865
Tax Reimbursements		4,855,824
Police Services		27,217,652
Solid Waste Disposal Fees		39,865,431
Other Revenues		
Licenses and Permits		20,373,886
Fines, Forfeits, and Penalties		3,125,341
Interlocal Grants and Agreements		4,979,310
Federal and State Shared Revenues		11,000,726
General Government		20,379,462
Public Safety		2,760,611
Cemeteries		966,900
Use of Money and Property		5,604,924
Sale of Salvage and Land		975,000
Other Revenues		559,950
Intragovernmental Revenues		66,440,774
Transferred Revenues		1,932,775
Transfers from Other Funds		86,294

TOTAL GENERAL OPERATING FUND City Council amendment reduced by 486,200 from 897,251,000 **896,764,800**

SCHEDULE B. CHARLOTTE WATER OPERATING FUND

Variable Rate Revenues	398,890,313
Fixed Rate Revenues	45,617,436
Availability Fees	65,581,822
Connection Fees	22,000,000
System Development Fees	47,000,000
BOD, SS, & IW Surcharge	7,100,000
Specific Service Charges	3,705,000
Interest Earnings	2,000,000
Other Operating Revenues	5,040,000
Uncollectable Revenue	(3,000,000)
Other non-operating revenue	3,000,000
Fund Balance	20,026,326

TOTAL CHARLOTTE WATER OPERATING FUND 616,960,897

SCHEDULE C. CHARLOTTE AREA TRANSIT SYSTEM OPERATING FUNDS-CONSOLIDATED

Article 43 Sales Tax (Sales Tax Consolidation Fund)	165,022,903
Interlocal Agreements	211,508
Passenger Fares	16,242,520
Federal Grants	27,228,334
State Grants	9,208,761
Transit Pay-As-You-Go Transfer	31,270,856
Other Revenues	8,188,635
Fund Balance	23,232,456
Interest Earnings	2,500,000

TOTAL CHARLOTTE AREA TRANSIT SYSTEM OPERATING FUNDS-CONSOLIDATED 283,105,973

SCHEDULE D. AVIATION OPERATING FUNDS-CONSOLIDATED

Terminal Area	146,445,718
Airfield	68,078,146
Concessions	69,131,555
Rental Car	23,148,509
Parking	120,000,000
Fixed Based Operator	41,840,867
Other	21,452,156
Passenger Facility Charge Fund	119,801,715
Contract Facility Charge Fund	17,535,447
Discretionary Fund	103,805,161

TOTAL AVIATION OPERATING FUNDS-CONSOLIDATED 731,239,274

SCHEDULE E. STORM WATER OPERATING FUND

Stormwater Fees	84,318,012
Permitting Fees	3,600,000
Interest Earnings	500,000
Fund Balance	5,823,677

TOTAL STORM WATER OPERATING FUND 94,241,689

SCHEDULE F. CHARLOTTE WATER DEBT SERVICE FUNDS-CONSOLIDATED

Contribution from Charlotte Water Water Operating Fund	167,671,648
--	-------------

TOTAL CHARLOTTE WATER DEBT SERVICE FUNDS-CONSOLIDATED 167,671,648

SCHEDULE G. MUNICIPAL DEBT SERVICE FUND

Property Tax	124,851,256
Sales Tax	34,903,553
Interest on Investments	5,174,756
Contribution from Other Funds	
Powell Bill Fund - Equipment	3,041,483
Pay-As-You-Go Fund - Vehicles/Other	23,265,411
Proceeds from Lease Purchases	750,000
Other Revenue	758,328
Fund Balance	14,767,482

City Council amendment increased by 1,747,200 from 123,104,056

City Council amendment reduced by 1,747,200 from 16,514,682

TOTAL MUNICIPAL DEBT SERVICE FUND 207,512,269

SCHEDULE H. AVIATION DEBT SERVICE FUNDS-CONSOLIDATED

Contribution from Aviation Operating Fund	51,727,298
Contribution from Passenger Facility Charges	71,241,949

TOTAL AVIATION DEBT SERVICE FUNDS-CONSOLIDATED 122,969,247

SCHEDULE I. CONVENTION CENTER DEBT SERVICE FUND

Contribution from Convention Center Tax Fund	18,720,675
--	------------

TOTAL CONVENTION CENTER DEBT SERVICE FUND 18,720,675

SCHEDULE J. STORM WATER DEBT SERVICE FUND

Contribution from Storm Water Operating Fund	20,367,817
--	------------

TOTAL STORM WATER DEBT SERVICE FUND 20,367,817

SCHEDULE K. CHARLOTTE AREA TRANSIT SYSTEM DEBT SERVICE FUNDS-CONSOLIDATED

Transfers from CATS Operating Funds (Article 43 Sales Tax)	
Transfer from CATS Operating (Debt Service)	12,084,106
Transfer from CATS Operating (Control Account)	10,000,000
Federal Grants	2,927,900
Fund Balance	15,416,268

TOTAL CHARLOTTE AREA TRANSIT SYSTEM DEBT SERVICE FUNDS-CONSOLIDATED 40,428,274

SCHEDULE L. TOURISM DEBT SERVICE FUND

Contribution from Tourism Operating Fund	17,576,250
TOTAL TOURISM DEBT SERVICE FUND	17,576,250

SCHEDULE M. POWELL BILL FUND

State Powell Bill Distribution		13,679,745
Transfer from General Operating Fund	City Council amendment reduced by 486,200 from 1,000,000	513,800
Transfer from Pay-As-You-Go Fund	City Council amendment reduced by 1,261,000 from 1,261,000	0
Interest on Investments		82,560
Sale of Used Vehicles		170,200
Fund Balance		488,600
TOTAL POWELL BILL FUND	City Council amendment reduced by 1,747,200 from 16,682,105	14,934,905

SCHEDULE N. CONVENTION CENTER TAX FUND

Occupancy Tax		31,193,600
Prepared Food & Beverage Tax		48,338,900
Interest on Investments		2,169,262
Lease of City-Funded Bank of America Stadium Improvements		1,000,000
TOTAL CONVENTION CENTER TAX FUND		82,701,762

SCHEDULE O. TOURISM OPERATING FUND

Occupancy Tax		25,530,292
Rental Car Tax		5,425,908
Interest on Investments		2,475,588
Contribution from Charlotte Hornets		1,100,000
Transfer from Pay-As-You-Go Fund		13,399,749
Transfers for Synthetic TIG Agreements from:		
General Operating Fund		1,261,467
Municipal Debt Service Fund		330,565
Pay-As-You-Go Fund		59,968
Contribution from Mecklenburg County		2,948,040
Contribution from Center City Partners		51,000
Miscellaneous Revenues		402,900
TOTAL TOURISM OPERATING FUND		52,985,477

SCHEDULE P. CEMETERY TRUST FUND

Interest on Investments		86,294
TOTAL CEMETERY TRUST FUND		86,294

SCHEDULE Q. NASCAR HALL OF FAME TAX FUND

Occupancy Tax		21,258,314
Interest on Investments		1,055,088
TOTAL NASCAR HALL OF FAME TAX FUND		22,313,402

SCHEDULE R. NASCAR HALL OF FAME DEBT SERVICE FUND

Contribution from NASCAR Hall of Fame Tax Fund		9,060,067
TOTAL NASCAR HALL OF FAME DEBT SERVICE FUND		9,060,067

SCHEDULE S. CULTURAL FACILITIES DEBT SERVICE FUND

Contribution from Tourism Operating Fund		7,657,350
TOTAL CULTURAL FACILITIES DEBT SERVICE FUND		7,657,350

SCHEDULE T. PUBLIC SAFETY COMMUNICATIONS FUND

Operating Revenue from City of Charlotte		4,379,931
Operating Revenue from Regional Partners		4,295,108
Interest on Investments		4,188
Miscellaneous Revenue		4,500
TOTAL PUBLIC SAFETY COMMUNICATIONS FUND		8,683,727

Section 4. It is estimated the following revenues will be available during the fiscal year beginning July 1, 2024, and ending on June 30, 2025, to meet the appropriations shown in Section 2 according to the following schedules:

SCHEDULE A. NEIGHBORHOOD DEVELOPMENT GRANTS FUND

Housing Opportunities for Persons with Aids (HOPWA) Grant		3,666,683
Emergency Solutions Grant		989,058
Bank of America Youth Grant		142,500
Affordable Housing Fee-in-Lieu		2,500,000
Tree Mitigation and Planting		4,300,000
Miscellaneous Revenues		250,000
TOTAL NEIGHBORHOOD DEVELOPMENT GRANTS FUND		11,848,241

SCHEDULE B. GENERAL GRANTS FUND

Federal and State Grants and Reimbursements		15,443,714
Assets Forfeiture		2,025,000
Contributions		4,269,767
Contribution from Other Funds		701,224
TOTAL GENERAL GRANTS FUND		22,439,705

SCHEDULE C. EMERGENCY TELEPHONE SYSTEM FUND

NC 911 Fund Distribution		392,986
Interest on Investments		13,000
Fund Balance		1,969,430
TOTAL EMERGENCY TELEPHONE SYSTEM FUND		2,375,416

SCHEDULE D. HOME GRANT FUND

HOME Investment Partnerships Program Grant (HOME)		3,463,178
HOME Grant Program Income		667,475
TOTAL HOME GRANT FUND		4,130,653

SCHEDULE E. COMMUNITY DEVELOPMENT FUND

Community Development Block Grant (CDBG)	5,618,194
Community Development Block Grant Program Income	300,000

TOTAL COMMUNITY DEVELOPMENT FUND **5,918,194**

SCHEDULE F. PAY-AS-YOU-GO FUND

Property Tax	21,235,310
Sales Tax	25,455,983
Interest Income	2,461,188
Program Income (Housing and Energy)	560,000
Capital Reserve from FY 2023 (Sections 15)	15,735,319
Vehicle Rental Tax (U-Drive-It)	17,962,955
Motor Vehicle Licenses	16,038,515
Reappropriation of Prior Authorization (Sections 16)	125,000
Pay-As-You-Go Fund Balance (Section 17 plus existing Fund Balance)	6,246,935

TOTAL PAY-AS-YOU-GO FUND **105,821,205**

SCHEDULE G. GENERAL CAPITAL PROJECTS FUND

2024 Housing Bonds	100,000,000
2024 Neighborhood Bonds	61,700,000
2024 Transportation Bonds	238,300,000
Contribution from Pay-As-You-Go Fund	32,749,706
Certificates of Participation	48,500,000
Contribution from Municipal Debt Service Fund	33,627,148
Mecklenburg County Reimbursement	2,199,182
Transfers from Non-General Funds	7,222,852

TOTAL GENERAL CAPITAL PROJECTS FUND **524,298,888**

SCHEDULE H. TOURISM CAPITAL PROJECTS FUND

Contribution from Tourism Operating Fund	6,783,088
--	-----------

TOTAL TOURISM CAPITAL PROJECTS FUND **6,783,088**

SCHEDULE I. STORM WATER CAPITAL PROJECTS FUND

Storm Water Revenue Bonds	25,000,000
Contribution from Storm Water Operating Fund	41,000,000
Storm Water Program Income	13,000,000

TOTAL STORM WATER CAPITAL PROJECTS FUND **79,000,000**

SCHEDULE J. CHARLOTTE WATER CAPITAL PROJECTS FUND

Water Revenue Bonds	21,500,000
Sewer Revenue Bonds	228,500,000
Contribution from Charlotte Water Operating Fund	200,000,000

TOTAL CHARLOTTE WATER CAPITAL PROJECTS FUND **450,000,000**

SCHEDULE K. CHARLOTTE AREA TRANSIT SYSTEM CAPITAL PROJECTS FUNDS - CONSOLIDATED

Federal Transit Grants	34,675,400
State Transit Grants	10,397,003
Contribution from CATS Control Account	12,344,174

TOTAL CHARLOTTE AREA TRANSIT SYSTEM CAPITAL PROJECTS FUND - CONSOLIDATED **57,416,577**

SCHEDULE L. AVIATION CAPITAL PROJECT FUNDS - CONSOLIDATED

Revenue Bonds	422,081,750
Aviation Pay-As-You-Go	63,266,187
Passenger Facility Charges	85,464,753
Federal Grants	158,674,955
State Grants	38,500,000
Customer Facility Charges	7,000,000

TOTAL AVIATION CAPITAL PROJECTS FUNDS - CONSOLIDATED **774,987,645**

Section 5. That, pursuant to G.S. 159-8 and G.S. 159-13.1, the following financial plans are adopted:

Risk Management Fund

City of Charlotte	
Revenues	44,252,056
Expenditures	44,252,056

Mecklenburg County	
Revenues	11,250,000
Expenditures	11,250,000

Charlotte Mecklenburg Schools	
Revenues	12,750,000
Expenditures	12,750,000

Medic	
Revenues	4,900,000
Expenditures	4,900,000

Employee Health and Life Fund

Revenues	164,158,854
Fund Balance	1,609,238
Total Revenues	165,768,092
Expenditures	165,768,092

Fleet Management Fund

Operating Revenues from the City of Charlotte	30,436,253
Operating Revenues from Regional Partners	3,131,613
Miscellaneous Revenue	216,554
Total Revenues	33,784,420
Expenditures	33,784,420

Section 6. That the sum of \$5,000,000 is estimated to be available from the proceeds of the FY 2025 Installment Payment Contract (Lease Purchase) and is hereby appropriated to the fund listed below. Interest earnings on these lease purchase proceeds are hereby appropriated to the fund listed below for allocation for future capital equipment needs in the current and future years until the funds are depleted.

Charlotte Water Capital Equipment Fund	5,000,000
Total	5,000,000

That the sum of \$32,229,567 is appropriated in the following funds for capital equipment purchases and funded by a loan from an appropriation in the Municipal Debt Service Fund. Funds for General Capital Equipment will be repaid by the General Operating Fund over the next five years. Funds for Powell Bill Capital Equipment will be repaid by the Powell Bill Fund over the next five years.

General Capital Equipment Fund	30,985,976
Powell Bill (Street Maintenance) Capital Equipment Fund	1,243,591
Total	32,229,567

That the sum of \$2,136,718 is estimated to be available from the following sources for technology equipment purchases in the General Technology Fund and are hereby appropriated.

Contribution from General Operating Fund	944,000
General Technology Fund Fund Balance	1,192,718
Total	2,136,718

Section 7. That the following tax rates are hereby levied on each one hundred dollars (\$100) valuation of taxable property, as listed for taxes as of January 1, 2024, for the purpose of raising revenue from property taxes as set forth in the foregoing revenue estimates, and in order to finance the Funds' appropriations:

General Operating Fund (for the general expenses incidental to the proper government of the city)	City Council amendment reduced by 0.0002 from 0.2098	Tax Rates
Municipal Debt Service Fund (for the payment of interest and principal on outstanding debt)	City Council amendment increased by 0.0008 from 0.0543	\$0.2096
Pay-As-You-Go Fund (for dedication to the General Capital Projects Fund for capital improvements)	City Council amendment reduced by 0.0006 from 0.0100	\$0.0551
		\$0.0094
TOTAL RATE PER \$100 VALUATION OF TAXABLE PROPERTY		\$0.2741

Such rates of tax are based on an estimated total appraised valuation of property for the purpose of taxation of \$226,260,193,997 and an estimated rate of collection of ninety-nine percent (99.00%).

Section 8. That the sum of \$1,884,081 is hereby appropriated to the Municipal Service District 1; that the sum of \$1,309,309 is hereby appropriated to the Municipal Service District 2; and that the sum of \$2,020,237 is hereby appropriated to Municipal Service District 3. These funds will provide for planning, promotion, and revitalization activities within the designated Center City Municipal Service Districts for the period beginning July 1, 2024, and ending June 30, 2025.

Section 9. That the sum of \$1,636,882 is hereby appropriated to the Municipal Service District 4. These funds will provide for planning, promotion, and revitalization activities within the designated South End Municipal Service District for the period beginning July 1, 2024, and ending June 30, 2025.

Section 10. That the sum of \$1,516,054 is hereby appropriated to the Municipal Service District 5. These funds will provide for planning, promotion, and revitalization activities within the designated University City Municipal Service District for the period beginning July 1, 2024, and ending June 30, 2025.

Section 11. That the sum of \$1,783,323 is hereby appropriated to the Municipal Service District 6. These funds will provide for planning, promotion, and revitalization activities within the designated South Park Municipal Service District for the period beginning July 1, 2024, and ending June 30, 2025.

Section 12. That the following estimated revenues are hereby available from the following sources to finance the operations of the Municipal Service Districts:

SCHEDULE A. MUNICIPAL SERVICE DISTRICT 1		
Property Taxes		1,884,081
TOTAL DISTRICT 1		1,884,081
SCHEDULE B. MUNICIPAL SERVICE DISTRICT 2		
Property Taxes		1,309,309
TOTAL DISTRICT 2		1,309,309
SCHEDULE C. MUNICIPAL SERVICE DISTRICT 3		
Property Taxes		2,020,237
TOTAL DISTRICT 3		2,020,237
SCHEDULE D. MUNICIPAL SERVICE DISTRICT 4		
Property Taxes		1,636,882
TOTAL DISTRICT 4		1,636,882
SCHEDULE E. MUNICIPAL SERVICE DISTRICT 5		
Property Taxes		1,516,054
TOTAL DISTRICT 5		1,516,054
SCHEDULE F. MUNICIPAL SERVICE DISTRICT 6		
Property Taxes		1,783,323
TOTAL DISTRICT 6		1,783,323

Section 13. That the following tax rates are hereby levied on each one hundred dollars (\$100) valuation of taxable property, as listed for taxes as of January 1, 2024, for the purpose of raising revenue from property taxes as set forth in the foregoing revenue estimates, and in order to finance the foregoing appropriations in the Municipal Service Districts:

Municipal Service District	Tax Rates	Valuation	Collection Rate (%)
Municipal Service District 1	\$0.0128	14,856,281,620	99.00%
Municipal Service District 2	\$0.0218	6,065,156,387	99.00%
Municipal Service District 3	\$0.0332	6,139,786,418	99.00%
Municipal Service District 4	\$0.0280	5,895,984,658	99.00%
Municipal Service District 5	\$0.0262	5,852,628,910	99.00%
Municipal Service District 6	\$0.0381	4,725,256,058	99.00%

Section 14. That the sum of \$372,700 is available from the following sources in the General Capital Projects Fund for FY 2025 Public Art-eligible projects.

Invest in Corridors of Opportunity	City Council amendment increased by 30,000 from 120,000	150,000
Enhance Transportation Safety (Vision Zero)		20,000
Improve Sidewalks	City Council amendment increased by 30,000 from 20,000	50,000
Connect Bicycle Facilities		8,000
Repair and Replace Bridges		7,300
Construct Fire Facilities		87,000
Complete the Cross Charlotte Trail		50,400
TOTAL	City Council amendment increased by 60,000 from 312,700	372,700

June 10, 2024 Ordinance Book 67, Page 140 Ordinance No. 807-X

FY 2025 above, FY 2024 below

General Capital Projects Fund

Section 15. That the sum of \$15,735,319 is available from the General Operating Fund fund balance in excess of 16% and is hereby appropriated for transfer to the Pay-As-You-Go Fund to be allocated as follows:

Capital Reserve from FY 2023 (FY 2025 Annual Ordinance - Section 4, Schedule F). **15,735,319**

Section 16. That the sum of \$125,000 of prior authorization from various capital projects in the General Capital Projects Fund is available and is hereby transferred to the following projects through the Pay-As-You-Go Fund. These projects are determined to be complete, discontinued, or no longer viable.

Projects	PL Project	Funding Source	Decrease	Increase
Parkwood(N.Davidson-ThePlaza)Improv	4288200082	Pay-As-You-Go	125,000.00	
Budget Capital Control Account	1400900040	Pay-As-You-Go		125,000.00
Total			125,000.00	125,000.00

Section 17. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$2,746,935.99 in Sale of Land revenue in the General Capital Projects Fund (4001). That the sum of \$2,746,935.99 of prior authorization is available in the General Capital Projects Fund (4001) and is hereby transferred to the Pay-As-You-Go Fund (4000).

Section 18. That the sum of \$1,148,870.93 of prior authorization from various capital projects in the General Capital Projects Fund is available and is hereby transferred to the following project in the General Capital Projects Fund. These projects are determined to be complete, discontinued, or no longer viable.

Projects	PL Project	Funding Source	Decrease	Increase
Pedestrian & Traffic Safety	4292000045	Transportation Bonds	680.81	
SMD Special Projects	4261750001	Transportation Bonds	2,642.28	
Beatties Ford-Capps Hill Mine To Su	4288550003	Transportation Bonds	493,393.23	
IBM Drive/North Tryon Connector - R	4288550013	Transportation Bonds	2.82	
North Tryon Redevelopment	6288790001	Transportation Bonds	106,527.60	
Mckee Rd/Providence Rd Inter Imp	4288550002	Transportation Bonds	200,000.00	
Euclid Ave Traffic Calming	4288200090	Transportation Bonds	24,097.70	
1419 Graham Street Roof Replacement	8040400005	General COPs	9,426.42	
CMPD Central Division Station	8010150042	General COPs	67,142.82	
I - 85 NORTH BRIDGE(Adv Plan)	8010550006	PAYGO	21,005.16	
Louise Avenue Parking Lot 6 Repavin	8010100010	PAYGO	47,241.34	
Corridor Studies Implementation	4292000312	PAYGO	488.86	
Parkwood(N.Davidson-ThePlaza)Improv	4288200082	PAYGO	41,370.88	
South Blvd Corridor Implementation	4288200087	PAYGO	8,587.46	
West Blvd Corridor Implementation	4288200088	PAYGO	24,975.53	
Cemeteries - Roads Renovation	8060100001	PAYGO	100,000.00	
Cemetery Master Plan	8060100003	PAYGO	1,288.02	
Budget Capital Control Account	1400900040	Transportation Bonds		827,344.44
Budget Capital Control Account	1400900040	General COPs		76,569.24
Budget Capital Control Account	1400900040	PAYGO		244,957.25
Total			1,148,870.93	1,148,870.93

Section 19. That the sum of \$914,237.92 of prior authorization from various capital projects in the General Capital Projects Fund is available and is hereby transferred to the following projects in the General Capital Projects Fund. These projects are determined to be complete, discontinued, or no longer viable.

Projects	PL Project	Funding Source	Decrease	Increase
ERP: ERP Sys Procurement Consultant	1890182208	ERP Pay-As-You-Go	33,056.97	
ERP: Munis 2020.1 Upgrade	1820200013	ERP Pay-As-You-Go	11,955.10	
ERP: ACH / Paymode	1890182107	ERP Pay-As-You-Go	62,000.00	
ERP: Office365Migrtn to Office OnLi	1890182112	ERP Pay-As-You-Go	82,197.70	
ERP: ERP Upgrade to 2022	1890182207	ERP Pay-As-You-Go	567,532.25	
ERP: Unprogrammed Balance	1400100007	ERP Pay-As-You-Go		756,742.02
On-Base Deployment for HR	1890171901	Pay-As-You-Go	2,844.00	
I&T-VOICE OVER IP MIGRATION	1890181506	Pay-As-You-Go	53,643.47	
Office Space Construction	1890181704	Pay-As-You-Go	67,934.30	
Disaster Recovery Phase 3	1890182102	Pay-As-You-Go	5,658.57	
UDO Accela Upgrade	1890182308	Pay-As-You-Go	26,550.00	
Budget Capital Control Account	1400900040	Pay-As-You-Go		156,630.34
Disaster Recovery Phase 3	1890182102	Transfer from General Operating Fund	865.56	
Budget Capital Control Account	1400900040	Transfer from General Operating Fund		865.56
Total			914,237.92	914,237.92

Section 20. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to transfer \$7,127.39 in Private Contributions from project 1110100002 (Knight Cities "CanDoSigns") to project 6088780014 (Placemaking Opportunity Corridors) in the General Capital Projects Fund (4001). This project is determined to be complete, discontinued, or no longer viable.

Section 21. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to transfer \$6,000,000 in Neighborhood Bonds from project 6188700001 (Eastland Infrastructure) to project 8010790002 (PUBLIC/PRIVATE REDEVELOPMENT OPPS) in the General Capital Projects Fund (4001). This adjustment is due to project management accounting practices and does not affect the total Eastland Redevelopment project budget.

Section 22. That the sum of \$1,816,920 of prior authorization from various Corridors of Opportunity projects in the General Capital Projects Fund is available and is hereby transferred to the following projects in the General Capital Projects Fund.

Projects	PL Project	Funding Source	Decrease	Increase
Corridors of Opportunity Program	6075000000	Pay-As-You-Go	1,696,920.00	
SafeBizCLT - Corr. of Opportunity	3050000134	Pay-As-You-Go		146,920.00
Bus/ED Alloc. of Opportunity Corr	6210100112	Pay-As-You-Go		250,000.00
ED CoO Business Matching Grants	6210100127	Pay-As-You-Go		800,000.00
Placemaking Opportunity Corridors	6088780014	Pay-As-You-Go		500,000.00
Bus/ED Alloc. of Opportunity Corr	6210100112	Pay-As-You-Go	120,000.00	
SafeBizCLT - Corr. of Opportunity	3050000134	Pay-As-You-Go		120,000.00
Total			1,816,920.00	1,816,920.00

Section 23. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to transfer \$2,998,362.24 in Transportation Bonds from project 8010770014 (SELA NCDOT Funding) and \$1,637.76 in Transportation Bonds from project 8010770013 (Shade Valley Rd Rignmt & Roundabout) to project 4292000017 (Participation In State Highway Proj) all in the General Capital Projects Fund (4001).

Section 24. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to return \$628,370 from project 8010150058 (Charlotte Vehicle Operations Center) to the City of Charlotte Risk Management Fund.

Section 25. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to appropriate \$2,500,000 in fund balance in the Municipal Debt Service Fund (3000) for transfer to project 8010150058 (Charlotte Vehicle Operations Center) in the General Capital Projects Fund (4001), and to authorize the return of \$2,500,000 from project 8010150058 (Charlotte Vehicle Operations Center) to the City of Charlotte Risk Management Fund.

Section 26. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$237,201.12 in program income in project 6110100021 (IH: Housing Support) in the General Capital Projects Fund (4001).

Section 27. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to appropriate \$1,365,000 from the Public Safety Communications Fund (2200) in the General Capital Projects Fund (4001) in project 1840100001 (Public Safety Digital Comm Upgrade).

General Operating Fund

Section 28. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$700,000 in Fire Prevention permit fee revenue in the General Operating Fund (1000).

Section 29. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$1,625,000 from intragovernmental reimbursements from enterprise funds for public safety services and \$1,125,000 in intergovernmental revenue for public safety and fleet services in the General Operating Fund (1000).

Pay-As-You-Go Fund

Section 30. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$2,342,213 in interest from investments revenue in the Pay-As-You-Go Fund (4000) for transfer to the Risk Management Fund.

Municipal Debt Service Fund

Section 31. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to transfer \$124,451.61 in Other Funds from project 8045000002 (CMGC Generator Replacement) in the General Capital Projects Fund (4001) to the Municipal Debt Service Fund (3000).

Section 32. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to transfer \$708,117.77 in Public Safety COPs from project 8010150022 (Joint Communications Center) in the General Capital Projects Fund (4001) to the Municipal Debt Service Fund (3000).

Section 33. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$2,100,000 in 2024 Certificates of Participation proceeds in the Municipal Debt Service Fund (3000).

Section 34. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to appropriate \$700,000 in fund balance in the Municipal Debt Service Fund (3000) for transfer to the Other Employee Benefit Trust Fund (8000).

Convention Center Capital Projects and Debt Service Funds

Section 35. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$2,120,034.30 in unspent 2015A Certificates of Participation proceeds in the Convention Center Capital Projects Fund (4021) for transfer to and appropriation in the Convention Center Debt Service Fund (3021) for debt service payments.

Tourism and Cultural Facilities Funds

Section 36. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to return \$53,119.54 from project 8010150056 (Discovery Place Facilities Study) in the Tourism Capital Projects Fund (4022) to the Cultural Facilities Fund (2003).

Section 37. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to return \$89,198.77 from project 8010150068 (Fiber Optic Cable Duct Bank) in the Tourism Capital Projects Fund (4022) to the Tourism Operating Fund (2002).

Section 38. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to return \$15,900 from project 8010150069 (Discovery Place Chiller Replacement) in the Tourism Capital Projects Fund (4022) to the Tourism Operating Fund (2002).

Section 39. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to appropriate \$1,300,000 in interest from investments revenue in the Tourism Operating Fund (2002).

Neighborhood Development Grants Fund

Section 40. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$36,000 in contribution revenue in project 6110100134 (Cities for Financial Empowerment) in the Neighborhood Development Grants Fund (2700).

Section 41. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$13,775 in program revenue in project 6180100012 (Lead Based Paint 2020) in the Neighborhood Development Grants Fund (2700).

Section 42. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$2,460,050.28 in revenue from tree mitigation payments in project 8030100005 (Tree Preserv. & Mitigation Program) in the Neighborhood Development Grants Fund (2700).

Section 43. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$989,814.10 in revenue from tree planting revenues in project 8094500004 (Street Tree Planting Program) in the Neighborhood Development Grants Fund (2700).

HOME Grant Fund

Section 44. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$90,724.21 in program income in project 6133750006 (HOME: House Charlotte Loans) in the HOME Grant Fund (2701).

NASCAR Hall of Fame Capital Projects Fund

Section 45. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to appropriate \$1,300,000 in fund balance in the NASCAR Hall of Fame Tax Fund (2004) for transfer to and appropriation in project 8010150084 (NASCAR HoF Planning & Design) in the NASCAR Hall of Fame Capital Projects Fund (4024).

Public Safety Communications Fund

Section 46. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate a contribution of \$65,357.94 from the General Operating Fund (1000) in the Public Safety Communications Fund (2200).

Section 47. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$150,000 in revenue from various regional partners in the Public Safety Communications Fund (2200).

Aviation Operating Funds-Consolidated

Section 48. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$3,000,000 in parking fees in the Aviation Operating Funds-Consolidated.

Aviation Debt Service Funds-Consolidated

Section 49. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$3,870,953.09 in FAMT investment interest in the Aviation Debt Service Funds-Consolidated.

Aviation Capital Projects Funds-Consolidated

Section 50. That Schedule L in Sections 2 and 4 of the Fiscal Year 2024 Budget Ordinance (548-X) are hereby amended according to the following schedules:

	Original	Revised
Renovate Airport Terminal	174,218,764	261,205,376
Enhance Airfield Capacity	269,279,719	388,620,999
Enhance Airport Services Facilities	9,106,426	123,203,111
Expand Ground Transportation Capacity	7,550,000	13,391,623
Improve Private Aircraft Area	1,350,000	9,336,020
Total	461,504,909	795,767,129
	Original	Revised
Revenue Bonds	235,084,167	511,509,482
Aviation Pay-As-You-Go	33,977,426	62,894,550
Passenger Facility Charges	77,496,000	51,009,597
Federal Grants	78,947,316	114,120,452
State Grants	30,000,000	38,451,296
Customer Facility Charges	6,000,000	7,000,000
Private Contributions	-	10,771,752
Total	461,504,909	795,767,129

CATS Operating Fund

Section 51. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to appropriate \$18,000,000 in fund balance in the Charlotte Area Transit System Debt Service Funds-Consolidated for transfer to and appropriation in the Charlotte Area Transit System Operating Funds-Consolidated.

CATS Capital Projects Funds-Consolidated

Section 52. That Schedule K in Sections 2 and 4 of the Fiscal Year 2024 Budget Ordinance (548-X) are hereby amended according to the following schedules:

	Original	Revised
Develop Transit System	5,991,500	10,707,500
Enhance Safety and Security on Transit	2,524,839	2,524,839
Purchase New Transit Support Systems	4,106,576	4,106,577
Purchase New Support Vehicles for CATS	1,328,200	1,328,200
Purchase and Maintain Transit Vehicles	63,491,539	74,131,431
Maintain Transit Facilities	800,000	800,000
Total	78,242,654	93,598,547
	Original	Revised
Federal Transit Grants	33,078,916	48,003,165
State Transit Grants	1,126,780	-
Contribution from CATS Control Account	44,036,958	45,595,382
Total	78,242,654	93,598,547

Section 53. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to return and appropriate \$25,325,000 from project 4131502000 (Blue Line Extension) to the CATS Operating Funds-Consolidated for transfer to and appropriation in project 4131601915 (Southend Station) in the CATS Capital Projects Funds-Consolidated.

Section 54. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to return and appropriate \$4,975,000 from project 4131502000 (Blue Line Extension) to the CATS Debt Service Funds-Consolidated for transfer to and appropriation in project 4131601915 (Southend Station) in the CATS Capital Projects Funds-Consolidated.

Charlotte Water Capital Projects Fund

Section 55. That Schedule J in Sections 2 and 4 of the Fiscal Year 2024 Budget Ordinance (548-X) are hereby amended according to the following schedules:

	Original	Revised
Water	99,989,587	90,797,406
Sewer	339,446,312	318,447,622
Other	3,375,000	4,018,108
Total	442,810,899	413,263,136
	Original	Revised
Water Revenue Bonds	64,110,899	52,840,451
Sewer Revenue Bonds	198,700,000	170,248,407
Contribution from Charlotte Water Operating Fund	180,000,000	180,000,000
Other Contributions	-	10,174,278
Total	442,810,899	413,263,136

Storm Water Debt Service Fund

Section 56. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate revenue from the Storm Water Operating Fund (6300) of \$940,817 in the Storm Water Debt Service Fund (6320).

Law Enforcement Emergency Relief Fund

Section 57. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$25,000 in interest income in the Law Enforcement Emergency Relief Fund (2010).

National Opioid Settlement Fund

Section 58. That the Fiscal Year 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$35,320 in interest income in the National Opioid Settlement Fund (2696).

Risk Management Fund

Section 59. That the financial plan for the Risk Management Fund as adopted in the FY 2024 Budget Ordinance (548-X) is hereby amended to recognize and appropriate \$27,800,010 in additional revenue.

Authorizations

Section 60. That any remaining encumbered appropriations from the prior fiscal year for contracts and purchase orders that carry over into the current fiscal year are re-appropriated for expenditure in the current fiscal year.

Section 61. That the unexpended appropriations for previously authorized multi-year capital projects or grant projects are re-appropriated for expenditure in the current fiscal year. Local grant matching obligations and other amounts that were previously authorized as part of multi-year grant projects are also re-appropriated for expenditure in the current fiscal year.

Section 62. That amounts sufficient to make contractually-obligated small towns' tourism payments from the Tourism Fund are hereby appropriated.

Section 63. That the entire sums available from MSD Funds 2101, 2102, 2103, 2104, 2105, and 2107 fund balances as of June 30, 2024, for MSDs #1, #2, #3, #4, #5, and #6 are hereby appropriated for payment to Charlotte Center City Partners (CCCP), University City Partners (UCP), and SouthPark Community Partners.

Section 64. That revenues are hereby available and appropriated in the amounts needed to make payments to Charlotte Regional Visitors Authority as specified in the City Council-authorized agreement.

Section 65. That prepared food and beverage tax revenues are hereby available and hereby appropriated for transfer in the amounts needed to make payments to the Mecklenburg County towns (Cornelius, Davidson, Huntersville, Matthews, Mint Hill, and Pineville) as stipulated in Session Law 2001-402 and the interlocal agreement approved by City Council resolution on June 13, 2005.

Section 66. That the Finance Officer or designee is hereby authorized to transfer revenues from the Tourism and Convention Center Tax Funds to the Charlotte Regional Visitors Authority as stipulated in State of North Carolina General Statutes, for contractual or other required payments.

Section 67. That the City Manager is hereby authorized to implement all of the compensation and benefits recommendations as outlined in the FY 2025 Compensation and Benefits Recommendation book published with the June 10, 2024 Council Business Agenda.

Section 68. That the City Manager or designee is hereby authorized to move appropriations within Funds.

Section 69. That the City Manager or designee is hereby authorized to make corrections to the annual budget ordinance which are technical in nature.

Section 70. That the City Manager is hereby authorized to adjust appropriations in accordance with any Council amendments to this budget ordinance made at the Council Business Meeting of budget adoption.

Section 71. That the City Manager or designee is hereby authorized to assign, change, or close project numbers consistent with administration of the approved project or program.

Section 72. That the City Manager is hereby authorized to move appropriations for reorganizations within and between Funds. Any offsetting increases and decreases to both estimated revenues and appropriations may occur to accommodate these changes.

Section 73. That the City Manager or designee is hereby authorized to adjust the funding source for capital projects as necessary to reflect the appropriate source of funding.

- Section 74.** That the City Manager or designee is hereby authorized to remove any excess appropriations from active or completed projects and transfer all or any part of the associated balances to any other project or to the appropriate Funds' original source to be reprioritized through subsequent budget appropriations.
- Section 75.** That in sections of this ordinance which estimate grant (federal and/or state), debt, and other permanent funding sources, the Finance Officer or designee is hereby authorized to advance funding from the appropriate fund's fund balance to cover the estimated funding source until permanent financing is realized. Upon receipt of grant revenue, debt proceeds, or other permanent funding sources, funds advanced to the project shall revert back to the source fund's fund balance. If the permanent funding is not realized, the advance may be designated as the permanent source of funding. Upon receipt of the permanent funding, the sources and levels of funding for the project specified may be adjusted to reflect permanent financing.
- Section 76.** That the Finance Officer or designee is hereby authorized to appropriate program income, principal payments, interest earnings, or late fees for any Federal, State, Local, or other third party loans, grants, or other revenues for the duration of the grants', loans', or other revenues' authorized performance periods.
- Section 77.** That the Finance Officer or designee is hereby authorized to appropriate interest on investments on HUD-related revolving loan funds as required by HUD to return related interest earnings to HUD at fiscal years' end.
- Section 78.** That the Finance Officer or designee is hereby authorized to advance cash from the General Capital Project equity of the City's cash pool account to general capital projects that are bond-financed (unissued) and that have City Council-authorized appropriations. Upon issuance of permanent financing, the funds will be repaid to the General Capital Project equity of the City's cash pool account.
- Section 79.** That the Finance Officer or designee is hereby authorized to advance cash from the Enterprise's equity of the City's cash pool account to enterprise fund projects that are bond-financed (unissued) and that have City Council-authorized appropriations. Upon issuance of permanent financing, the funds will be repaid to the Enterprise's equity of the City's cash pool account.
- Section 80.** That the Finance Officer or designee is hereby authorized to replenish funds as needed up to the appropriated amount from the Municipal Debt Service Fund fund balance to the General Capital Projects Fund, Project 1400900500 – Advanced Planning/Design Program.
- Section 81.** That the Finance Officer or designee is hereby authorized to transfer interest earnings from the City's various operating and capital funds to the appropriate debt service funds according to Council policy, except where specific exceptions have been authorized.
- Section 82.** That the Finance Officer or designee is hereby authorized to transfer sales tax revenues and reserves between CATS' funds as necessary to facilitate CATS' financial policies.
- Section 83.** That the Finance Officer or designee is hereby authorized to appropriate amounts needed to fund current fiscal year debt issues that have been approved by Council.
- Section 84.** That the Finance Officer or designee is hereby authorized to appropriate amounts needed to satisfy federal government regulations related to interest earnings on debt issues.
- Section 85.** That the Finance Officer or designee is hereby authorized to appropriate and pay amounts needed to fund banking fees.
- Section 86.** That the following system development fees are adopted, pursuant to G.S. 162A-205 and G.S. 162A-209:

Meter Size	Water Fee	Sewer Fee
5/8-inch Displacement	1,298	5,052
1-inch Displacement	3,244	12,631
1.5-inch Displacement	6,488	25,262
2-inch Displacement	10,381	40,419
3-inch Singlejet	20,762	80,838
3-inch Compound, Class I	20,762	80,838
3-inch Compound, Class II	22,709	88,416
3-inch Turbine, Class I	22,709	88,416
3-inch Ultrasonic	32,441	126,309
4-inch Compound, Class I	32,441	126,309
4-inch Singlejet	32,441	126,309
4-inch Compound, Class II	38,929	151,571
4-inch Turbine, Class I	40,876	159,149
4-inch x 1-inch FMCT	45,418	12,631
4-inch Ultrasonic	57,096	222,304
6-inch Singlejet	64,882	252,618
6-inch Compound, Class I	64,882	252,618
6-inch Turbine, Class I	87,591	341,034
6-inch Compound, Class II	84,347	328,403
6-inch x 1.5-inch FMCT	103,812	25,262
6" x 2" FMCT	103,812	40,419
6-inch Ultrasonic	90,835	353,665
8-inch Compound, Class I	103,812	404,189
8-inch Compound, Class II	103,812	404,189
8-inch Turbine, Class II	181,670	707,330
8-inch x 2-inch FMCT	181,670	40,419
8-inch Ultrasonic	181,670	707,330
10-inch Turbine, Class II	272,505	1,060,996
10-inch x 2-inch FMCT	285,482	40,419
10-inch x 12-inch x 2-inch FMCT	324,411	40,419
10-inch Ultrasonic	291,970	1,136,781
12-inch FMCT with 2-inch at Crossover	285,482	1,111,519
12-inch Turbine, Class II	343,876	1,338,875
12-inch Ultrasonic	356,852	1,389,399
2-inch Fire Line	10,381	n/a
4-inch Fire Line	25,953	n/a
6-inch Fire Line	58,394	n/a
8-inch Fire Line	116,788	n/a
10-inch Fire Line	145,985	n/a
12-inch Fire Line	228,775	n/a

- Section 87.** That the Finance Officer or designee is hereby authorized to dispose of, auction, or sell non-United States denominated coins and United States currency that is considered to be damaged and nondepositable, rare, and/or collectors' coins collected by the City for deposit into the City's cash pool account.
- Section 88.** That the Finance Officer or designee is hereby authorized to establish custodial funds to be known as petty cash, escrow, stewardship and change funds in amounts determined by the Finance Officer or designee; to designate official custodians of the funds; and to approve replacement of official custodians as necessary.
- Section 89.** That the Finance Officer or designee is hereby authorized to pay sales and use tax as required.
- Section 90.** That the Finance Officer or designee is hereby authorized to pay withholdings, insurance premiums, risk management claims, legal fees, utility bills, escrow accounts, annual hardware/software maintenance and support fee renewals, refunds (excluding property tax and business privilege license refunds), auction fees, payments to Mecklenburg County in accordance with City Council-authorized agreements, payments to transit management company, and payments to the property management/leasing company for CATS' Charlotte Transit Center.
- Section 91.** That, pursuant to G.S. 159-25(b), the City Council authorizes the Manager or Interim Manager or, if both are unable to sign checks or drafts on an official depository, the Deputy City Manager to countersign such checks and drafts until the Manager or Interim Manager becomes able to perform this function.
- Section 92.** That the Finance Officer or designee is hereby authorized to transfer appropriations between funds which are directly tied to specific revenues such as sales tax, tax increment financing, U-Drive it, and other applicable items.
- Section 93.** That the Finance Officer is hereby authorized to charge a 5% administrative fee on all purchases at City auctions of surplus property, and assess a storage charge of \$25 per day per vehicle on any buyer who fails to remove a purchased vehicle from City property within the time frame stipulated in the auction rules.
- Section 94.** That all ordinances or parts of ordinances in conflict herewith are hereby repealed.
- Section 95.** That the Finance Officer or designee is hereby authorized to transfer from the Aviation Operating Fund (6000) to the Aviation Discretionary Fund (6001) to provide for the transfer of excess revenues.

Section 96. That this ordinance will be in effect July 1, 2024, except for Sections 15 through 85 and 87 through 96, which are to be effective upon adoption.

Approved as to form:

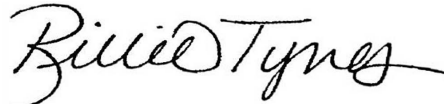


City Attorney

CERTIFICATION

I, Billie Tynes, Deputy City Clerk of the City of Charlotte, North Carolina, DO HEREBY CERTIFY that the foregoing is a true and exact copy of an Ordinance adopted by the City Council of the City of Charlotte, North Carolina, in regular session convened on the 10th day of June 2024, the reference having been made in Minute Book 158, and recorded in full in Ordinance Book 67, Page(s) 134-159.

WITNESS my hand and the corporate seal of the City of Charlotte, North Carolina, this 10th day of June 2024.



Billie Tynes, Deputy City Clerk

**RESOLUTION
No. 2024-01**

ADOPTION OF THE FY2025 TRANSIT OPERATING BUDGET, FY2025 TRANSIT DEBT SERVICE BUDGET AND FY2025-2029 CAPITAL INVESTMENT PLAN

A motion was made by **Mayor Vi Lyles (City of Charlotte)** and seconded by **Mayor Woody Washam (Town of Cornelius)** for the adoption of the following resolution, and upon being put to a vote was duly adopted by the Metropolitan Transit Commission (MTC).

WHEREAS, The Amended Transit Governance Interlocal Agreement (11-28-2005) provides that the Chief Transit Official shall submit to the MTC by January 30 of each year a proposed transit budget and program delineating the public transit services, activities and programs to be undertaken in the upcoming fiscal year starting July 1, and the financial resources required to carry out the services, activities and programs, and

WHEREAS, the Chief Transit Official provided preliminary budget and program recommendations to the MTC on January 24, 2024, which have been developed in compliance with CATS Mission, Vision, Strategic Goals and Financial and Fare Policies, and

WHEREAS, the Chief Transit Official's recommended budgets and programs have been reviewed by the Citizens Transit Advisory Group and the Transit Services Advisory Committee in accordance with the provisions of the Transit Governance Interlocal Agreement and the Metropolitan Transit Commission Rules of Procedures, and

WHEREAS the Metropolitan Transit Commission has reviewed the recommended FY2025 Transit Operating and Debt Service Budgets and Programs and the FY2025-2029 Capital Investment Plan and Projects to determine the transit program plans for meeting transportation needs of the Charlotte-Mecklenburg community,

NOW THEREFORE, be it resolved that the Metropolitan Transit Commission hereby

1. Approves the FY2025 Transit Operating Budget, the FY2025 Transit Debt Service Budget and the FY2025-2029 Transit Capital Investment Plan (attached to this Resolution)
2. Authorizes Chief Transit Official to present the FY2025 Transit Operating Budget, the FY2025 Debt Service Budget and the FY2025-2029 Capital Investment Plan to the Charlotte City Council for their review, approval, and inclusion in the City of Charlotte's FY2025 Budget Ordinance.

This resolution shall take effect immediately upon its adoption.

I, **County Commissioner Leigh Altman, Chairwoman of the Metropolitan Transit Commission** do hereby certify that the above Resolution is a true and correct documentation of the MTC's action from their meeting duly held on May 29, 2024.



 Signature of MTC Chairwoman

EXECUTIVE SUMMARY

Background

The City of Charlotte is committed to fostering an inclusive environment where employees can carry out their job responsibilities while feeling a sense of belonging and being comfortable as their true, authentic selves. Human Resource programs are developed and implemented in alignment with the Human Resources philosophy adopted by City Council. The City of Charlotte is dedicated to attracting and retaining qualified, productive, and engaged employees who will deliver efficient and effective services to the Charlotte community.

Recommendations for Compensation and Benefits are guided by our mission to help employees thrive by creating a work environment that embraces diversity and acknowledges and values the distinct and evolving needs of the city's workforce throughout various career stages.

FY 2025 guiding principles:

- The primary form of pay utilized to ensure market competitiveness is base pay. City Council's approved policy states that market competitiveness for a specific job is determined by the median of actual salaries paid in the relevant recruitment area for jobs of a similar nature.
- Pay will typically be determined by performance while considering market conditions.
- Employees may also be rewarded for attaining specific skills which helps them and the city meet our goals.
- Benefits plans will provide an appropriate level of income protection against unexpected health, life, and disability risks.
- Health care costs will be aggressively managed with employees sharing in the cost of benefits.
- Wellness initiatives, inclusive of behavioral health initiatives, will be integrated across Human Resource programs.

Awards and Recognitions

- Recognized Healthiest 100 Workplaces in America. The city ranked 37th.
- Winner Charlotte Business Journal Regions 2023 Healthiest Employers of Greater Charlotte.
- Recipient of the Gold Well Workplace Award, given by Wellness Council of America.

Survey of Market Conditions and Market Competitiveness

Market competitiveness is determined through an on-going survey process of the compensation and benefits practices of other employers. Human Resources recently conducted a review of local, regional, and national salary trends, as well as an evaluation of employer benefits practices. Competitive survey data was collected and analyzed from multiple consulting firms representing a significant number of employers. A summary of the average market movement can be found in Attachment A.

Survey Findings

- According to Payscale's 2024 Salary Budget Survey, despite the cooling of market conditions, 78 percent of U.S. organizations predict salary increase budgets will be the same or higher than last year due to an easing fear of recession. The planned distribution of average base pay increases for 2024 is 4.1 percent.
- Mercer Consulting's *December 2023 U.S. Compensation Planning Survey* reports that projected compensation budgets are holding steady over the past several months. Merit increase budgets for 2024 are tracking at 3.8 percent.
- World at Work's article, *Workspan Daily December 2023*, states "While both inflation and the labor market's voluntary turnover rate may actually be dropping, organizations are continuing to use compensation as a main driver to distinguish themselves from competitors." Their aggregation of national survey data indicates salary increase budgets for 2024 of 4.1 percent.
- According to the International Foundation of Employee Benefits *Healthcare Costs Pulse Survey: 2024 Cost Trend*, most medical plan costs will increase for the 2024 plan year. The expected median increase is 7.0 percent. The primary reasons include higher utilization due to chronic health conditions; catastrophic claims; specialty/costly prescription drugs; cell and gene therapy; medical provider costs, and higher stop-loss insurance premiums. Benefit initiatives with the most anticipated impact to cost include utilization control initiatives; cost sharing initiatives; work and wellness programs; purchasing initiatives; and plan design initiatives.
- *Mercer's Health and Benefit Strategies for 2023* report indicates healthcare affordability is a top concern for many workers, in particular low-wage earners or those coping with a chronic medical condition. In addition, both telemedicine and onsite care provide care at a lower cost and have the added benefit of greater convenience, which employees at all pay levels appreciate.
- *Mercer's 2023 National Survey of Employer-Sponsored Health Plans* indicates the per-employee cost of employer-sponsored health insurance rose by 5.2% on average in 2023 reaching \$15,797. Prescription drug cost is driving overall health benefit cost. In addition, the majority of large employers (60%) offered three or more health plan choices to help address healthcare affordability.
- According to the *2023 Society for Human Resource Management (SHRM) Benefits Survey*, the top ten benefits employers viewed as most important were health-related benefits, retirement savings and planning benefits; leave benefits; flexible work benefits; family care benefits; professional and career development benefits; financial (non-retirement) benefits; wellness benefits; education benefits; technology benefits; transportation benefits; and housing and relocation benefits.

FY 2025 COMPENSATION**Public Safety Pay Plan**

The City of Charlotte's Public Safety Pay Plan, as shown in **Attachments B and C**, covers all Fire classifications below the rank of Battalion Fire Chief and all Police classifications below the rank of Police Lieutenant . There are two components to the Public Safety Pay Plan; the first is progression through the steps, and the second is market adjustments to the steps. The following recommendations are proposed:

- All merit steps of the FY 2025 Public Safety Pay Plan to be funded.
- A market adjustment to the pay steps of 2.5 percent, effective July 6, 2024 (**Attachment B**).
- Revisions to Fire and Police steps effective November 9, 2024 (**Attachment C**):
 - Add a 5 percent step to the top of Firefighter I.
 - Increase the top step seven for Fire Engineer from 2.5 percent to 5 percent above step six.
 - Eliminate Fire Captain step one and add a 2.5 percent step to the top of Fire Captain.
 - Increase Senior Police Officer IV from 2.5 percent to 5 percent above Senior Police Officer III. Enhance eligibility for this classification to include all employees that have been a Senior Police Officer III for at least one-year.
 - Eliminate Police Sergeant step one (1) and add a 2.5 percent step to the top of Police Sergeant.
- Allow for a one-time 2.5 percent lump sum payment in June 2025 for any Firefighter II that does not receive a promotion and is not eligible for a step increase in FY 2025.
- Update the pay cycle for Police Public Safety Pay Plan employees from a 28 day pay cycle to a 14 day pay cycle on or prior to January 4, 2025.

Salaried Pay Plan

The City of Charlotte's Salaried Pay Plan covers all salaried exempt employees. Jobs are placed in traditional ranges, with each range having a minimum and maximum. There is no general pay (market) adjustment for employees in this pay plan, like the Public Safety and the Hourly Pay Plans. The following recommendations are proposed:

- Increase the personnel services budget to fund a 4 percent Salary Pay Plan pool.
- Merit pay decisions are determined by the employee's performance and their pay rate relative to the competitive rate for the specific job. Merit pay increases, which may be granted as a base pay adjustment and/or lump sum, are awarded on the employee's merit date, which may vary at different times throughout the year.
- A three percent market adjustment to the Salaried Pay Plan structure, effective July 6, 2024, as reflected in **Attachment D**. The impact of this recommendation will be to change the minimum and maximum rates of the pay grades to ensure the plan remains competitive in the marketplace. No employee will receive an increase due to this recommendation because no employee salary falls below the minimum of their respective pay grade.
- Adjust the salary pay guidelines to comply with the updated Fair Labor Standards Act regulations.

Hourly Pay Plan

The City of Charlotte's Hourly Pay Plan covers hourly employees in labor, trades, and administrative positions. Jobs in the Hourly Pay Plan are placed in traditional ranges, with each range having a minimum and maximum. Typically, hourly employees receive an annual pay increase equal to the market adjustment to the Hourly Pay Plan and an annual merit increase. However, the last few years has seen certain job shortages and inflationary wage pressures in this labor market. To help address these concerns, the following recommendations are proposed:

- Two across-the-board pay increases of the greater of 2.5 percent or \$1,640 each (5 percent or \$3,280 total) - one effective July 6, 2024, and one effective November 2, 2024. Any resulting increase amount that will exceed the assigned pay grade maximum will be paid as a lump sum.
- A 3 percent market adjustment to the Hourly Pay Plan, effective July 6, 2024, as reflected in **Attachment E**. The impact of this recommendation will be to change the minimum and maximum rates of the pay grades to ensure the Plan remains competitive in the marketplace.
- A new minimum pay rate of \$47,840 for all non-temporary, full-time employees effective July 6, 2024, as reflected in **Attachment E**.

Mayor and City Council Compensation and Expenses

After a review of Mayor and City Council pay rates, the following adjustments are recommended in FY 2025.

- Funding to support a compensation increase equivalent to hourly employees, which based on the current salary for Mayor and City Council would result in a increase of \$1,640 in both July and November.
- Allowance Adjustments based on the Consumer Price Index: The Mayor's allowances, as reflected in **Attachment F**, will: increase to \$11,202 for expenses; increase to \$5,938 for auto; and increase to \$5,987 for technology. The allowances for members of City Council, as reflected in **Attachment F**, will: increase to \$11,202 for expenses; increase to \$5,462 for auto; and increase to \$5,987 for technology.

FY 2025 BENEFITS RECOMMENDATIONS**Funding for Insurance Coverages**

The following group insurance coverages are provided and consistent with the Human Resources Philosophy adopted by the City Council: medical, including prescription drug; medical stop-loss insurance; life; dental; employee assistance program; and disability coverage.

Health Coverage

The City of Charlotte's medical insurance program is self-insured for active employees and non-Medicare retirees. Stop-loss insurance is purchased by the city to cover catastrophic claims that exceed \$500,000 per individual in a calendar year. Third-party claims administrators are retained to provide medical management services and pay medical and prescription drug claims. When budgeting for future costs, the two cost components of the medical insurance plan are the claims projected to be incurred and the administrative fees to be paid to the claim's administrators. BlueCross BlueShield NC is the medical claims administrator and CVS Caremark is the prescription drug plan administrator. The City of Charlotte has a fully insured medical and prescription drug plan administered by AmWINS for Medicare-eligible retirees.

The following recommendations are proposed:

Medical Plans

- Authorize the City Manager or designee to make plan design changes within the overall health insurance budget.
- Recommendation to add family-forming benefits to the medical plan.

Prescription Drug Plan

- Authorize the City Manager or designee to make plan design changes within the overall health insurance budget.

Active Employee Health Plan Premiums

- For coverage effective January 1, 2025, increase weekly health plan premiums by \$1.00 to \$5.00, based on plan and tier.
- Provide the City Manager or designee the authority to establish the wellness incentive design within the overall health insurance budget.

Non-Medicare Retiree Health Plan Premiums

- Effective, January 1, 2025, increase monthly health plan premiums by \$4.00 to \$28.00, based on plan and tier, for retirees with 20+ years of service.

Medicare-Eligible Retiree Health Plan

- This plan is fully insured and currently administered by AmWINS. Since these plans are fully insured, it is recommended that the City Manager or designee be authorized to approve plan options, vendors, rates, and plan design changes to the medical and prescription drug plans upon receipt of renewal rates from the Administrator of the Medicare-eligible retiree coverage.

Stop Loss Insurance

- The City of Charlotte currently contracts with BlueCross BlueShield of North Carolina for stop-loss insurance to provide protection against catastrophic or unpredictable medical claims. The city will be conducting a rebidding process for stop-loss insurance. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor, execute the contract and contract amendments with the selected vendor and set the plan design upon completion of the rebidding process.

Spouse and Dependent Provision

- Recommended technical adjustment to auto-enroll surviving spouses and dependents covered by the city's health plan in their current health plan for thirty days prior to requiring decisions about surviving spouse and dependent provisions.
- Amend the Surviving Spouse provision for employees killed in the line of duty so that the city will cover the full premium for their healthcare insurance while they remain eligible for coverage.

Employee Health Clinic

- The employee health clinic is administered by Marathon Health. A rebid process will be conducted for healthcare, wellness, and occupational health services. It is recommended that the City Manager or his designee be authorized to select a vendor(s) and execute the contract and future contract amendments with the selected vendor(s) upon completion of the rebidding process.
- It is recommended to provide an option for employees who retire, but are not eligible for retiree healthcare, to purchase access to the employee health clinic.

Dental Plan

- The city is conducting a rebidding process. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor(s), execute the contract and contract amendments, and make plan design changes upon completion of the rebidding process. This plan is fully insured, and the 2025 premiums are expected to increase by 15-20 percent.

Short-Term Disability

- Effective January 1, 2025, the following plan design changes are recommended:
 - Increase the benefit from 60 percent to 70 percent of salary.
 - Change the requirement from exhaustion of all sick leave to exhaustion of 17 weeks of sick leave, if available, to become eligible for the benefit.

Benefits Administration

- The city may be conducting a rebidding process. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor(s) and execute the contract and contract amendments upon completion of the rebidding process.

COBRA Administration

- The city may be conducting a rebidding process. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor(s) and execute the contract and contract amendments upon completion of the rebidding process.



Compensation and Benefits

Vision

- The city will be conducting a rebidding process. It is recommended that the City Manager or designee be authorized to either renew the current contract or select a new vendor(s), execute the contract and contract amendments, and make plan design changes upon completion of the rebidding process.

Wellness

- The city will be conducting a bid process for wellness services. It is recommended that the City Manager or designee be authorized to select a vendor(s) and execute the contract(s) and contract amendments with the selected vendor(s) upon completion of the bidding process.

Shared Sick Leave Program

- It is recommended that the City Manager or designee be authorized to modify the program to allow the return of all remaining hours in the shared sick leave bank to participants at the end of the plan year.

Vacation Donation Program

- It is recommended that the City Manager or designee be authorized to create a vacation donation policy to allow employees to donate a limited amount of unused vacation to other employees.

Attachments

Attachment A - **Market Movement Summary**

Summary of actual market movement for 2021-2024, 2025 projected market movement, and the five-year market movement average.

Attachment B - **Recommended FY 2025 Public Safety Pay Plan Structure Effective July 6, 2024**

New minimum, maximum and step rates in the Public Safety Pay Plan based on the 2.5 percent structural market adjustment recommended for FY 2025.

Attachment C - **Recommended FY 2025 Public Safety Pay Plan Structure Effective November 9, 2024**

Structural revisions to Public Safety Pay Plan recommended for FY 2025.

Attachment D - **Recommended FY 2025 Salaried Pay Plan Structure**

New minimum and maximum rates in the Salaried Pay Plan based on the 3 percent structural adjustment for FY 2025.

Attachment E - **Recommended FY 2025 Hourly Pay Plan Structure**

New minimum and maximum rates in the Hourly Pay Plan based on the 3 percent structural adjustment and the City's new minimum pay recommended for FY 2025.

Attachment F - **Recommended FY 2025 Mayor and City Council Compensation**

Recommended FY 2025 Mayor and City Council Compensation.



Compensation and Benefits

Attachment A

Market Movement Summary

(Average Percent Change)

Source	2021 Actual Market Movement	2022 Actual Market Movement	2023 Actual Market Movement	2024 Actual Market Movement	2025 Projected Market Movement	5 Year Average Market Movement
National Statistics Provided by Payscale, Willis Towers Watson, Mercer	2.9	3.4	3.9	4.2	4.0	3.7
National Municipalities	1.6	3.1	4.4	4.4	4.2	3.5
Charlotte Area Municipalities	3.7	4.3	6.4	4.0	TBD	4.6
Large North Carolina Municipalities	not available	not available	3.8	4.6	TBD	3.8
Large Charlotte Employers (private sector)	2.7	2.7	3.3	not available	not available	2.9
City of Charlotte Salaried Pay Plan	3.0	3.0	4.0	4.0	4.0	3.6



Compensation and Benefits

Attachment B

FY 2025 Public Safety Pay Plan Effective July 6, 2024

FY 2025 STEP RATES IN THE PUBLIC SAFETY PAY PLAN

Pay rates shown are weekly and annual rates

POLICE DEPARTMENT

Initial increase at the end of recruit school and completion of field training (app 8 mos), then annually.

New Hire

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	SPO I	SPO II	SPO III	SPO IV
	-	5.0%	5.0%	10.0%	5.0%	5.0%	5.0%	5.0%	5.0%	2.5%
POLICE OFFICER	\$1,127.36	\$1,183.73	\$1,242.92	\$1,367.21	\$1,435.56	\$1,507.34	\$1,582.71	\$1,661.85	\$1,744.94	\$1,788.55
3102	\$58,623	\$61,554	\$64,632	\$71,095	\$74,649	\$78,382	\$82,301	\$86,416	\$90,737	\$93,005
	Step 1	Step 2	Step 3	Step 4						
	-	2.5%	5.0%	5.0%						
POLICE SERGEANT	\$1,967.30	\$2,016.48	\$2,117.30	\$2,223.17						
3110	\$102,300	\$104,857	\$110,100	\$115,605						

Police Incentives

- 2nd Language, Training Officer 5%
- 2 Yr degree or Qualifying Military Service 5% (Sergeant not eligible)
- 4 Yr degree 10% (Sergeant not eligible)

FIRE DEPARTMENT

New Hire

	Step 1	Step 2	Step 3	Step 4									
	-	5.0%	5.0%	5.0%									
FIREFIGHTER I	\$1,074.45	\$1,128.17	\$1,184.58	\$1,243.81									
3006	\$55,871	\$58,665	\$61,598	\$64,678									
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		
				-	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%		
FIREFIGHTER II				\$1,128.17	\$1,184.58	\$1,243.81	\$1,306.00	\$1,371.30	\$1,439.87	\$1,511.85	\$1,587.45		
3008				\$58,665	\$61,598	\$64,678	\$67,912	\$71,308	\$74,873	\$78,616	\$82,547		
							Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
							-	5.0%	5.0%	5.0%	5.0%	5.0%	2.5%
FF ENGINEER							\$1,306.00	\$1,371.30	\$1,439.87	\$1,511.85	\$1,587.45	\$1,666.82	\$1,708.49
3011							\$67,912	\$71,308	\$74,873	\$78,616	\$82,547	\$86,675	\$88,841
	Step 1	Step 2	Step 3	Step 4									
	-	2.5%	5.0%	2.5%									
FIRE CAPTAIN	\$1,968.03	\$2,017.23	\$2,118.09	\$2,171.04									
3016	\$102,338	\$104,896	\$110,141	\$112,894									

Fire Incentives

- 2nd Language, Haz-Mat, Search & Rescue, Dive, Aircraft Rescue 5%
- 2 Yr degree or Qualifying Military Service 5% (Captain not eligible)
- 4 Yr degree 10% (Captain not eligible)



Compensation and Benefits

Attachment C

FY 2025 Public Safety Pay Plan Effective November 9, 2024

FY 2025 STEP RATES IN THE PUBLIC SAFETY PAY PLAN

Pay rates shown are weekly and annual rates

POLICE DEPARTMENT

Initial increase at the end of recruit school and completion of field training (app 8 mos), then annually.

New Hire

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	SPO I	SPO II	SPO III	SPO IV
POLICE OFFICER	-	5.0%	5.0%	10.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%
3102	\$1,127.36	\$1,183.73	\$1,242.92	\$1,367.21	\$1,435.56	\$1,507.34	\$1,582.71	\$1,661.85	\$1,744.94	\$1,832.19
	\$58,623	\$61,554	\$64,632	\$71,095	\$74,649	\$78,382	\$82,301	\$86,416	\$90,737	\$95,274
POLICE SERGEANT	-	5.0%	5.0%	2.5%						
3110	\$2,016.48	\$2,117.30	\$2,223.17	\$2,278.75						
	\$104,857	\$110,100	\$115,605	\$118,495						

Police Incentives

- 2nd Language, Training Officer 5%
- 2 Yr degree or Qualifying Military Service 5% (Sergeant not eligible)
- 4 Yr degree 10% (Sergeant not eligible)

FIRE DEPARTMENT

New Hire

	Step 1	Step 2	Step 3	Step 4	Step 5						
FIREFIGHTER I	-	5.0%	5.0%	5.0%	5.0%						
3006	\$1,074.45	\$1,128.17	\$1,184.58	\$1,243.81	\$1,306.00						
	\$55,871	\$58,665	\$61,598	\$64,678	\$67,912						
FIREFIGHTER II		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		
3008		-	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%		
		\$1,128.17	\$1,184.58	\$1,243.81	\$1,306.00	\$1,371.30	\$1,439.87	\$1,511.85	\$1,587.45		
		\$58,665	\$61,598	\$64,678	\$67,912	\$71,308	\$74,873	\$78,616	\$82,547		
FF ENGINEER					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
3011					-	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%
					\$1,306.00	\$1,371.30	\$1,439.87	\$1,511.85	\$1,587.45	\$1,666.82	\$1,750.16
					\$67,912	\$71,308	\$74,873	\$78,616	\$82,547	\$86,675	\$91,008
FIRE CAPTAIN	-	5.0%	2.5%	2.5%							
3016	\$2,017.23	\$2,118.09	\$2,171.04	\$2,225.32							
	\$104,896	\$110,141	\$112,894	\$115,717							

Fire Incentives

- 2nd Language, Haz-Mat, Search & Rescue, Dive, Aircraft Rescue 5%
- 2 Yr degree or Qualifying Military Service 5% (Captain not eligible)
- 4 Yr degree 10% (Captain not eligible)



Compensation and Benefits

Attachment D

FY 2025 Salaried Pay Plan Structure

Effective July 6, 2024

Grade	Minimum	Midpoint	Maximum
Grade 1	\$49,836	\$62,295	\$77,869
Grade 2	\$52,328	\$65,410	\$81,763
Grade 3	\$54,945	\$68,681	\$85,851
Grade 4	\$57,691	\$72,114	\$90,143
Grade 5	\$60,577	\$75,721	\$94,652
Grade 6	\$63,606	\$79,507	\$99,384
Grade 7	\$66,786	\$83,482	\$104,353
Grade 8	\$70,125	\$87,656	\$109,570
Grade 9	\$73,631	\$92,038	\$115,048
Grade 10	\$77,312	\$96,641	\$120,801
Grade 11	\$81,179	\$101,473	\$126,842
Grade 12	\$85,237	\$106,547	\$133,183
Grade 13	\$89,499	\$111,874	\$139,842
Grade 14	\$93,974	\$117,467	\$146,834
Grade 15	\$98,673	\$123,341	\$154,177
Grade 16	\$103,606	\$129,508	\$161,884
Grade 17	\$108,787	\$135,983	\$169,979
Grade 18	\$114,226	\$142,782	\$178,478
Grade 19	\$119,937	\$149,921	\$187,402
Grade 20	\$125,934	\$157,418	\$196,772
Grade 21	\$138,527	\$173,159	\$216,449
Grade 22	\$152,381	\$190,476	\$238,095
Grade 23	\$167,619	\$209,523	\$261,904
Grade 24	\$184,380	\$230,476	\$288,094
Grade 25	\$202,819	\$253,523	\$316,904
Grade 26	\$233,241	\$291,551	\$364,439



Compensation and Benefits

Attachment E

FY 2025 Hourly Pay Plan Structure Effective July 6, 2024

Grade	Minimum	Midpoint	Maximum
Grade 1	\$-	\$-	\$-
Grade 2	\$47,840	\$47,840	\$48,742
Grade 3	\$47,840	\$47,840	\$51,179
Grade 4	\$47,840	\$47,840	\$53,736
Grade 5	\$47,840	\$47,840	\$56,424
Grade 6	\$47,840	\$47,840	\$59,245
Grade 7	\$47,840	\$49,765	\$62,207
Grade 8	\$47,840	\$52,254	\$65,317
Grade 9	\$47,840	\$54,867	\$68,583
Grade 10	\$47,840	\$57,610	\$72,013
Grade 11	\$48,393	\$60,492	\$75,615
Grade 12	\$50,813	\$63,517	\$79,396
Grade 13	\$53,354	\$66,693	\$83,366
Grade 14	\$56,022	\$70,028	\$87,534
Grade 15	\$58,823	\$73,528	\$91,910
Grade 16	\$61,765	\$77,206	\$96,508
Grade 17	\$64,853	\$81,066	\$101,333
Grade 18	\$68,095	\$85,119	\$106,399
Grade 19	\$71,500	\$89,375	\$111,718
Grade 20	\$75,074	\$93,843	\$117,304

In grades 2-6, the City minimum pay falls above the midpoint

In grades 7-10, the City minimum pay falls above the grade minimum



Compensation and Benefits

Attachment F

Recommended FY 2025 Mayor and City Council Annual Compensation Effective November 2, 2024

	Salary¹	Expense Allowance	Auto Allowance	Technology Allowance	Total Compensation
Mayor	\$46,161	\$11,202	\$5,938	\$5,987	\$69,288
Council Member	\$38,581	\$11,202	\$5,462	\$5,987	\$61,232

¹ Salary amounts reflect the result of a \$1,640 increase on both July 6, 2024 and November 2, 2024, equivalent to the minimum increase for hourly employees.