



## **Board of Trustees Budget Work Session**

9 a.m. on Tuesday, September 26, 2023

Library 21c, 2nd Floor Staff Training Room

Aaron Salt, Dora Gonzales, Erin Bents, Debbie English, Julie Smyth, Scott Taylor, Teona Shainidze-Krebs, Randy Green, Kim Hoggatt, Tammy Sayles, Jeremiah Walter

### **Salary Changes**

With our last salary study, Employers Council recommended raising pay grade ceilings to help with compression. That was not enacted at that time, but we would like to do that now. We have 20 individuals that are capped at the max of their pay grade.

We were looking at a 5% pay increase for staff across the board.

Since it's hard to retain security officers, we are looking to create senior officer positions to hopefully help keep individuals in Security and give growth opportunities.

Denise will help with language regarding pay increase.

### **Projections**

- U.S. Bureau of Labor Statistics Inflation Forecast: 3.5%
- \$35.5 Million in projected Property Tax Revenue
- New Mill projected to be 2.866

### **Preliminary Budget Overview**

- 2024 OAB Total Revenue: \$39,763,531
- 2024 Expenditures: \$41,114,341 (includes \$1.5 million for potential ballot initiatives, placed under Interdepartmental expenditures; \$1 million for capital spending)
- IT projected to get \$544,000 e-rate refund for their capital (80% of capital expenditures)
- Budget reflects recent restructure changes
- Nothing put under attrition savings

**No need for second budget work session before initial budget is posted by October 15.**