

[illegible]

Pending Items

Pending Items		tax impact
Cybrary		31,865 0.292
Transit - Holiday Service, MLK day, Good Friday, Dec 26		1,220 0.011
Transit - Change to Saturday Route		25,000 0.229
Transit - Service to Chapel Hill High School	Cost Range \$0-\$5500	na #VALUE!
Boardroom Chairs (10)	maximum cost @ \$346	3,460 0.032
Boardroom Upgrades (Cabling Equipment)	will be avl june 10	na #VALUE!
Condemnation of Rand Road		na #VALUE!
Board Professional Development		2,000 0.018
Health Insurance Board Members		20,899 0.191

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29 MAY 2003 BUDGET WORKSESSION NOTES

<u>Topic Department</u>	<u>Assignment</u>
Health Insurance Personnel	<ul style="list-style-type: none"> • Provide health insurance cost for Aldermen - McDuffee
Health Coverage Cost Personnel	<ul style="list-style-type: none"> • Provide amount employee would pay for dependent health care total cost – Gist
Contingency List Management Services	<ul style="list-style-type: none"> • Provide year-to-date list of contingency items and amounts – Broun • (Provide criteria for external requests for funding)
Professional Development Management Services	<ul style="list-style-type: none"> • Include funds for Aldermen professional development activities – McDuffee
Engineering Costs Planning	<ul style="list-style-type: none"> • Provide year-to-date engineering costs at June 10 Board meeting
Cybrary Management Services Recreation & Parks	<ul style="list-style-type: none"> • Revisit Cybrary support costs (firewall) - McDuffee • Determine if Town connect to branch system - Broun
Webcast Management Services	<ul style="list-style-type: none"> • Determine costs to webcast Aldermen meetings – Herrera
Pay and Compensation Personnel Management Services	<ul style="list-style-type: none"> • Confirm Alderman McDuffee's analysis – McDuffee <ul style="list-style-type: none"> - Overall 4.9% salary increase - Overall 4.45% salary increase last year - 22 classes and 25 positions receive raises - Provide number of employees earning less than \$25,000 - Provide number of employees earning \$25 – 50,000 • Provide costs of 2.25 and 2.5 COLA and 2.25 and 2.5 merit – Zaffron • Provide pay scenario for COLA that is "expenditure neutral" (equals \$251,337 that Manager recommended for employee compensation package) - Zaffron

Note: Additional Information for Board is also included in this budget package.

Bing Roenigk

From: Desiree S. White
Sent: Thursday, June 05, 2003 2:08 PM
To: Bing Roenigk
Subject: Stuff
Importance: High

Health insurance for the board members would cost \$248.79 per member per month. The monthly cost for seven board members would be \$1,741.53; the annual cost would be \$20,898.36

Dependent health cost - the Town pays 50% of the cost for dependent health care. For employees who have one dependent, the Town pays \$143.02 per month per employee (\$1716.24 annually). For employees who have more than one dependent, the Town pays \$230.24 per month per employee (\$2762.88 annually).

The total cost budgeted for dependent health coverage this year is 143,000. Approximately 50% of town employees have dependent coverage.

You will get the info on positions that receive salary increases tomorrow.

Desiree S. White, IPMA-CP

Personnel Director
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SURVEY REGARDING COVERAGE FOR MAYOR AND COUNCIL MEMBERS
5/19/2003

Respondent	Mayor and Council Eligible ?	Town Portion	Individual Portion	Continue after Term Ends?	Continuation Period and Terms
City of Durham	Yes	Between 70% and 90% depending on provider and coverage selected	Between 10% and 30% depending on provider and coverage selected	Yes	COBRA* -36 months for dependents & 18 months for employees
City of Raleigh	Yes	0%	100%	Yes	COBRA
Durham County	Yes	\$175 per 2 week pay period	Remainder of cost regardless of plan selected	Yes	COBRA, elected 3 times treated as a retired employee with 20 years of consecutive service with Durham County (insurance paid in full by county)
Orange County	Yes	100% for employee only and 48% for dependents	52% for dependents (Blue Care Plan)	Yes	After completing one term in office, by paying 100% of the cost of coverage.
Town of Carrboro	No	n/a	n/a	n/a	n/a
Town of Cary	Yes	100% for employee Town pays 50% toward dependent	50% for dependent	Yes	COBRA
Town of Chapel Hill	No	n/a	n/a	n/a	n/a
Wake County	Yes	100% for employees	100% for dependents	Yes	After one term, pay 50%: after 2 or more terms, full coverage

*COBRA-Federal law directing eligibility for continuation of health insurance coverage following termination of employment.

Survey completed by Town of Chapel Hill

CONTINGENCY, FY02-03	
budget	\$ 15,000
adams tract appraisal	\$ (3,600)
bldg heights graphic illustration	\$ (1,000)
GO bond Refund, bank loan expenses	\$ (2,500)
Dog Fence, Anderson Park - Local Match	\$ (3,500)
Balance, 6/10/03	\$ 4,400

Note: Section 6(b) of the FY02-03 Budget Ordinance states:

b. Transfers between funds and transfers from the contingency account may be executed **only** by the Board of Aldermen. The Carrboro Board of Aldermen will appropriate funds from the Contingency Fund exclusively for government operations.

PROFESSIONAL DEVELOPMENT - MAYOR AND BOARD OF ALDERMEN	\$ 2,000
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ENGINEERING FEES	FINANCIAL INFORM
AMENDED BUDGET	\$ 150,628.00
YTD SPENDING, MAY 2003	\$ (80,787.97)
OUTSTANDING ENCUMBRANCES	\$ (21,427.50)
UNENCUMBERED BALANCE, JUNE 1, 2003	\$ 48,412.53

The Board of Aldermen has asked that the cost figures given for the Cybrary decision package be reviewed. Specifically, the Board felt that the cost or choice of firewall should be a better match to the task of protecting five desktop computers from malicious activity originating from the Internet. The original decision package suggested using a firewall that would cost \$4,200.

Listed below are three possible options numbered one through three. All three options reflect an increase of \$1,000 in the cost of PC workstations. All three options have had miscellaneous network infrastructure costs reduced by approximately \$3,000.

Previous Cybrary Total Cost per Decision Package: \$31,865

Option 1 - Reduced Original Decision Package Cost:

Option one allows for flexibility, growth, possible unforeseen alternate setups and most importantly integration into our existing network. This option would add further value to the Town's existing infrastructure without adding greatly significant costs to the Cybrary decision package. Option one is the original decision package plus some cost savings. This includes a modular firewall that is fully capable of supporting multiple VPN connections, third party software and alternate interfaces to the Internet. This option would allow the Town to combine public wireless, Century Center patron and Cybrary Internet access under a single physical connection.

Option 1 Benefits:

- **COST SAVINGS** through consolidation over time (and assuming growth). Through combining multiple services onto one physical Internet connection, overall maintained usage of that connection is higher. Often, multiple smaller bandwidth connections can be efficiently replaced by a single larger bandwidth connection (that in terms of bandwidth is actually less than the sum of the multiple separate connection's bandwidth). This equates to cost savings. Adding bandwidth to such a connection is also less expense, usually incremental in nature and routine.
- **REDUNDANCY** of core network data paths. Offers fully supported VPN capability at a key location other than Town Hall. If the fiber-optic link between buildings were severed, a VPN connection could be quickly set up to allow alternate access to servers and data. Could reduce worker downtime due to lack of network resources from a week (worse case, hopefully) to only a few hours. Would alleviate the need to physically move equipment or set up temporary servers so that staff could continue working and using the network.
- **ALTERNATE PATH** to the Internet. Having two properly secured/firewalled paths to the Internet offers the ability to quickly and easily begin routing data through an alternate connection in case the Town Hall connection fails for an extended period of time. Most of the copper data infrastructure supplied to Town Hall is by aerial routes, while the copper service supplied to the Century Center is mostly below ground. This has been done/needed in the past and previously required some extensive and time-consuming physical changes.

- **GREATER DIAGNOSES CAPABILITIES** of network problems external to the Town's internal network. It is very handy to be able to diagnose network problems from a different connection/network/provider to the Internet than the connection that is experiencing the problems. This has been a tool routinely used with the Town's current network configuration.
- **FLEXIBILITY** of infrastructure. The Town could create a subdomain below the Towns domain and route specific traffic and services through that second firewalled connection. Allows the Town to offer alternate, additional services (such as media streaming) and/or relocate and balance current services away from the Towns core Internet connection. The Town Hall connection is nearly at capacity (significant new services would impact current services). Any new services (offered from a server or appliance) to the public would need to be firewalled properly. Ongoing and frequent malicious attacks on Internet based equipment is guaranteed.

Option 1 Costs:

Cybrary - Desk and Chairs (5)	\$4,550
Cybrary - PC Workstations, LICs, Security (5)	\$14,845
Cybrary - Net Infrastructure/Printer	
Network printer plus extra paper tray	\$1,850
Network Infratstructure	\$950
Firewall	\$4,400
Cybrary - Internet Access (PER YEAR) (could drop)	\$3,400 (ONGOING)
	Total: \$29,995
	Reduction in Cost: \$1,870

Option 2 - Reduced Firewall Cost:

Option two is very similar to option one with the only difference being that the firewall is a fixed-configuration firewall. Lacks or is limited in FUTURE functionality expansion capabilities. The firewall VPN capabilities are more limited and the overall firewall specifications are not as robust.

Option 2 Benefits:

- All the benefits listed in Option 1.
- For a savings of approximately \$2,000 the Town could purchase a very good firewall device. The configuration is fixed (not expandable), but very adequate and appropriate for the Town's current and short-term future needs (possibly long-term also). Would still recommend Option 1.

Option 2 - Costs:

Cybrary - Desk and Chairs (5)	\$4,550
Cybrary - PC Workstations, LICs, Security (5)	\$14,845
Cybrary - Net Infrastructure/Printer	
Network printer plus extra paper tray	\$1,850
Network Infratstructure	\$950
Firewall	\$2,400
Cybrary - Internet Access (PER YEAR) (could drop)	\$3,400 (ONGOING)
	Total: \$27,995
	Reduction in Cost: \$3,870

Option 3 - Core Configuration:

Option three offers a core Cybrary configuration. A firewall is not needed and a dedicated Internet connection is HIGHLY advised (mandatory). A firewall is not necessary for the following three reasons. First, a computer can be quickly (within a day/hour(s)) rebuilt (from a software standpoint) using disk images. Secondly, for this size network, if certain ports are being abused, they may be blocked at the router (within limits). Finally, there will be substantial security and antivirus software loaded on the desktops to block most malicious behavior (internal and external to the Cybrary).

Option 3 Benefits:

- **COST SAVINGS** and **DOES NOT LIMIT** the future growth/expansion of the Cybrary (within limits).
- **VERY SAFE** for existing network infrastructure. Has no impact (and never will) on any aspect of the Town's existing network infrastructure and service offerings.
- **ACCOUNTABLE**. All costs for operating the Cybrary are completely separated from the costs of running Town network infrastructure.

Option 3 - Costs:

Cybrary - Desk and Chairs (5)	\$4,550
Cybrary - PC Workstations, LICs, Security (5)	\$14,845
Cybrary - Net Infrastructure/Printer	
Network printer plus extra paper tray	\$1,850
Network Infratstructure	\$650
Firewall	\$0
Cybrary - Internet Access (PER YEAR) (can NOT drop)	\$3,400 (ONGOING)
	Total: \$25,295
	Reduction in Cost: \$6,570

Finally, the Board asked staff to review the possible use of existing library infrastructure (firewall, etc.) through a link between the Town and the libraries facilities. This option would require a fairly high-speed dedicated circuit (likely a frame relay PVC) or VPN connection between the two facilities. This would require an ongoing expense of the circuit plus premise equipment. There would be no cost savings.

CENTURY CENTER CYBRARY

Orange County and Carrboro staff met on June 2, 2003 to discuss the Cybrary proposal. The meeting was productive and informative. This cooperative effort was well summarized by Gwen Harvey, Orange County Assistant Manager – a responsive partnership. Staff is looking forward to a responsive partnership!

Our recommendations for this project:

Opening scheduled some time the 2nd quarter of the Fiscal Year 2003-2004.

Orange County will

- Provide staff for 32 hours weekly (Staff will open the library, even if the Center is closed: 9:30 a.m. – 12 noon & 3:30 – 6:00 p.m. Weekdays and 1:00 – 5:00 p.m. on Saturdays)
- Provide computer for staff
- Provide periodicals

Carrboro will

- Provide space using Room 4 of the Century Center for computers, furniture, periodical shelving and exchange bins
- The lobby area, which is also outside Room 4 could be used for reading periodicals
- Provide 4 computers, furniture and shelving
- Provide Orange County with keys to access the Center and Room 4
- Use the room for computer classes when the Cybrary is not open

The Carrboro Recreation and Parks Commission approved to support this outreach effort on June 2, 2003. The Commission has four recommendations:

- Include two printers and the community could bring their own paper or pay for copies
- Hire staff that is bilingual
- Provide later hours on Tuesday and Thursday since McDougale Library closes at 6:00 p.m.
- Evaluate operational hours periodically to ensure serving the needs of the community

TO: Board of Aldermen

FROM: L. Bingham Roenigk, Assistant Town Manager
Desiree White, Personnel Director

RE: Confirmation of Alderman Diana McDuffee's Salary Analyses

1. Overall 4.9% Salary Increase

Using the \$251,337 budgeted for FY03-04 compensation costs proposed within the Recommended Budget, Alderman McDuffee has calculated the percentage increase that the \$251,337 represents in comparison to the budgeted (FY02-03) payroll of \$5,136,340 for permanent full-time and part-time staff that was provided to the Board on March 27 (see attached list). Using the position list provided to the Board in the current year, Board members will see that the increase in salary (this figure does not include benefits – FICA, retirement, supplemental retirement) equates to a 4.9% increase in payroll costs.

2. Overall 4.45% salary increase last year (FY02-03)

This percentage figure is correct. Alderman McDuffee applied the increase of \$219,067 in payroll costs due to pay adjustments on a base payroll budget of \$4,916,053. Staff has added several columns on the spreadsheet to illustrate the fiscal impact of the mid-year pay adjustments by position.

3. Number of employees affected by the recent market study (FY03-04)

20 position classes increased in the market study, affecting 64 positions (employees).

4. Number of employees earning less than \$25,000: 1 (as of 6/5/03)

5. Number of employees earning \$25,000 - \$50,000: 101 (as of 6/5/03)

SALARY INFO FOR BOARD ASSOCIATED WITH PAY ADJUSTMENTS CORRECTED 032403.xls\SAL INCR BY POSITION

	LNAME		ANNUAL SALARY	ANNUAL SALARY AFTER MINIMUM \$800 INCREASE	ANNUAL SALARY AFTER MARKET ADJUSTMENT	INCREASE IN ANNUAL SALARY	%INCR FLAT	% INCR MKT ADJ	%INCR TOTAL
511	LAMB III	PO II	\$35,951	\$36,858	\$36,858	\$907	2.5%	0.0%	2.5%
511	PERRY	PO II/SRO	\$35,951	\$36,858	\$36,858	\$907	2.5%	0.0%	2.5%
511	STROWD	PO II	\$36,858	\$37,768	\$37,768	\$910	2.5%	0.0%	2.5%
511	HORTON	PO II	\$37,601	\$38,530	\$38,530	\$929	2.5%	0.0%	2.5%
511	POWELL	POLICE SUPERVISOR	\$44,695	\$45,586	\$45,586	\$891	2.0%	0.0%	2.0%
511	MIKELS JR	POLICE SUPERVISOR	\$50,584	\$51,575	\$51,575	\$1,011	2.0%	0.0%	2.0%
511	TAYLOR SR	POLICE SUPERVISOR	\$56,345	\$57,194	\$57,194	\$849	1.5%	0.0%	1.5%
511	BOOKER	POLICE CAPTAIN	\$60,689	\$61,604	\$61,604	\$915	1.5%	0.0%	1.5%
514	GOODRICH	Program Support Asst II	\$28,866	\$27,676	\$27,676	\$810	3.0%	0.0%	3.0%
514	LEWIS	ADMINISTRATIVE ASST	\$38,916	\$39,878	\$39,878	\$962	2.5%	0.0%	2.5%
515	DEAN	PO II	\$37,044	\$37,957	\$37,957	\$913	2.5%	0.0%	2.5%
515	LAU	PO II	\$46,960	\$47,889	\$47,889	\$929	2.0%	0.0%	2.0%
515	RINGER	POLICE SUPERVISOR	\$43,811	\$44,695	\$44,695	\$884	2.0%	0.0%	2.0%
515	PHILLIPS	POLICE SUPERVISOR	\$51,084	\$52,075	\$52,075	\$1,011	2.0%	0.0%	2.0%
515	CALDWELL	POLICE CAPTAIN	\$61,604	\$62,513	\$62,513	\$909	1.5%	0.0%	1.5%
518	STIPE	ANIMAL CONTROL OFFICER	\$29,650	\$30,547	\$32,074	\$2,425	3.0%	5.0%	8.2%
530	JOHNSON	Program Support Asst I (20 hours)	\$11,696	\$12,171	\$12,171	\$474	4.1%	0.0%	4.1%
530	MURRAY	FIRE CHIEF	\$70,366	\$71,425	\$71,425	\$1,059	1.5%	0.0%	1.5%
531	HUGHES	FIREFIGHTER	\$27,401	\$28,233	\$28,233	\$832	3.0%	0.0%	3.0%
531	MILES	FIREFIGHTER	\$27,401	\$28,233	\$28,233	\$832	3.0%	0.0%	3.0%
531	WOODS	FIREFIGHTER	\$28,094	\$28,929	\$28,929	\$835	3.0%	0.0%	3.0%
531	YATES	FIREFIGHTER	\$28,094	\$28,929	\$28,929	\$835	3.0%	0.0%	3.0%
531	JORDAN	FIREFIGHTER	\$28,503	\$30,395	\$30,395	\$892	3.0%	0.0%	3.0%
531	SYKES	FIREFIGHTER	\$29,503	\$30,395	\$30,395	\$892	3.0%	0.0%	3.0%
531	CRABTREE	FIREFIGHTER	\$29,503	\$30,395	\$30,395	\$892	3.0%	0.0%	3.0%
531	MORRIS	FIREFIGHTER	\$29,503	\$30,395	\$30,395	\$892	3.0%	0.0%	3.0%
531	RIGGS	FIREFIGHTER	\$33,730	\$34,551	\$34,551	\$821	2.4%	0.0%	2.4%
531	OAKLEY	FIRE DRIVER OPERATOR	\$31,006	\$31,931	\$31,931	\$925	3.0%	0.0%	3.0%
531	TROMBLEY	FIRE DRIVER OPERATOR	\$31,006	\$31,931	\$31,931	\$925	3.0%	0.0%	3.0%
531	SHERMAN	FIRE DRIVER OPERATOR	\$32,722	\$33,562	\$33,562	\$840	2.6%	0.0%	2.6%
531	MANN JR	FIRE DRIVER OPERATOR	\$34,551	\$35,420	\$35,420	\$869	2.5%	0.0%	2.5%
531	WALKER	FIRE DRIVER OPERATOR	\$37,957	\$38,916	\$38,916	\$959	2.5%	0.0%	2.5%

	LNAME		ANNUAL SALARY	ANNUAL SALARY AFTER MINIMUM \$800 INCREASE	ANNUAL SALARY AFTER MARKET ADJUSTMENT	INCREASE IN ANNUAL SALARY	%INCR FLAT	% INCR MKT ADJ	%INCR TOTAL
531	DUNN	FIRE DRIVER MECHANIC	\$40,885	\$41,685	\$41,685	\$800	2.0%	0.0%	2.0%
531	MERRITT	FIRE LIEUTENANT	\$34,208	\$35,068	\$35,068	\$860	2.5%	0.0%	2.5%
531	HACKLER	FIRE LIEUTENANT	\$34,380	\$35,243	\$35,243	\$863	2.5%	0.0%	2.5%
531	KITCHIN III	FIRE LIEUTENANT	\$38,916	\$39,878	\$39,878	\$962	2.5%	0.0%	2.5%
531	FREEMAN JR	FIRE CAPTAIN	\$39,878	\$40,681	\$40,681	\$803	2.0%	0.0%	2.0%
531	MILLS	FIRE CAPTAIN	\$40,478	\$41,294	\$41,294	\$816	2.0%	0.0%	2.0%
531	SQUIRES	FIRE CAPTAIN	\$45,134	\$46,033	\$46,033	\$899	2.0%	0.0%	2.0%
531	GEORGE III	DEPUTY FIRE CHIEF	\$56,065	\$56,910	\$56,910	\$845	1.5%	0.0%	1.5%
532	FOUSHEE	FIRE MARSHAL	\$53,125	\$54,168	\$54,168	\$1,043	2.0%	0.0%	2.0%
540	WILLIAMS	ADMINISTRATIVE ASST	\$32,560	\$33,396	\$33,396	\$836	2.6%	0.0%	2.6%
540	HEATON	GIS SPECIALIST	\$35,951	\$36,858	\$36,858	\$907	2.5%	5.1%	7.7%
540	MCKEEL	TRANSPORTATION PLANNER	\$41,685	\$42,525	\$44,695	\$3,010	2.0%	5.1%	7.2%
540	PRETE	ENVIRONMENTAL PLANNER	\$42,103	\$42,950	\$45,134	\$3,031	2.0%	5.1%	7.2%
540	MCGUIRE	PLANNING ADMINISTRATOR	\$47,652	\$48,590	\$51,064	\$3,412	2.0%	5.1%	7.2%
540	WILLIFORD	PLANNING DIRECTOR	\$78,857	\$80,029	\$84,084	\$5,227	1.5%	5.1%	6.6%
541	TUOHEY	PROGRAM SUPPORT ASST II	\$30,698	\$31,631	\$31,631	\$933	3.0%	0.0%	3.0%
541	THOMAS	PLANNER/ZONING SPECIALIST	\$35,951	\$36,858	\$36,858	\$907	2.5%	0.0%	2.5%
541	BRAY	PLANNER/ZONING SPECIALIST	\$37,768	\$38,723	\$38,723	\$955	2.5%	0.0%	2.5%
541	KLEAVELAND	PLANNER/ZONING SPECIALIST	\$39,679	\$40,681	\$40,681	\$1,002	2.5%	0.0%	2.5%
541	ROUPE	DEVELOPMENT REVIEW ADMIN	\$48,350	\$49,324	\$51,834	\$3,484	2.0%	5.1%	7.2%
542	WADE JR	CODE ENFORCEMENT OFFICER I	\$34,208	\$35,068	\$35,068	\$860	2.5%	0.0%	2.5%
542	WILLIAMS II	CODE ENFORCEMENT OFFICER I	\$38,916	\$39,878	\$39,878	\$962	2.5%	0.0%	2.5%
542	CANOVA	CODER ENFORCEMENT SUPERVISOR	\$51,604	\$52,513	\$55,022	\$3,418	1.5%	4.0%	5.5%
550	REED	ADMINISTRATIVE ASSISTANT	\$31,006	\$31,931	\$31,931	\$925	3.0%	0.0%	3.0%
550	SANDERFORD	ADMINISTRATIVE ANALYST	\$48,129	\$49,078	\$51,575	\$3,446	2.0%	5.1%	7.2%
550	PETERSON	PUBLIC WORKS DIRECTOR	\$85,327	\$86,183	\$91,870	\$6,543	1.0%	6.6%	7.7%
560	ASHBY	MAINTENANCE CONSTRUCTION WORKER	\$24,224	\$25,070	\$26,348	\$2,124	3.5%	5.1%	8.8%
560	MCKINNEY	MAINTENANCE CONSTRUCTION WORKER	\$25,321	\$26,217	\$27,538	\$2,217	3.5%	5.0%	8.8%
560	MAY	MAINTENANCE CONSTRUCTION WORKER	\$26,348	\$27,269	\$28,659	\$2,311	3.5%	5.1%	8.8%
560	RHODES	MAINTENANCE CONSTRUCTION WORKER	\$26,612	\$27,538	\$28,929	\$2,317	3.5%	5.1%	8.7%
560	LYDE JR	MAINTENANCE CONSTRUCTION WORKER	\$27,269	\$28,094	\$29,503	\$2,234	3.0%	5.0%	8.2%
560	BARBOUR	SIGN AND MARKING SPECIALIST	\$32,722	\$33,562	\$33,562	\$840	2.6%	0.0%	2.6%

	NAME		ANNUAL SALARY	ANNUAL SALARY AFTER MINIMUM \$800 INCREASE	ANNUAL SALARY AFTER MARKET ADJUSTMENT	INCREASE IN ANNUAL SALARY	%INCR FLAT	% INCR MKT ADJ	%INCR TOTAL
560	BALDWIN	STREET CREW LEADER	\$31,162	\$32,090	\$33,730	\$2,568	3.0%	5.1%	8.2%
560	POYTHRESS	STREET SUPERINTENDENT	\$48,590	\$49,567	\$52,075	\$3,485	2.0%	5.1%	7.2%
580	ALEXANDER	SOLID WASTE EQP OPERATOR I	\$24,101	\$24,101	\$25,321	N/A	N/A	5.1%	5.1%
580	GARNER	SOLID WASTE EQP OPERATOR I	\$23,283	\$24,101	\$25,321	\$2,038	3.5%	5.1%	8.8%
580	SMITH	SOLID WASTE EQP OPERATOR I	\$24,345	\$25,196	\$26,480	\$2,135	3.5%	5.1%	8.8%
580	BRUNTHAVER	SOLID WASTE EQP OPERATOR I	\$24,345	\$25,196	\$26,480	\$2,135	3.5%	5.1%	8.8%
580	ROBERSON	SOLID WASTE EQP OPERATOR I	\$33,396	\$34,208	\$34,208	\$812	2.4%	0.0%	2.4%
580	RAMSEY	SOLID WASTE EQP OPERATOR II	\$25,569	\$26,480	\$27,815	\$2,246	3.6%	5.0%	8.8%
580	GRIFFITH	SOLID WASTE OPER III/CREW LEADER	\$30,096	\$31,006	\$32,560	\$2,464	3.0%	5.0%	8.2%
580	CLARK	SOLID WASTE SUPERVISOR	\$37,788	\$38,723	\$40,681	\$2,913	2.5%	5.1%	7.7%
590	EDWARDS	CUSTODIAN	\$22,040	\$22,932	\$24,101	\$2,061	4.0%	5.1%	9.4%
590	HASAN	BUILDING MAINTENANCE ASST	\$31,162	\$32,090	\$33,730	\$2,568	3.0%	5.1%	8.2%
590	GREEN	BUILDING MAINTENANCE SUPERVISOR	\$45,134	\$46,033	\$48,350	\$3,216	2.0%	5.0%	7.1%
591	URBAN	MECHANIC I	\$33,730	\$34,551	\$36,312	\$2,582	2.4%	5.1%	7.7%
591	HOWARD	MECHANIC II	\$36,132	\$37,044	\$38,916	\$2,784	2.5%	5.1%	7.7%
591	WHITE	FLEET MAINTENANCE SUPERVISOR	\$44,030	\$44,910	\$44,910	\$880	2.0%	0.0%	2.0%
592	BARBOUR	GROUNDKEEPER	\$23,517	\$24,345	\$25,569	\$2,052	3.5%	5.0%	8.7%
592	BRADHAM	GROUNDKEEPER	\$23,745	\$24,588	\$25,824	\$2,079	3.5%	5.0%	8.8%
592	FARRINGTON	GROUNDKEEPER	\$25,070	\$25,955	\$27,269	\$2,199	3.5%	5.1%	8.8%
592	WALLACE	GROUNDKEEPER	\$25,070	\$25,955	\$27,269	\$2,199	3.5%	5.1%	8.8%
592	SCOTT	GROUNDKEEPER	\$25,321	\$26,217	\$27,538	\$2,217	3.5%	5.0%	8.8%
592	CARVER	GROUNDKEEPER II	\$26,217	\$27,134	\$28,518	\$2,301	3.5%	5.1%	8.8%
592	HORTON II	GROUND CREW LEADER	\$28,929	\$29,799	\$32,886	\$3,957	3.0%	10.4%	13.7%
592	JONES	GROUND CREW LEADER	\$31,162	\$32,090	\$35,420	\$4,258	3.0%	10.4%	13.7%
592	GERRY	LANDSCAPING/GROUNDS SUPERVISOR	\$54,441	\$55,251	\$58,051	\$3,610	1.5%	5.1%	6.6%
620	JONES-MCNAIR	RECREATION DIRECTOR	\$65,674	\$65,674	\$69,004	\$3,330	0.0%	5.1%	5.1%
620	ALSTON-SANDERS	PROGRAM SUPPORT ASST I	\$25,442	\$26,348	\$26,348	\$906	3.6%	0.0%	3.6%
620	LEACH	ADMINISTRATIVE ASST	\$32,722	\$33,562	\$33,562	\$840	2.6%	0.0%	2.6%
622	WOLFE SR	RECREATION SUPERVISOR	\$37,957	\$38,916	\$40,885	\$2,928	2.5%	5.1%	7.7%
622	HARRINGTON	RECREATION SUPERVISOR (30 hours)	\$26,717	\$27,366	\$28,735	\$2,018	2.4%	5.0%	7.6%
622	JOINES	RECREATION ADMINISTRATOR	\$46,329	\$47,178	\$47,178	\$849	1.8%	0.0%	1.8%
623	RODGERS	RECREATION SUPERVISOR	\$35,420	\$36,312	\$38,147	\$2,727	2.5%	5.1%	7.7%

	LNAME		ANNUAL SALARY	ANNUAL SALARY AFTER \$800 INCREASE	ANNUAL SALARY AFTER MARKET ADJUSTMENT	INCREASE IN ANNUAL SALARY	%INCR FLAT	% INCR MKT ADJ	%INCR TOTAL
623	BERRY	RECREATION SUPERVISOR	\$37,228	\$38,147	\$40,076	\$2,848	2.5%	5.1%	7.7%
623	ROSEMOND	RECREATION SUPERINTENDENT	\$48,599	\$49,568	\$49,568	\$969	2.0%	0.0%	2.0%
624	KIRK	PROGRAM SUPPORT ASST II (30 hours)	\$20,354	\$21,078	\$21,078	\$725	3.6%	0.0%	3.6%
624	MCDONALD	FACILITIES SPECIALIST (20 hours)	\$16,130	\$16,702	\$17,539	\$1,409	3.6%	5.0%	8.7%
624	MILLER	FACILITIES OPERATIONS OFFICER	\$43,184	\$44,030	\$46,329	\$3,165	2.0%	5.2%	7.3%
	TOTALS		\$4,916,053	\$5,029,125	\$5,136,340	\$219,067	2.3%	2.1%	4.5%
	* SALARY REPRESENTS AMOUNT EARNED (NOT CONSIDERING INTERIM PAY ADJUSTMENT)								

IMPACT OF PAY PLAN PROPOSALS

ATTACHMENT B - 8

PAY SCENARIO 2.25% COLA / 2.25% MERIT INCLUDES RECLASSIFICATIONS	
TOTAL	\$ 6,482,045
COST OF 2.25% COLA	\$ 157,599
2.25% MERIT	\$ 113,244
TOTAL:	\$ 270,843
ADD:	
BOARD	\$ 2,302
TOWN ATTORNEY & TOWN CLERK:	\$ 6,065
	\$ 279,210
ADDITIONAL DOLLARS NEEDED FROM MGR RECOMMENDED BUDGET:	\$ 27,873

PAY SCENARIO 2.4% COLA / 2.50% MERIT INCLUDES RECLASSIFICATIONS	
TOTAL	\$ 6,482,068
COST OF 2.25% COLA	\$ 157,622
2.50% MERIT	\$ 119,827
TOTAL:	\$ 277,449
ADD:	
BOARD	\$ 2,430
TOWN ATTORNEY & TOWN CLERK:	\$ 6,154
	\$ 286,033
ADDITIONAL DOLLARS NEEDED FROM MGR RECOMMENDED BUDGET:	\$ 34,696

PAY SCENARIO 2.50% COLA / 2.25% MERIT INCLUDES RECLASSIFICATIONS	
TOTAL	\$ 6,497,685
COST OF 2.50% COLA	\$ 173,239
2.25% MERIT	\$ 113,389
TOTAL:	\$ 286,628
ADD:	
BOARD	\$ 2,430
TOWN ATTORNEY & TOWN CLERK:	\$ 6,446
	\$ 295,504
ADDITIONAL DOLLARS NEEDED FROM MGR RECOMMENDED BUDGET:	\$ 44,167

PAY SCENARIO 2.5% COLA / 2.50% MERIT INCLUDES RECLASSIFICATIONS	
TOTAL	\$ 6,497,707
COST OF 2.50% COLA	\$ 173,261
2.50% MERIT	\$ 119,988
TOTAL:	\$ 293,249
ADD:	
BOARD	\$ 2,558
TOWN ATTORNEY & TOWN CLERK:	\$ 6,741
	\$ 302,548
ADDITIONAL DOLLARS NEEDED FROM MGR RECOMMENDED BUDGET:	\$ 51,211

PAY SCENARIO 3.75% COLA / 3.75% MERIT INCLUDES RECLASSIFICATIONS	
TOTAL	\$ 6,575,678
COST OF 3.75% COLA	\$ 251,232
3.75% MERIT	\$ 251,232
TOTAL:	\$ 502,464
ADD:	
BOARD	\$ 1,918
TOWN ATTORNEY & TOWN CLERK:	\$ 5,692
	\$ 258,842
ADDITIONAL DOLLARS NEEDED FROM MGR RECOMMENDED BUDGET:	\$ 7,505

IMPACT OF PAY PLAN PROPOSALS

ATTACHMENT B-8

RECOMMENDED BUDGET ANALYSIS, 6/3/03

FY03-04 RECOMMENDED BUDGET PRIOR TO MKT AND RECLASS ADJ.

SALARIES/BENEFITS	\$ 6,324,446
COLA	\$ -
MERIT	\$ -
BOARD OF ALDERMEN	\$ -
TOWN ATTORNEY	\$ -
TOTAL	\$ 6,324,446

ANALYSIS OF OPTIONS

FY03-04 RECOMMENDED BUDGET - MKT, RECLASS ADJ. & FLAT INCREASE OF \$500	
TOTAL	\$ 6,564,515
TOTAL COST OF MKT, RECLASS, & \$500 FLAT INCREASE	\$ 240,069
POSITION RECLASSIFICATION:	\$ 22,528
MARKET ADJ: REMAINDER:	\$ 130,732
FLAT FEE INCREASE:	\$ 86,809
TOTAL:	\$ 240,069
ADD:	
BOARD PAY ADJ.	\$ 3,768
TOWN ATTORNEY & TOWN CLERK:	\$ 7,500
	\$ 251,337

DISTRIBUTION OF LOCAL NET COST BETWEEN PARTNERS

	2001-02 Actual	2002-03 Orig. Bud	2002-03 Rev. Bud	2002-03 Est. Act	2003-04 Budget	
Expenditures						
Administration	280,218	379,374	386,687	357,761	449,340	
Operations	6,325,334	7,103,925	7,238,622	6,977,522	7,612,994	
Maintenance	1,279,641	1,569,363	1,579,465	1,377,229	1,817,693	
Non-Departmental	490,947	623,782	623,782	753,782	831,022	
Less service not operated		(44,203)	(44,203)			
Total	8,376,140	9,632,241	9,784,353	9,466,294	10,711,049	
Operating Revenue	(1,062,740)	(274,000)	(274,000)	(286,155)	(298,000)	
Federal Assistance	(908,800)	(932,000)	(932,000)	(932,000)	(932,000)	
State Assistance	(1,573,708)	(1,573,708)	(1,573,708)	(1,565,675)	(1,573,708)	
Total Revenue	(3,545,248)	(2,779,708)	(2,779,708)	(2,783,830)	(2,803,708)	
Local Net Cost	4,830,892	6,852,533	7,004,645	6,682,464	7,907,341	
Less exp service covered by CH	314,000				35,000	
Less exp service covered by UNC	457,640					
Less capital covered by UNC	165,672					
	<u>3,893,580</u>	<u>6,852,533</u>	<u>7,004,645</u>	<u>6,682,464</u>	<u>7,872,341</u>	
Less cost of UNC funded routes	465,737	1,996,769	1,996,769	1,996,769	2,329,582	
Balance of cost to be shared	3,427,843	4,855,764	5,007,876	4,685,695	5,542,759	
Split of Local among partners						
Chapel Hill	1,900,895	2,278,328	2,349,699	2,198,531	2,643,966	
UNC	2,383,322	3,825,419	3,882,703	3,761,372	4,405,660	47.07%
Carrboro	546,675	748,786	772,243	722,561	857,715	15.47%
Total	<u>4,830,892</u>	<u>6,852,533</u>	<u>7,004,645</u>	<u>6,682,464</u>	<u>7,907,341</u>	<u>37.46%</u>
						111,409
Population distribution 2001-02						
Chapel Hill	48,715	46.29%	1,900,895			
Carrboro	16,782	15.95%	546,675			46.92%
UNC	39,732	37.76%	2,383,322			15.42%
	<u>105,229</u>		<u>4,830,892</u>			<u>37.66%</u>
						109,970
Population distribution 2002-03						
Chapel Hill	51,598					
Carrboro	16,958					
UNC	41,414					
	<u>109,970</u>					
Population distribution 2003-04						
Chapel Hill	52,440					
Carrboro	17,240					
UNC	41,729					
	<u>111,409</u>					
						47.07%
						15.47%
						37.46%
Partners Share 2003-04						
UNC	4,405,660					
Chapel Hill	2,643,966					
Carrboro	857,715					



ATTACHMENT B -9

6/1/03

TOWN OF CHAPEL HILL
306 NORTH COLUMBIA STREET
CHAPEL HILL, NORTH CAROLINA 27516

OFFICE OF THE MAYOR

(919) 968-2714
FAX 919-969-2063

May 23, 2003

Mayor Mike Nelson
Town of Carrboro
301 W. Main St.
Carrboro, NC 27510

Dear Mike:

At its Budget Work Session on May 21, the Chapel Hill Town Council agreed to allocate \$35,000 toward additional transit service to Chapel Hill High School. The Council's action followed petitions from various representatives of the Chapel Hill-Carrboro City Schools at the May 14 Public Hearing requesting extension of public transit service to the school.

The Council asked that I write to you and share our interest with you, as a partner in the Transit System. I would be happy to discuss this matter with you.

Sincerely,

Kevin C. Foy
Mayor

KCF/wms

cc: Michael Brough, Interim Town Manager



TOWN OF CARRBORO

NORTH CAROLINA

MEMORANDUM

DATE: May 22, 2003

TO: Mayor and Board of Aldermen

FROM: Dale McKeel, Transportation Planner

RE: Chapel Hill Transit Issues

It is my understanding that Mary Lou Kuschatka is planning to address the Board of Aldermen tonight to discuss the Chapel Hill Transit budget for the upcoming year. There are three items that I want to bring to your attention that are relevant to this discussion.

1. Holiday Service. In response to citizen requests, Chapel Hill Transit has developed a proposal to provide bus service on three holidays – Martin Luther King Day, Good Friday, and the day after Christmas. This proposal is discussed in Attachment A. The cost to the Town of Carrboro for this additional service would be \$1,220.
2. Change to the Saturday C Route. In response to a request from the Town of Carrboro, Chapel Hill Transit has developed a proposal to modify the C route on Saturday. The Saturday C route is currently a circular route. The proposed modification would replace the circular route with two routes that are more direct. The proposed change is similar to the change that was made last year to the C route on weekdays to create the CM and CW routes. The proposed change would provide service closer to the Farmer's Market. However, the frequency changes from 1 hour to 1 hour and 15 minutes, and this makes it harder to transfer to other routes as they are on 1 hour frequency. This change could be provided for no additional cost as it is the same number of operating hours. The Transportation Advisory Board has not yet reviewed this proposal.
3. Service to Chapel Hill High School. Citizens have requested service be provided to Chapel Hill High School. It is not clear at this time whether the Town of Carrboro will be asked to pay a portion of the cost to provide this service.

cc: Mike Brough, Interim Town Manager
Bing Roenigk, Assistant Town Manager