



Budget Worksession
November 15, 2017

Today's Discussion

- 1. Outside Agency Funding**
- 2. Compensation**
- 3. Internal Franchise Fees**
- 4. Current Status and Options**
- 5. Additional Information from previous discussions**
 - A. River Taxi**
 - B. Ambulance costs**
 - C. ER avoidable visits**

Outside Agencies

Outside Agencies

Agency	Type	2017 Approved Budget	2018 Request Budget	Request vs. 2017 Budget Increase /(Decrease)	Administrator's Recommendation
Authorities					
Development Authority of Augusta	Authority	7,700	-	(7,700)	200,000
Land Bank Authority	Authority	141,400	151,000	9,600	141,400
Downtown Development Authority (DDA)	Authority	154,610	235,520	80,910	154,610
Total Authorities		303,710	386,520	82,810	496,010
Governments					
Bd of Health-Public	Government	929,250	1,004,250	75,000	929,250
Bd of Health-Mental Serenity Behavioral	Government	25,000	25,000	-	25,000
Bd of Health-Mosquito Control	Government	225,000	342,360	117,360	225,000
CSRA- Area Agency on Aging	Government	20,000	25,000	5,000	20,000
878 Engineering	Government	7,020	7,020	-	7,020
DFACS	Government	118,750	118,750	-	118,750
Garrett Comm Center	Government	9,000	9,000	-	9,000
ARC Library	Government	2,466,100	3,300,000	833,900	2,466,100
Forestry (wildfire protection)	Government	10,700	10,700	-	10,700
CSRA Regional Commission	Government	195,820	195,820	-	195,820
Total Governments		4,006,640	5,037,900	1,026,260	4,006,640

Outside Agencies

Agency	Type	2017 Approved Budget	2018 Request Budget	Request vs. 2017 Budget Increase /(Decrease)	Administrator's Recommendation
Non Profits					
Project Access	Non Profit	262,470	262,470	-	262,470
Community Medical Outreach-Lamar Medical Center	Non Profit	43,310	48,310	5,000	43,310
Miracle Making	Non Profit	41,040	75,000	33,960	41,040
American Red Cross	Non Profit	14,640	24,640	10,000	14,640
Child Enrichment	Non Profit	24,640	24,640	-	24,640
Safe Homes	Non Profit	8,200	8,200	-	8,200
Mach Academy	Non Profit	50,000	200,000	150,000	50,000
Shiloh Appropriation	Non Profit	25,000	25,000	-	25,000
Berry Appropriations	Non Profit	6,120	-	(6,120)	-
Senior Center Council	Non Profit	40,200	40,200	-	40,200
Lucy Craft Laney Museum (Delta House)	Non Profit	143,670	143,670	-	143,670
ARC Museum of History	Non Profit	143,670	148,420	4,750	143,670
Historic Augusta	Non Profit	9,650	9,650	-	9,650
Ezekiel Harris House	Non Profit	50,900	52,900	2,000	50,900
Arts Council (Operations)	Non Profit	71,710	100,000	28,290	71,710
Arts Council (Regranting)	Non Profit	71,710	100,000	28,290	71,710
Arts Council (Arts in the Heart)	Non Profit	35,000	35,000	-	35,000
Alliance For Ft Gordon	Non Profit	25,000	25,000	-	25,000
Bethlehem Comm Center	Non Profit	-	25,000	25,000	-
Central Sav River Land Trust	Non Profit	53,390	55,000	1,610	53,390
West Augusta Soccer	Non Profit	50,000	50,000	-	50,000
Total Non Profits		1,170,320	1,453,100	282,780	1,164,200
New Requests					
Augusta Boxing Club	Non Profit	-	150,000	150,000	-
NAACP	Non Profit	-	25,000	25,000	-
The Bridge Ministry of CSRA	Non Profit	-	25,000	25,000	-
Total new requests		-	200,000	200,000	-

Compensation

Compensation Study

- The proposal was structured in a manner such that the implementation could be phased contingent upon the availability of funds

Compensation Study Steps in 2018

- Step 1
 - Across the Board increases – 1.5%
 - This ensures that all individuals in the organization receive an adjustment which helps offset the increase health insurance premiums
- Step 2
 - Adjustment to new pay grade minimums reflective of 98% of market
- Step 3
 - Adjustments within grade to address salary compression

Compensation Proposal

- 1.5 % across the board salary increase
- Adjustment to minimum of new ranges
- Total cost \$4.2 million including benefits
 - Cost to General Fund/ Law Enforcement - \$2.329 Million
 - RCSO - \$860,000 (includes benefits)

Pay Plan Examples

New Title	Years of service	New Minimum	Current pay	New pay	1.5% increase	Increase to minimum	Total increase \$	Total increase %
Animal Control Officer	0.9	\$ 29,798	\$ 22,500	\$ 29,798	\$ 338	\$ 6,961	\$ 7,298	32.4%
Parks Maintenance Worker	34.9	\$ 23,320	\$ 26,638	\$ 27,038	\$ 400	\$ -	\$ 400	1.5%
Firefighter II	3.0	\$ 36,275	\$ 33,075	\$ 36,275	\$ 496	\$ 2,704	\$ 3,200	9.7%
Manager	4.5	\$ 59,820	\$ 59,392	\$ 60,283	\$ 891	\$ -	\$ 891	1.5%
Accounts Payable Technician	29.6	\$ 29,798	\$ 28,708	\$ 29,798	\$ 431	\$ 660	\$ 1,090	3.8%
Custodian	11.6	\$ 22,024	\$ 17,857	\$ 22,024	\$ 268	\$ 3,899	\$ 4,167	23.3%
RCCI Work Detail Supervisor	1.5	\$ 33,648	\$ 31,683	\$ 33,648	\$ 475	\$ 1,490	\$ 1,965	6.2%
Help Desk Specialist	2.3	\$ 34,980	\$ 39,060	\$ 39,646	\$ 586	\$ -	\$ 586	1.5%
Equipment Operator Senior	10.1	\$ 29,798	\$ 24,380	\$ 29,798	\$ 366	\$ 5,052	\$ 5,418	22.2%
Property Appraiser III	4.5	\$ 37,571	\$ 45,922	\$ 46,611	\$ 689	\$ -	\$ 689	1.5%

RCSO Compensation

RCSO Compensation

- 1.5 % across the board increase for civilian and sworn personnel - \$ 452,600
- Adjust to minimum - \$ 407,800
- Sheriff requested \$2.4 million prior to:
 - Results of compensation study
 - 2018 revenue projections

RCSO Compensation

- After further discussion with Mayor, Sheriff, Administrator and Finance a compromise was proposed:
 - Initial plan 14 positions defunded/eliminated
 - Revised plan 30 positions defunded/eliminated
 - Total \$1.7 million allocated for implementation
 - Plan will be reviewed as part of the 2019 budget

RCSO Compensation

- The Plan
 - Provide \$1.7 million for salary increases
 - \$750,000 defunded/eliminated positions
 - \$860,000 part of compensation study
 - » \$750,000 salaries
 - » \$110,000 benefits
 - \$90,000 to be determined

RCSO annual salary clarification

- RCSO advertised annual salary based on expected annual hours total of 2080
- Actual expected annual hours worked are 2184 (*confirmed by RCSO*)
- Resulted in understatement of annual salary
- Hourly wage is correctly computed
- *All hours worked are paid*

RCSO annual salary clarification

	Augusta			Columbia County	
	New Hire	Certified Officer	2018 Comp Study Proposed	New Hire	Certified Officer
currently advertised					
base annual salary	\$ 32,098	\$ 34,884	\$ 36,275	\$ 29,426	\$ 39,443
base hours	2080	2080		2236	2236
base hourly rate	\$ 15.43	\$ 16.77		\$ 13.16	\$ 17.64
actual annual base per sheriff 2184 hours					
base hourly rate	\$ 15.43	\$ 16.77	\$ 17.44		
expected hours	2184	2184	2184		
actual annual amount	\$ 33,699.12	\$ 36,625.68	\$ 38,088.00		

RCSO - Overtime

Year	Month	# of Vacancies (FT)	Total Overtime Sheriff 273	Average OT per Open Position
2014		52.67	\$ 1,497,869	\$ 28,441
2015		65.92	\$ 1,850,985	\$ 28,081
2016		67.08	\$ 1,823,017	\$ 27,175
2017	Jan	71	\$ 232,751	\$ 3,278
	Feb	71	\$ 140,679	\$ 1,981
	Mar	72	\$ 147,454	\$ 2,048
	Apr	93	\$ 204,882	\$ 2,203
	May	89	\$ 145,898	\$ 1,639
	Jun	93	\$ 220,434	\$ 2,370
	Jul	87	\$ 304,974	\$ 3,505
	Aug	86	\$ 173,498	\$ 2,017
	Sep	81	\$ 381,905	\$ 4,715
	Oct	81	\$ 179,503	\$ 2,216
2017		82.40	\$ 2,131,977	\$ 25,874

Expected Outcome

- Compensation adjustment plan will make salaries more competitive
- Competitive salaries reduce number of vacancies
- Plan will be reviewed as part of 2019 budget

Value of Proposed Positions Eliminated/Defunded – November 14, 2017

Fund Name	Count of PCN	Sum of Annual Salary without benefits
Augusta Regional Airport	1	\$59,392.31
General Fund	8	\$287,014.85
Housing & Community Development	2	\$50,492.26
Waste Management Fund	2	\$74,264.50
Water & Sewerage	29	\$1,088,201.39
SPLOST	5	\$158,877.04
Emergency Telephone Response	1	\$27,392.18
Law Enforcement*	30	\$750,000.00
Grants	1	\$65,753.56
Grand Total	78	\$2,561,388.09

**Defunded/Eliminated positions*

Franchise Fees

Franchise Fees

	<u>Current 5%</u>	<u>5.50%</u>	<u>0.50% Increase</u>	<u>6%</u>	<u>1% Increase</u>
Utilities	4,099,290	4,509,220	409,930	4,919,149	819,859
Environmental Services	638,450	702,292	63,842	766,137	127,687
Garbage Collections	1,038,380	1,142,221	103,841	1,246,060	207,680
StormWater	697,660	767,428	69,768	837,194	139,534
			<u>647,381</u>		<u>1,294,759</u>

Current Status

Funds unallocated – option A

includes energy excise tax and 5.5% franchise fee

	Revenues	Expenditures	Balance
Available as of 10-17-17	\$ 155,365,810	\$ 153,055,500	\$ 2,310,310
Allocation			
Across the Board 1.5 % - General Fund		560,720	1,749,590
Across the Board 1.5 %- RCSSO		452,570	1,297,020
Cost to Minimum - General Fund		908,700	388,320
Cost to Minimum - RCSSO		407,760	(19,440)
Increase to Part Time Personnel		130,000	(149,440)
Savings to General Fund - net of lapsed salaries for positions eliminated		(150,000)	560
	\$ 155,365,810	\$ 155,365,250	\$ 560

Funds unallocated – option B

6% franchise fee, reduce fund balance installment

	Revenues	Expenditures	Balance
Available as of 10-17-17	\$ 155,365,810	\$ 153,055,500	\$ 2,310,310
Adjustments			
Eliminate Excise Tax	(1,250,000)		1,060,310
Increase Franchise Fees	647,380		1,707,690
Reduce Fund Balance allocation		(625,000)	2,332,690
	154,763,190	152,430,500	2,332,690
Allocation			
Across the Board 1.5 % - General Fund		560,720	1,771,970
Across the Board 1.5 %- RCSO		452,570	1,319,400
Cost to Minimum - General Fund		908,700	410,700
Cost to Minimum - RCSO		407,760	2,940
Increase to Part Time Personnel		130,000	(127,060)
Savings to General Fund - net of lapsed salaries for positions eliminated		(150,000)	22,940
	\$ 154,763,190	\$ 154,740,250	\$ 22,940

Funds unallocated – option C

6% Franchise Fee, eliminate fund balance installment

	Revenues	Expenditures	Balance
Available as of 10-17-17	\$ 155,365,810	\$ 153,055,500	\$ 2,310,310
Adjustments			
Eliminate Excise Tax	(1,250,000)		1,060,310
Increase Franchise Fees	647,380		1,707,690
Reduce Fund Balance allocation		(875,000)	2,582,690
	154,763,190	152,180,500	2,582,690
Allocation			
Across the Board 1.5 % - General Fund		560,720	2,021,970
Across the Board 1.5 %- RCSO		452,570	1,569,400
Cost to Minimum - General Fund		908,700	660,700
Cost to Minimum - RCSO		407,760	252,940
Increase to Part Time Personnel		130,000	122,940
Savings to General Fund - net of lapsed salaries for positions eliminated		(150,000)	272,940
Reduce contingency to \$750,000		(250,000)	522,940
	\$ 154,763,190	\$ 154,240,250	\$ 522,940

Additional Information requested at previous worksessions

River Taxi

River Taxi

- Options
 - Expand Marine Operator duties
 - Issue RFP to gauge interest
 - Augusta to operate
 - Estimated Annual Revenue \$ 12,000
 - \$5 per trip 200 trips per month
 - Estimated Annual Costs \$ 77,400
 - Estimated cost of Boat \$ 30,000

River Taxi

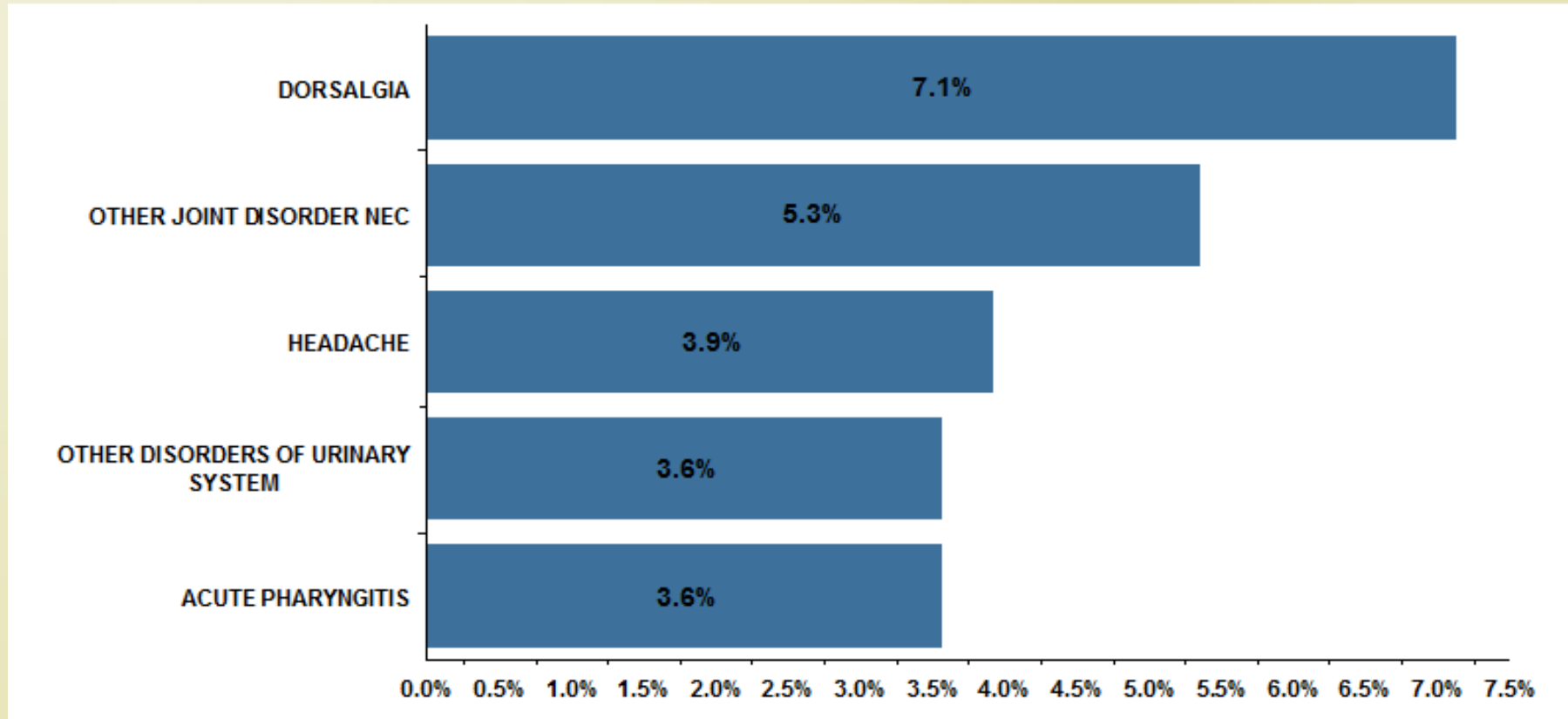
- Challenges:
 - Unknown demand for service
 - Requires dedicated slip on Augusta banks
 - No known facilities on North Augusta side
 - Unknown priority status for North Augusta
 - Requires specific maritime insurance coverage

Ambulance Costs

- 2016 Data
 - 99 Ambulance Claims
 - Cost - \$111,696
 - 85+ went to ER

ER claims – Top 5 Avoidable

Top 5 ER Avoidable Diagnoses By Visits
The top 5 diagnoses represents 23.5% of the avoidable



Next

- Scheduled adoption date: **November 21, 2017**

- Discussion