

Agenda Items



FROM THE DESK OF ANDY ZOELLER

Finance Director
PO Box 1178
Billings, MT 59103
(406) 657-8207 FAX (406) 247-8608
email: zoellera@ci.billings.mt.us

MEMORANDUM

To: Honorable Mayor and City Council
CC: Bruce McCandless, City Administrator
Date: June 19, 2018
Subject: FY19 Budget Adoption

Council Meeting on June 25, 2018

The changes below were made to the proposed Fiscal Year 2019 budget as a result of instructions at the City Council Work Session on June 18, 2018. The agenda was published with the following changes:

FY19 Budget Adoption Changes

Exhibit A

General Fund

- Council Contingency has been increased by \$15,000 to reflect the amount that will be carried over from the FY18 budget as a result of the Council initiative on May 29, 2018. This will provide the seed money for the commissioning of the USS Billings.
- The transfer to Public Safety was increased by \$100,000 to cover the additional expense related to the Paramedic Program. This is slightly increased from what was presented on June 18, 2018. This change was done in order to cover additional wages that will be incurred once the paramedics are certified.
- City Administration budget was increased by \$8,000 to cover the costs associated with the 2020 Census.
- Parks, Rec, & Public Lands budget was increased by \$2,000,000. This amount is for a transfer into the Parks Construction Fund.

Public Safety Fund

- The Fire Department budget was increased by \$100,000. This is to cover the one-time costs of \$72,800 and the additional wage costs that will occur once the paramedics are certified to practice.

Exhibit B

There are no changes to the proposed Enterprise Fund budgets.

Exhibit C

There are no changes to the proposed Internal Service Fund budgets.

Exhibit D

- The Parks Program fund budget was increased by \$460,000. This amount will be transferred from cash-in-lieu funds to the Park Construction Fund.
- The Park Construction fund has been established with a proposed budget of \$2,460,000 for park development. The money available in this fund is comprised of transfers from the General and Parks Programs funds.

FY19 Budget Adoption

June 25, 2018

Resolutions

- Resolution A – General Fund and Public Safety Funds
- Resolution B – Enterprise Funds
 - Water, Wastewater, Solid Waste, Airport, Transit, Parking
- Resolution C – Internal Service Funds
 - Fleet, IT, Facilities, Health Insurance, etc.
- Resolution D – Other Governmental Funds
 - Special Revenue, Debt Service, and Capital Project Funds

Changes to the Proposed Budget

Program	Fund	Resolution/Exhibit
USS Billings	General Fund	Resolution A
Census 2020	General Fund	Resolution A
Paramedic Program	General Fund & Public Safety Fund	Resolution A
Park Development	General Fund, Park Programs Fund, and Park Construction Fund	Resolutions A & D

Changes to the Proposed Budget

	Original Proposal	Additions 6/18/2018	Deletions 6/18/2018	Final Budget
Exhibit A				
Fund/Department				
General Operating Fund:				
City Administrator	759,520	8,000	-	767,520
Parks, Recreation & Public Lands	5,383,328	2,000,000	-	7,383,328
Non-Departmental	29,311,358	100,000	-	29,411,358
Council Contingency	65,000	15,000	-	80,000
Public Safety Fund:				
Fire	21,095,772	100,000	-	21,195,772
 Exhibit D				
Special Revenue Fund:				
Park Programs	68,288	460,000	-	528,288
Capital Projects Fund:				
Park Construction Fund	-	2,460,000	-	2,460,000

Fiscal Year 2019 Budget

<u>Fund/Department</u>	<u>Original Proposal</u>	<u>Additions 6/18/2018</u>	<u>Deletions 6/18/2018</u>	<u>Final Budget</u>
Total All Funds	314,826,879	5,143,000	-	319,969,879

Total Transfers \$35,650,970

2018

Contract Negotiations

Local 521 – International Association of Firefighters
Montana Public Employees Assoc. - Billings Police Unit

Local 521 - IAFF

- *What employee groups does this Union Represent?*
 - Firefighters, Engineers, Captains, BC's, and Fire Bureau.
 - Doesn't include the ARFF employees at the Airport.

IAFF Team Members

- Kevin Bentz
 - Jacob Wilkins
 - Sean Biggins
- Lori Johnson
Jason Banfield
Cameron Abel

Management Team Members

- Bill Rash
 - Pepper Valdez
 - Brent Brooks
- Gavin Woltjer
Karla Stanton

Traditional Bargaining

- Written desired changes to the CBA. Based on proposals, teams engage in discussion until an agreement is reached;
- Met every Thursday, since April 5th.

July 1, 2018, Contract Changes

- 2.9% cost of living adjustment (COLA) the first 3 years of the contract;
- Wage reopener only in years 4 and 5;
- Fire Marshal promotional requirement changed from 6 months to 5 years of service in Fire Prevention;
- Asst. Fire Marshal promotional requirement changed from 6 months to 3 years of service in Fire Prevention;
- Deputy Fire Marshals may advance to Step G;

July 1, 2018, Contract Changes

- The amount of retirement benefits paid on the City's health insurance contribution will be limited to the lower amount of the actual increase or 15%;
- In the absence of the FC or AFC, the Fire Marshal or Training Chief may Hi-C to the Asst. Fire Chief position;
- Vacancies created by training will be filled by Hi-C'ing on staff personnel utilizing the lowest rank possible, thus reducing overtime paid for training;
- Paternity leave language was deleted and FMLA provisions referenced;

July 1, 2018, Contract Changes

- Battalion Chief promotional requirement changed from 5 to 15 years of satisfactory service and must be the rank of Captain, and not just Captain-qualified;
- Non-exempt uniform day personnel allowed to accrue compensatory time increased from 40 to 80 hours maximum;
- Uniform allowance increased from \$375 to \$450;

July 1, 2018, Contract Changes

- Union will have 2 members on the selection committee for Assistant Chief recruitment;
- Organizational Change: Training Chief from Grade 221 to 228 and Asst. Training Chief/EMS Coordinator from Grade 213 to 217, but lowered steps allowed for promotional purposes.

MPEA – Billings Police Unit

- *What employee groups does this Union Represent?*
 - Police Officers and Detectives;
 - Doesn't represent Airport Police Officers.

MPEA Team Members

- Ken Paharik
 - Denise Baum
 - Mike Gilluly
- Jim Gartner
Chris Simpson
Darcy Dahle

Management Team Members

- Rich St. John
 - Brian Korell
- Gina Dahl
Karla Stanton

Interest-Based Bargaining

- Each team identifies issues, discusses options, and finds solutions without any written proposals;
- Met every Wednesday from April 25th.

July 1, 2018, Contract Changes

- 2.9% cost of living adjustment (COLA) each year of the 3 year contract;
- Defined what is considered an extension of shift. If officer receives a call to return to work within 1 ½ hours of his/her shift it will be considered an extension of shift, instead of a Call Out;
- Equipment Allowance increased from \$350 to \$450;
- Increased physical fitness incentives for higher fitness levels, and eliminated incentives for scores below 70%.

July 1, 2018, Contract Changes

- Clarified Short Shift Change Over pay. An officer is not eligible for this pay as a result of working extra duty, such as athletic events, hospital extra duty, parades, etc., in conjunction with a normal shift;
- General detectives, ICAC, and CCSIU employees will be paid an additional \$1.00 per hour to compensate for their specialized duties/training, increased caseloads, to compensate for 24/7 On-Call status, and to help with recruiting.

July 1, 2018, Contract Changes

- If an officer is disciplined and suspended without pay, then the officer may deduct the time from his/her comp. bank with mutual consent of the Chief. If mutual consent is not achieved, then officer cannot cash out comp. time during the pay period before, during, or after the suspension;
- The amount of retirement benefits paid on the City's health insurance contribution will be limited to the lower amount of the actual increase or 15%.

City Council Options

- Approve the IAFF and MPEA contracts as proposed;
- Postpone action on the contracts to obtain additional information;
- Deny approval of the contracts forcing negotiations to resume.

Fire, Police and the City's negotiating teams would appreciate your support of these contract changes.



QUESTIONS?