

# Will It Never End? Is This The “New Normal”???

## Medicinal Marijuana & Rose Colored Glasses

*Looking at the world through rose colored glasses  
Everything is rosy now.  
Looking at the world and everything that passes  
Seems a rosy hue somehow!*

*- Frank Sinatra, Looking At The World Through Rose  
Colored Glasses*



# Full-Time Employees

<u>Year</u>	<u>Number</u>	
2002	102	
2006	82	-20%
2010	62	-39%

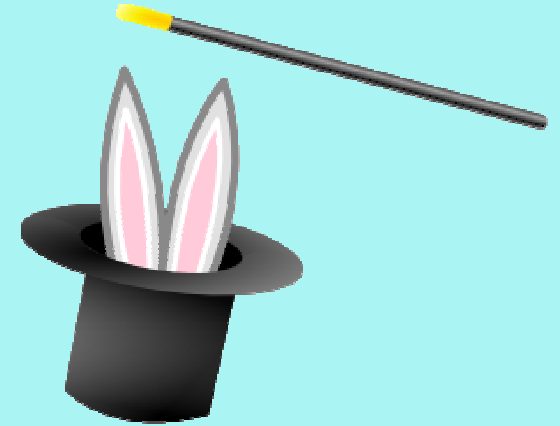
# Public Safety

<u>Year</u>	<u>Certified Officers</u>	
2002	34	
2006	25	-26%
2010	21	-38%

(COPS Grant -1-)

# There Is No Magic!!!

## Changes 2002 - 2009



- Special Millage

- 3.0 mills street reconstruction (2001)
- 1.0 mill public safety (2004)
- 0.8 mill recreation (2004)
- 1.5 mill recreation (2007)

Voters more willing to do Special (targeted) millage

- Shared Position
  - School Liaison Officer
- Shift Responsibility
  - Personal Protection Order (PPO) Clerk
  - Albion District Library – 2.25 mills
  - Building Inspection (fees)
  - Calhoun County Consolidation Dispatch Authority
  - MERS – set up separate division for Housing Commission

- Technology
  - Public Safety
    - in-car computers
    - crime COG
    - E-ticketing
  - Code Enforcement
    - office in car

- Job Consolidation
  - Planning Dept. eliminated
  - Treasurer
    - Cashier/Counter Clerk eliminated
  - Public Safety
    - Part-time Animal Control Officer eliminated
    - Administrative Assistant to Chief eliminated

- Retirements
  - Public Safety Lieutenant
  - Assistant Superintendent Public Works
- Adjusted TIFA District (reduced area)
  - reduced negative capture
  - covered some GF salaries/benefits

- Retiree Health Insurance
  - Public Safety (stipend to Medicare)  
split employee contribution 2% - 2%
  - Retirement Health Savings Accounts  
Approximately 80% of Employees
    - 2% Employee
    - 2% Max \$1,000/yr. City

- Sick Time Incentive
  - Public Safety (12 days/yr.)  
Use less than 48 hours get paid for 48 hours.
- Capped Equipment Rental – General Fund
- Tinkered with Administrative Fee (GF)

- Solid Waste Millage – 2.0 mills
  - leaf pick up
  - festival clean up
  - CBD waste disposal
  - spring clean-up
  - disposal tree trimmings
  - junk & weed abatement

- County Landbank
  - junk & weed abatement vacant properties
  - demolitions
- Sidewalk Repair Program
  - City-wide single assessment \$50/parcel for 10 years
- Water & Sewer Rates
  - 3-5 year phased in rate procedure
  - debt millage converted to debt rate – Twp.

- Union

- restructuring
- real foreman positions
- reducing “silos”
- encouraging multiple skills – promotion based on skills



# 2010 Will It Never End!

Union Items (contracts in place to Dec. 31, 2011)

- furlough days
- wage freeze
- shortened work week
- medical plan changes
- early retirement??

Unions said NO!

# City Manager Budget

- Non-Union wage freeze (supervisors) (no conferences)
- Early retirement – Public Safety Lieutenant
- Position Eliminations
  - Public Safety Records Clerk
  - 4 PSO positions
  - 1 Street Worker position
- Equipment Pool – Rental/Administration

# 2011 & Beyond

- Back to Basics
- How do we get the work done?
  - Property Taxes (foreclosures, tax reversions)
  - Local Income Tax
  - Revenue Sharing (sales tax)
  - Fees
  - Gas Tax
  - Schools, Jobs, Housing

