



FY 2015-16 Budget Worksession



August 20, 2015

AGENDA

AUGUST 20, 2015

- **DEPARTMENT BUDGETS (CONTINUED)**
 - *LEISURE SERVICES*
 - *ENVIRONMENTAL SERVICES*
 - *INFORMATION SERVICES*
 - *RESOURCE MANAGEMENT*
 - *PUBLIC WORKS*
- **FLEET RENEWAL & REPLACEMENT**
- **CAPITAL PROJECTS**
- **FOLLOW UP FROM 8/6 WORKSESSION**
- **PROPOSED SALARY ADJUSTMENT**
- **BOARD QUESTIONS/DISCUSSION/DIRECTION**

SEMINOLE COUNTY

DEPARTMENT BUDGETS (continued)

LEISURE SERVICES

BUDGET OVERVIEW BY ACCOUNT	FY 2014/15 ADOPTED	FY 2015/16 WORKSESSION	VARIANCE
PERSONNEL SERVICES	\$ 7,459,726	\$ 8,097,089	\$ 637,363
OPERATING EXPENDITURES	5,179,896	5,999,399	819,503
INTERNAL SERVICE CHARGES	1,373,732	2,270,999	897,267
COST ALLOCATION (CONTRA)	(240,400)		240,400
CAPITAL OUTLAY	952,043	1,188,836	236,793
GRANTS & AIDS	355,132	357,706	2,574
TOTAL	\$ 15,080,129	\$ 17,914,029	\$ 2,833,900
POSITION CHANGES	FY 2014/15 AMENDED	FY 2015/16 WORKSESSION	VARIANCE
FTE COUNT	135.12	147.12	12.00

LEISURE SERVICES

HIGHLIGHT(S)

- Sports Complex Positions (15)
- Moore's Station Fields

ENVIRONMENTAL SERVICES

BUDGET OVERVIEW BY ACCOUNT	FY 2014/15 ADOPTED	FY 2015/16 WORKSESSION	VARIANCE
PERSONNEL SERVICES	\$ 11,517,788	\$ 11,883,041	\$ 365,253
OPERATING EXPENDITURES	17,120,528	16,993,799	(126,729)
INTERNAL SERVICE CHARGES	7,098,810	7,226,166	127,356
CAPITAL OUTLAY	19,652,510	18,639,661	(1,012,849)
DEBT SERVICES	19,707,404	17,943,191	(1,764,213)
GRANTS & AIDS	75,000		(75,000)
TOTAL	\$ 75,172,040	\$ 72,685,858	\$ (2,486,182)
POSITION CHANGES	FY 2014/15 AMENDED	FY 2015/16 WORKSESSION	VARIANCE
FTE COUNT	201.00	203.00	2.00

ENVIRONMENTAL SERVICES

HIGHLIGHT(S)

- Chief Operator Position
- Customer Service Rep Position

INFORMATION SERVICES

BUDGET OVERVIEW BY ACCOUNT	FY 2014/15 ADOPTED	FY 2015/16 WORKSESSION	VARIANCE
PERSONNEL SERVICES	\$ 2,760,523	\$ 2,698,893	\$ (61,630)
OPERATING EXPENDITURES	3,571,982	3,949,410	377,428
INTERNAL SERVICE CHARGES	137,481	1,029,238	891,757
COST ALLOCATION (CONTRA)	(3,124,433)	(5,502,069)	(2,377,636)
CAPITAL OUTLAY	624,490	483,891	(140,599)
TOTAL	\$ 3,970,043	\$ 2,659,364	\$(1,310,680)
POSITION CHANGES	FY 2014/15 AMENDED	FY 2015/16 WORKSESSION	VARIANCE
FTE COUNT	32.00	31.00	(1.00)

INFORMATION SERVICES

HIGHLIGHT(S)

- **County Switchboard Operator outsourced**

RESOURCE MANAGEMENT

BUDGET OVERVIEW BY ACCOUNT	FY 2014/15 ADOPTED	FY 2015/16 WORKSESSION	VARIANCE
PERSONNEL SERVICES	\$ 3,479,694	\$ 3,321,834	\$ (157,860)
OPERATING EXPENDITURES	23,894,255	23,794,300	(99,955)
INTERNAL SERVICE CHARGES	802,302	909,335	107,033
COST ALLOCATION (CONTRA)	(1,540,000)	(2,583,815)	(1,043,815)
DEBT SERVICE	10,306,601	9,916,015	(390,586)
GRANTS & AIDS	4,016,641	4,341,437	324,796
INTERFUND TRANSFERS OUT	1,000	5,300	4,300
TOTAL	\$ 40,960,493	\$ 39,704,405	\$ (1,256,088)
POSITION CHANGES	FY 2014/15 AMENDED	FY 2015/16 WORKSESSION	VARIANCE
FTE COUNT	36.00	36.00	0.00

PUBLIC WORKS

BUDGET OVERVIEW BY ACCOUNT	FY 2014/15 ADOPTED	FY 2015/16 WORKSESSION	VARIANCE
PERSONNEL SERVICES	\$ 13,673,942	\$ 12,919,310	\$ (754,632)
OPERATING EXPENDITURES	18,096,673	18,135,742	39,069
INTERNAL SERVICE CHARGES	6,783,368	8,990,960	2,207,592
COST ALLOCATION (CONTRA)	(10,996,941)	(11,049,840)	(52,899)
CAPITAL OUTLAY	22,973,264	25,507,741	2,534,477
GRANTS & AIDS	7,310	15,906,505	15,899,195
TOTAL	\$ 50,537,616	\$ 70,410,418	\$ 19,872,802
POSITION CHANGES	FY 2014/15 AMENDED	FY 2015/16 WORKSESSION	VARIANCE
FTE COUNT	235.05	230.05	(5.00)

PUBLIC WORKS

HIGHLIGHT(S)

- **Signal Timing Coordinator Position**
- **Fleet Fuel Reduction**

CAPITAL PROJECTS

FUND	FY 2015/16 BUDGET
GENERAL FUND	\$ 0.1M
FACILITIES MAINTENANCE FUND	0.8M
FIRE FUND	0.5M
1 ST GEN SALES TAX	2.9M
2 ND GEN SALES TAX	10.6M
3 RD GEN SALES TAX	24.7M
WATER & SEWER FUNDS	13.4M
SOLID WASTE FUND	1.2M
TOTAL	\$ 54.2M

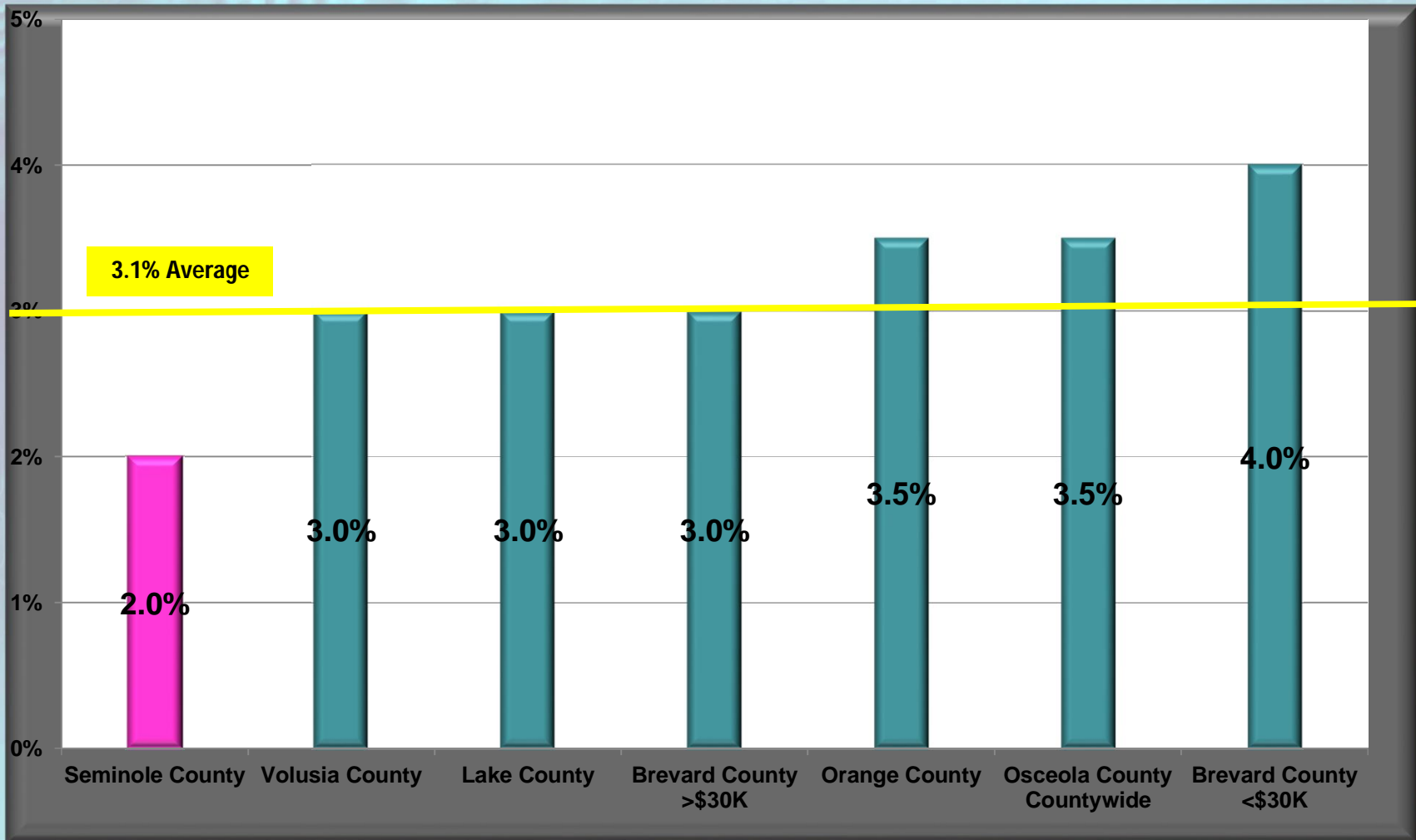
FLEET REQUESTS

FUND	FY 2015/16 BUDGET
FLEET REPLACEMENT FUND	\$ 0.5M
3 RD GEN SALES TAX (FIRE EQUIPMENT)	3.5M
BUILDING FUND	0.1M
WATER & SEWER FUND	0.8M
SOLID WASTE FUND	2.3M
TOTAL	\$ 7.2M

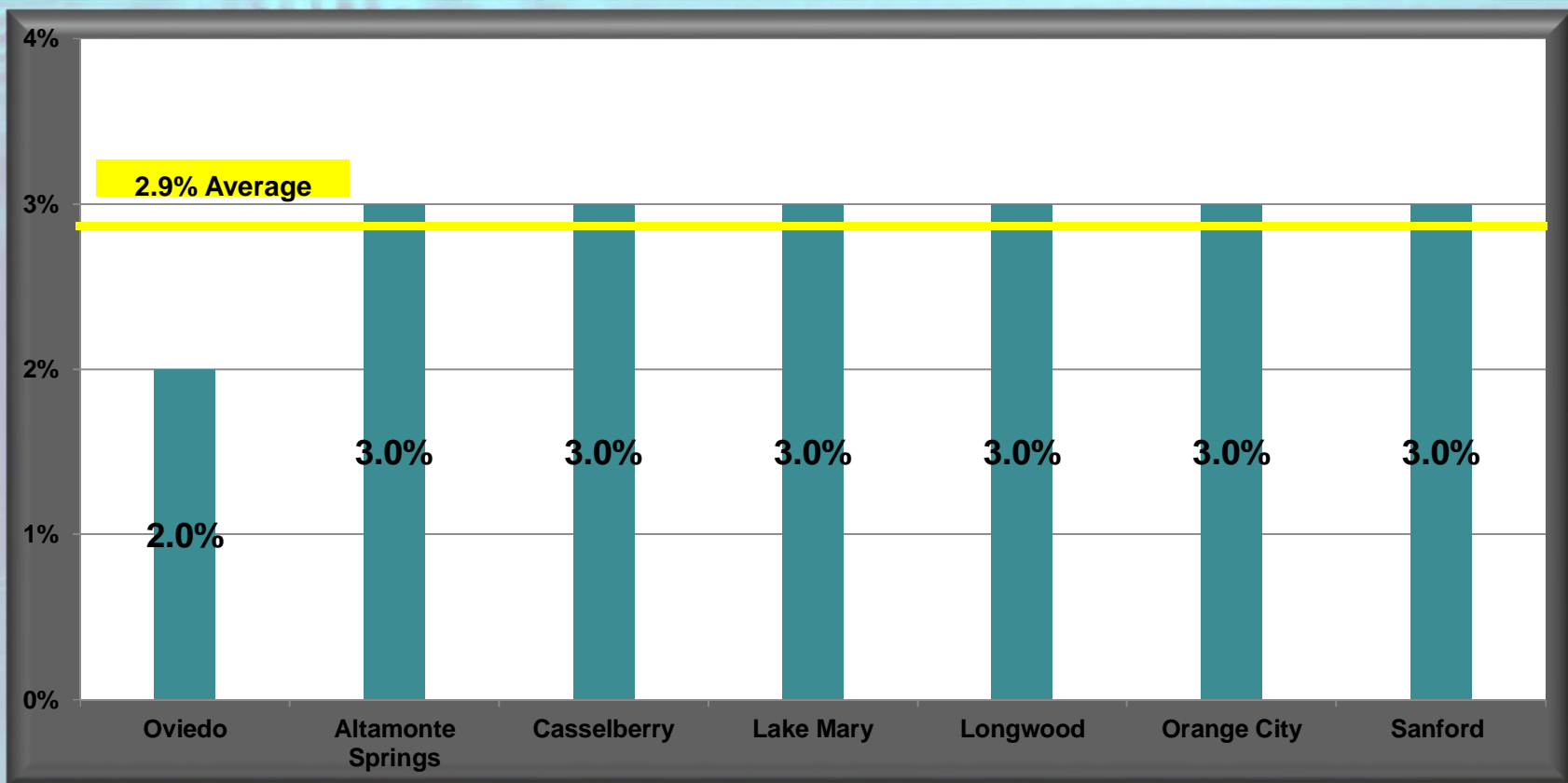
FOLLOW UP INFORMATION

- **CRA ENDING DATES AND OVIEDO BOARD APPOINTMENT**
- **VETERAN SERVICES POSITION - \$50K**
- **ASPIRE \$25K**
- **COST OF WINTER SPRINGS/ALTAMONTE FIRE**
- **COURT FUNDING LETTER**
- **PROPOSED SALARY ADJUSTMENT**

Proposed Salary Increases FY 15/16 – Surrounding Counties



Proposed Salary Increases FY 15/16 – Surrounding Cities



❖ Percentages listed above are across the board increases



Seminole County FY 15/16 – Option 1

PROPOSAL	ESTIMATED COST
<p>Employees with 1 year of continuous County service that have received a Halogen evaluation score of above 3.0 will be eligible for a salary adjustment in an amount reflective of the consumer price index for the prior year, rounded to the nearest full percentage = 1%</p>	<p>\$550,000</p>
<ul style="list-style-type: none"> •Employees with Halogen Scores that fall within the top fortieth (40th) percentile will be eligible to receive additional merit pay. •Employees with scores that fall within the top twentieth (20th) percentile will be eligible to receive an additional 2.5% salary adjustment. •Employees with scores that fall within the next twentieth (20th) percentile (<40th percentile, but > 20th percentile) will be eligible to receive an additional 1.5% salary adjustment. •Halogen scores will be evaluated on a departmental-basis in order to determine percentile rankings. 	<p>\$550,000</p>
<p>ESTIMATED TOTAL – OPTION 1</p>	<p>\$1.1M</p>

*2 of last years Budget Work Sessions (August 21, 2015 and September 9, 2014) included discussions that salary adjustments should be merit based. This proposal was prepared in response to the Boards' discussion and direction to develop a pay for performance, merit based system.



Seminole County FY 15/16 – Option 2

PROPOSAL	ESTIMATED COST
Employees with 1 year of continuous County service will be eligible for an across the board salary adjustment of 2%.	\$1.1 M
<ul style="list-style-type: none"> •Employees with Halogen Scores that fall within the top fortieth (40th) percentile will be eligible to receive an additional 1% merit pay increase. •Halogen scores will be evaluated on a departmental-basis in order to determine percentile rankings. 	\$225,000
ESTIMATED TOTAL – OPTION 2	\$ 1.325 M

*2 of last years Budget Work Sessions (August 21, 2015 and September 9, 2014) included discussions that salary adjustments should be merit based. This proposal was prepared in response to the Boards’ discussion and direction to develop a pay for performance, merit based system.



Seminole County FY 15/16 – Option 3

PROPOSAL	ESTIMATED COST
Employees with 1 year of continuous County service will be eligible for an across the board salary adjustment of 2%.	\$1.1 M
ESTIMATED TOTAL – OPTION 3	\$1.1 M



Seminole County FY 15/16 – Option 4

PROPOSAL	ESTIMATED COST
Employees with 1 year of continuous County service will be eligible for an across the board salary adjustment of 3%.	\$1.65 M
ESTIMATED TOTAL – OPTION 4	\$1.65 M



Challenges/Concerns with Merit Based System

- There is not enough money in the budget to be meaningful.
- The economy is rebounding making it difficult to compete with the private sector.
 - ❑ 10 of the 31 voluntary separations from January 1, 2015 – July 31, 2015 have been employees who have accepted higher paying jobs within the private sector. These include Tony Qualls, Chief Information Officer and Angela Singleton, Financial Administrator (Grants and Debt).
- It is difficult to compete with other public sector employers as the current trend is to give across the board increases.
 - ❑ 9 of the 31 voluntary separations from January 1, 2015 – July 31, 2015 have been employees who have accepted higher paying jobs within the public sector.
- Internal parity – Bargaining VS. Non-Bargaining employees



SEMINOLE COUNTY

- **Questions / Discussion / Direction**
- **Public Hearings**
 - *9/9/2015 @ 7:00 pm*
 - *9/22/2015 @ 7:00 pm*