

FISCAL YEAR 2025
Recommended
Policy And Narrative Budget
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March 28, 2024

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HOW TO USE THIS POLICY BUDGET DOCUMENT

PURPOSE

The Policy Budget defines goals and objectives for all City departments and activities, relates them to cost and resource requirements and attempts to establish measures for evaluating accomplishment. Specific improvement packages are developed and included in the Policy Budget for alternative funding and service levels. The Policy Budget document shows the budget by line item for each Department and provides a basis for fiscal control once the budget is adopted.

The Policy Budget emphasizes objectives, accomplishments, and alternative funding and service levels and is intended to keep the attention of the City Council and public on the major policy decisions involving what services the City government will provide, who will pay for them, and the implications of such decisions.

FORMAT

The Policy Budget is organized by Department/Division and provides detail for all activities that make up each Department/Division. Each Department/Division tab includes the following information:

- 1) **Department/Division Financial Summary:** The ***budget highlights*** portion of the Department Summary reflects total expenses for the maintenance level budget (cost to continue at the same level of service) and approved improvement packages for all activities within the Department by expenditure category (employee expense, supplies and services, machinery and equipment, and debt service), and the funding sources that pay those expenses. The property tax portion of the funding is reflected, noting the increase or decrease from the prior years adopted budget. For Departments which are self supporting (i.e. Water, Water Resources & Recovery Center, Refuse and Salt Operations (part of Public Works), Media Service, Transit, Parking, Stormwater (part of Engineering)), the net operating surplus/deficit is reflected, noting the increase or decrease in the fund from the prior years adopted budget.

This summary displays all ***Improvement Packages*** submitted by Department/Division Managers, with a notation of whether they were recommended by the City Manager, and then approved by the City Council. Those noted with a 'YES' were added to the maintenance level budget and are reflected in the Department Funding Summary and those noted with a 'NO' were not approved.

And finally, this summary explains ***significant line item detail*** by expenditure category, notable revenue changes, and miscellaneous information regarding the maintenance level budget. These are the review notes prior to adding any improvement packages.

- 2) **Memo Addressing Budget Issue (optional):** If there is an important budget issue that needs further explanation, a memo will be provided.
- 3) **Department's Organizational Chart (optional):** Shows how a Department is structured. Usually included for larger more complex Departments.

- 4) **Department/Division's Highlights of Prior Year's Accomplishments and Future Initiatives:** This is a written narrative that highlights the Department's prior year accomplishments and what Departments plan on accomplishing in the near future.
- 5) **Department/Division's Goals and Performance Measures by Activity:** This is a written activity statement and a matrix for each activity which includes activity objectives, relationship to City Council Goals & Priorities, and key performance indicators (KPIs). Performance measures are included for each activity to evaluate activities and ensure that the approved levels of funding yield the expected results. Icons for each KPI visually indicate how well an objective is doing and represent the following:

Goal Met	Goal in Progress	Goal Not Met
This goal has been met.	The goal has not been met but is showing signs of improvement.	This goal has not been met and is not currently showing signs of progress.

- 6) **Recommended Operating Revenue Budget by Department/Division:** This report reflects line item revenue detail at the Department/Division level (combines all activities for each line by fund). Two years actual revenues, prior year adopted revenues and the recommended revenue for the new budget year are reflected.
- 7) **Recommended Operating Expenditure Budget by Department/Division:** This report reflects line item expenditure detail at the Department/Division level (combines all activities for each line by fund). Expenses are grouped by category (employee expense, supplies and services, machinery and equipment, debt service, and transfers) and displays two years actual expenses, prior year adopted expenses and the recommended expense for the new budget year.
- 8) **Recommended Operating Expenditure Budget by Activity and Funding Source:** This report reflects expenses grouped by category (employee expense, supplies and services, machinery and equipment, debt service, and transfers) for each activity within the Department/Division, and displays two years actual expenses, prior year adopted expenses and the recommended expense for the new budget year.
- 9) **Personnel Complement at Department/Division and Activity Level:** These reports reflect positions budgeted at the Department/Division level and the Activity level, by funding source. Total Full Time Equivalents (FTE) and wages with longevity expense are shown for each position for two years prior year adopted FTE and expenses, and the recommended FTE and related expense for the new budget year.
- 10) **Capital Improvement Projects by Department/Division:** This report lists all Capital Improvement Project totals for two years actual expenses, prior year adopted expenses and the recommended expense for the new budget year.
- 11) **Five Year Capital Improvement Program Summary by Department/Division:** This report lists all Capital Improvement Projects budgeted in the new budget year and planned for the next four years.

Reference: Key Terms for Understanding Dubuque's Budget, Budget Glossary Budget Overview and Budget and Fiscal Policy Guidelines located in Citizen's Guide

Housing and Community Development

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HOUSING AND COMMUNITY DEVELOPMENT DEPARTMENT

DEPARTMENT SUMMARY

Budget Highlights	FY 2023 Actual	FY 2024 Budget	FY 2025 Requested	% Change From FY 2024 Budget
<u>Expenses</u>				
Employee Expense	3,323,145	3,666,673	3,892,424	6.2 %
Supplies and Services	1,937,976	852,863	874,009	2.5 %
Assisted Housing Assistance Payments	5,385,779	5,474,592	6,281,391	14.7 %
Machinery and Equipment	42,980	17,400	115,821	565.6 %
Total Expenses	10,689,880	10,011,528	11,163,645	11.5 %
<u>Resources</u>				
Rental Housing Revenues	573,838	664,605	790,960	19.0 %
Building Permits	845,270	853,817	932,030	9.2 %
Older Adult Home Modification Program Grant	182,416	119,990	138,995	15.8 %
Emergency Guardian Angel - Restricted	824	—	—	— %
Escrow Deposits	17,762	10,687	10,687	— %
Miscellaneous	71,884	—	—	— %
Housing TIF	—	109,791	118,734	8.1 %
RRP Repayments/HOME Grant	—	4,510	—	— %
Continuum of Care Grant	3,323	—	—	— %
HUD Resiliency Grant	773	—	126,665	— %
Lead Paint Grant	1,317,921	574,353	695,278	21.1 %
Family Self Sufficiency Restricted Escrow	41,726	60,000	20,000	(66.7)%
Assisted Housing	6,201,979	6,294,588	7,189,326	14.2 %
CDBG Charges	586,307	507,476	404,578	(20.3)%
Total Resources	9,844,023	9,199,817	10,427,253	13.3 %
Property Tax Support	845,857	811,711	736,392	(75,319) (9.3)%
Percent Self Supporting	92.09 %	91.89 %	93.40 %	
Personnel - Authorized FTE	35.75	36.00	36.00	

SAFE AND HEALTHY HOMES SUMMARY

Budget Highlights	FY 2023 Actual	FY 2024 Budget	FY 2025 Requested	% Change From FY 2024 Budget
<u>Expenses</u>				
Employee Expense	1,180,991	1,255,489	1,348,185	7.4 %
Supplies and Services	1,210,462	304,889	340,039	11.5 %
Machinery and Equipment	51,491	1,400	92,100	6,478.6 %
Total Expenses	2,442,944	1,561,778	1,780,324	14.0 %
<u>Resources</u>				
Rental Housing Revenues	573,838	664,605	790,960	19.0 %
Lead Paint Grant Charges	1,317,921	574,353	695,278	21.1 %
CDBG Charges	5,373	7	—	— %
Total Resources	1,897,132	1,238,965	1,486,238	20.0 %
Property Tax Support	545,812	322,813	294,086	(8.9)%
Percent Self Supporting	77.7%	79.3%	83.5%	
Personnel - Authorized FTE	10.50	9.50	9.25	

*** Includes Rental Housing Inspections; Fees & Licensing; Vacant and Abandoned Buildings; Problem Properties Maintenance, 75% Deputy Code Official**

NEIGHBORHOOD REVITALIZATION SUMMARY

Budget Highlights	FY 2023 Actual	FY 2024 Budget	FY 2025 Requested	% Change From FY 2024 Budget
<u>Expenses</u>				
Employee Expense	208,304	475,278	495,032	4.2 %
Supplies and Services	67,751	67,778	50,730	(25.2)%
Machinery and Equipment	94,420	—	—	— %
Total Expenses	370,475	543,056	545,762	0.5 %
<u>Resources</u>				
Escrow Deposits	17,762	10,687	10,687	— %
Older Adult Home Modification Program Grant	182,416	119,990	138,995	15.8 %
Housing TIF	—	109,791	118,734	8.1 %
CDBG Charges	140,757	296,626	150,578	(49.2)%
HUD Resiliency Grant	773	—	126,665	— %
RRP Repayments/HOME Grant	—	4,510	—	— %
Total Resources	341,708	541,604	545,659	0.7 %
Property Tax Support	28,767	1,452	103	(92.9)%
Percent Self Supporting	92.24%	99.73%	99.98%	
Personnel - Authorized FTE	5.25	4.69	4.69	

*** Includes Homeowner Rehabilitation, Affordable Housing Rehab & Resale program, Lead Hazard Reduction, and Older Adult Home Modification Program**

Federal Housing Choice Voucher Program

Budget Highlights	FY 2023 Actual	FY 2024 Budget	FY 2025 Requested	% Change From FY 2024 Budget
<u>Expenses</u>				
Employee Expense	907,928	866,891	910,356	5.0 %
Supplies and Services	230,255	240,530	160,170	(33.4)%
Assisted Housing Assistance Payments	5,385,779	5,474,592	6,281,391	14.7 %
Machinery and Equipment	—	14,350	10,153	(29.2)%
Total Expenses	6,523,962	6,596,363	7,362,070	11.6 %
<u>Resources</u>				
Emergency Guardian Angel - Restricted	824	—	—	— %
Continuum of Care Grant	3,323	—	—	— %
Section 8 Moderate Rehab	32,215	—	—	— %
Family Self Sufficiency Program Voucher	241,995	249,085	190,271	(23.6)%
Family Self Sufficiency Restricted Escrow	41,726	60,000	20,000	(66.7)%
Assisted Housing Assistance Payments	5,165,766	5,222,167	6,257,719	19.8 %
Assisted Housing Administration Fee	669,846	759,336	759,336	— %
Assisted Housing Miscellaneous Revenue	92,157	64,000	2,000	(96.9)%
Total Resources	6,247,852	6,354,588	7,229,326	13.8 %
Property Tax Support	276,110	241,775	132,744	(45.1)%
Percent Self Supporting	95.8%	96.3%	98.2%	
Personnel - Authorized FTE	9.25	9.25	9.25	

*** Includes Assisted Housing and Family Self-Sufficiency. This is also known as Section 8.**

HOUSING ADMINISTRATION

Budget Highlights	FY 2023 Actual	FY 2024 Budget	FY 2025 Requested	% Change From FY 2024 Budget
<u>Expenses</u>				
Employee Expense	465,575	316,577	337,933	6.7 %
Supplies and Services	201,977	143,878	167,358	16.3 %
Machinery and Equipment	5,279	600	8,468	1,311.3 %
Total Expenses	672,831	461,055	513,759	11.4 %
<u>Resources</u>				
Miscellaneous	71,884	—	—	— %
CDBG Charges	440,177	210,843	254,000	20.5 %
Total Resources	512,061	210,843	254,000	20.5 %
Property Tax Support	160,770	250,212	259,759	3.8 %
Percent Self Supporting	76.1 %	45.7 %	49.4 %	
Personnel - Authorized FTE	2.50	2.41	2.41	
* Includes Housing Trust Fund, HEART, Housing Director (excluding Assisted Housing allocation), 25% Assistant Housing Director and CD Specialist.				

BUILDING & PERMIT ACTIVITIES

Budget Highlights	FY 2023 Actual	FY 2024 Budget	FY 2025 Requested	% Change From FY 2024 Budget
<u>Expenses</u>				
Employee Expense	560,347	752,438	800,918	6.4 %
Supplies and Services	90,552	95,788	103,712	8.3 %
Machinery and Equipment	28,768	1,050	57,100	5,338.1 %
Total Expenses	679,667	849,276	961,730	13.2 %
<u>Resources</u>				
Building Permits	845,270	853,817	932,030	9.2 %
Total Resources	845,270	853,817	932,030	9.2 %
Property Tax Support	(165,603)	(4,541)	29,700	(754.0)%
Percent Self Supporting	124.4 %	100.5 %	96.9 %	
Personnel - Authority FTE	—	8.40	8.40	

***Building, Electrical, Plumbing and Mechanical Inspection services previously in Building Services were moved to the Housing and Community Development Department during Fiscal Year 2021. Also includes 25% Deputy Code Official, 75% Code Official (Assistant Housing Director)**

Improvement Package Summary

1 of 8

This improvement package would implement a minimum fee for demolition permits - \$75 for garage with no utilities, \$150 for single and 2-family dwellings, and \$250 for all others. This improvement package is required to cover the cost of an inspection and administration for demolition permits. This request furthers the City Council goals of Vibrant Community: Healthy and Safe and Financially Responsible, High-Performance City Organization: Sustainable, Equitable, and Effective Service Delivery.

Related Revenue:	\$ (2,504)	Tax Funds	Recurring	Recommend - Yes
Total Revenue:	\$ (2,504)			
Property Tax Impact:	\$ (0.001)	(0.01)%		
Activity:	Inspection & Construction Services			

2 of 8

This improvement package would set minimum permit fee amounts of \$50 for building, mechanical, electrical, and plumbing permits. This package would also increase the issuance fee for all permit types from \$10 to \$20 (note the issuance fee is included in the \$50 minimum permit fee). This improvement package is required to cover the cost of inspections and administration for these permit types and furthers the City Council goals of Vibrant Community: Healthy and Safe and Financially Responsible, High-Performance City Organization: Sustainable, Equitable, and Effective Service Delivery.

Related Revenue:	\$ (78,884)	Tax Funds	Recurring	Recommend - Yes
Total Revenue:	\$ (78,884)			
Property Tax Impact:	\$ (0.031)	(0.35)%		
Activity:	Inspection & Construction Services			

3 of 8

This improvement package request is for twelve (12) licenses of Bluebeam software. This software provides robust, user-definable markup tools and templates to improve the quality and consistency of interactions with developers, contractors and property owners. The software provides proven online collaboration tools which can be used to track, organize and output review comments for plan review documentation. The software is an industry leader, and most developers and contractors are familiar with it. Bluebeam software has many built-in integrations with other software for seamless utilization. This requested improvement package furthers the City Council Goal of Financially Responsible, High-Performance City Organization: Sustainable, Equitable, and Effective Service Delivery

Related Cost:	\$ 4,272	Tax Funds	Recurring	Recommend - Yes
Net Cost:	\$ 4,272			
Property Tax Impact:	\$ 0.0017	0.02%		
Activity:	Inspection & Construction Services			

4 of 8

This improvement request is for two 55" digital plan review tables. Digital plan review tables streamline the plan review process by allowing inspectors to navigate, annotate, and share plans swiftly and efficiently. When used with Bluebeam software, immediate updates ensure that all team members work with the most current version of the plan, eliminating potential delays and confusion. This requested improvement package furthers the City Council Goal of Financially Responsible, High-Performance City Organization: Sustainable, Equitable, and Effective Service Delivery

Related Cost:	<u>\$ 33,400</u>	Tax Funds	Non-Recurring	Recommend - Yes
Net Cost:	\$ 33,400			
Property Tax Impact:	\$ 0.0131	0.15%		
Activity: Inspection & Construction Services				

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This improvement package would implement a square-footage-based value calculation for all new construction and additions based on the published International Code Council's building square-footage-valuation tables. This improvement package is anticipated to be a zero or near zero dollar change and the intent is to establish an equitable method for establishing valuations. This improvement package furthers the City Council goals of Vibrant Community: Healthy and Safe and Financially Responsible, High-Performance City Organization: Sustainable, Equitable, and Effective Service Delivery.

Related Cost:	<u>\$ —</u>	Tax Funds	Recurring	Recommend - Yes
Net Cost:	\$ —			
Property Tax Impact:	\$ —	—%		
Activity: Inspection & Construction Services				

6 of 8

This Improvement package request would provide for (1) City of Dubuque logo hardhat and a hi-visibility jacket for each building inspector. This will help identify the building inspectors to the contractors and create a more professional appearance for our department. This request furthers the city council goals of Vibrant Community: Healthy and Safe and Financially Responsible, High-Performance City Organization: Sustainable, Equitable, and Effective Service Delivery.

Related Cost:	<u>\$ 700</u>	Tax Funds	Non-Recurring	Recommend - Yes
Net Cost:	\$ 700			
Property Tax Impact:	\$ 0.0003	—%		
Activity: Building Code Administration				

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This improvement package request is for increased financial assistance to ensure the Four Mounds HEART program is able to continue to provide youth with opportunities to learn trade skills in a classroom and in-field format, as well as continue to assist in creating affordable housing options in Dubuque. The program had expanded to include an adult program; therefore, more funding is requested for the increased costs. This improvement package helps meet the City Council goals of affordable/safe housing.

Related Cost:	<u>\$ 15,000</u>	Tax Funds	Recurring	Recommend - No
Net Cost:	<u>\$ 15,000</u>			
Property Tax Impact:	\$ 0.0059	0.07%		
Activity:	Administration			

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This improvement package request is for increased financial assistance to ensure Community Solutions of Eastern Iowa is able to continue to provide and answer the homeless hotline. In FY23, the hotline received 3,216 calls, with 473 persons placed on the referral list for services. FY 2024 included \$13,000. For FY 2025, the request is for an additional \$44,000 to bring the total budget for Community Solutions of Eastern Iowa to \$57,000. This improvement package helps meet the City Council goals of affordable/safe housing

Related Cost:	<u>\$ 44,000</u>	Tax Funds	Recurring	Recommend - No
Net Cost:	<u>\$ 44,000</u>			
Property Tax Impact:	\$ 0.0173	0.19%		
Activity:	Administration			

Significant Line Items

Employee Expense

1. FY 2025 employee expense reflects a 5.00% wage package increase.
2. The Iowa Public Employee Retirement System (IPERS) City contribution of 9.44% is unchanged from FY 2024. The employee contribution of 6.29% is unchanged from FY 2024.
3. The City portion of health insurance expense is unchanged from \$1,119 in FY 2024 to \$1,119 in FY 2025 per month, per contract, which results in an annual cost unchanged of \$— or 0.0%.
4. 50% Sick Leave Payout increased from \$1,263 in FY 2024 to \$1,821 in FY 2025 based on FY 2023 actual + 5%. Effective July 1, 2019, employees over the sick leave cap can convert 50% of the sick leave over the cap to vacation or be paid out.

Supplies & Services

5. Housing Assistance Payments increased from \$5,400,000 in FY 2024 to \$6,281,391 in FY 2025. FY 2025 is based on 880 vouchers and FY 2024 was based on 860 vouchers. FY 2023 actual was \$5,185,956. These expenses cover all Housing Choice Voucher and project-based programs and are received in revenue as one lump-sum payment for all voucher types.

These voucher types include:

Special Voucher Type	Description	Number Allowed to Lease	Number Currently Used
Mainstream	Serves Non-Elderly Disabled	40	38
Port-Out	Serves residents that move out of Dubuque but the receiving city does not pay for the voucher	Unlimited; however, residents must live in the City of Dubuque for 12 months prior to be eligible	21
Tenant Protection	Residents that participate in a HUD assisted program that is ending, but they still qualify for assistance	14	13
Homeowner	Housing Choice voucher holders that have been assisted for 12-months and been steadily employed	Unlimited	10
Project Based	Serves residents that live at the Rose of Dubuque needing assisted living	17	16
Veterans Affairs Supportive Housing	Serves homeless veterans referred through the Veterans Affairs Office	12	9
Family Unification Program	Serves families whose housing situation is a barrier to reunification of children with their parents and foster youth aging out, referred from Department of Human Services	24	23

If a special voucher type is under-utilized, regular Housing Choice vouchers can be leased under the annual budget allocation. The City of Dubuque is authorized to use up to 1,114 vouchers; however, the annual budget provided by the U.S. Department of Housing and Urban Development (HUD) only supports approximately 900 vouchers. The City is utilizing 739 vouchers as of October 2023.

6. Family Self-Sufficiency Payments decreased from \$110,000 in FY 2024 to \$20,000 in FY 2025 based on the projected amount earned and to be paid out to participants of U.S. Department of Housing and Urban Development housing assistance payments. The FY 2023 actual was \$117,078. Family Self-Sufficiency contracts are for a term of five years and there are several contracts at the end of their term. The participants will graduate from the program and will earn the Family Self-Sufficiency escrow.
7. The budgeted administrative cost of the Housing Choice Voucher Program increased from \$841,030 in FY 2024 to \$877,507 in FY 2025. Administrative revenue of the Housing Choice Voucher Program decreased from \$760,336 in FY 2024 to \$759,336 in FY 2025. The resulting Housing Choice Voucher Program deficit increased from \$80,694 in FY 2024 to \$118,171 in FY 2025.
8. Grants unchanged from \$0 in FY 2024 to \$0 in FY 2025. FY 2023 was \$55,685. Beginning in FY 2024, this expense and corresponding revenue has moved from the operating budget to the capital budget.
9. Technology Services increased from \$75,760 in FY 2024 to \$79,882 in FY 2025. The increase is due to user licenses for Neighborly, a new software program approved in FY 2024.

Machinery & Equipment

10. Equipment replacement items include (\$115,821):

Housing Machinery and Equipment	
<u>General Housing Administration</u>	
Smart Phone and Case	\$ 158
Conference Room Chairs (20)	\$ 600
Lobby Furniture (3)	\$ 1,500
<u>CDBG Housing Administration</u>	
Smart Phone	\$ 455
Computers	\$ 4,440
Computer Tablets	\$ 736
<u>CDBG Admin/Monitoring</u>	
Computer Tablets	\$ 1,150
<u>CDBG Monitoring</u>	
Smart Phone	\$ 1,050
<u>Section 8 Administration</u>	
Computer Tablets	\$ 230
Smart Phones	\$ 87
<u>Assisted Housing</u>	
Computer Tablets	\$ 2,880
Smart Phones	\$ 350
Computers	\$ 6,035
<u>General Housing Inspection</u>	
Smart Phones and Cases	\$ 1,050
<u>Vacant Abandoned Property</u>	
Smartphones	\$ 350
<u>Vehicle Replacements</u>	
Pickup	\$ 38,000
Mid-Size Car	\$ 23,000
<u>Plumbing/Mechanical Code Enforcement</u>	
Smartphones	\$ 350
Recommended Improvement Packages	\$ 33,400
Total Equipment	<u>\$ 115,821</u>

Revenue

11. The Lead Hazard Control Program was awarded \$4,275,681 to administer the Lead and Healthy Homes Program by HUD in September 2021. The City and partner match is \$686,417. The grant performance period is 42 months from November 1, 2021 through May 30, 2025. In this performance period, 106 units will have lead hazard control and healthy home interventions completed.

12. Community Development Block Grant (CDBG) revenue is received annually from the U.S. Department of Housing and Urban Development (HUD). The FY 2025 allocation is expected to be \$1,031,452. This is based on the prior year allocation from HUD. CDBG is used to fund eligible operating and capital improvement programs. CDBG requirements separate dollars under three categories of spending: administration, public service, and uncapped. The only category that affects the general fund is spending for administration.
13. Family Self-Sufficiency (FSS) Program participant escrow paid by HUD decreased from \$60,000 in FY 2024 to \$0 in FY 2025 based on number of participants in FSS. FY 2023 actual was \$74,251. There are 65 participants currently enrolled in the FSS program. When a participant increases household income, their HUD housing assistance payment is reduced and put into an escrow for the participant.
14. HUD Voucher Administration Fee unchanged from \$759,336 in FY 2024 to \$759,336 in FY 2025. FY 2023 actual was \$669,846. Housing administrative fees are based on the number of vouchers utilized.
15. HUD Housing Assistance Payments increased from \$5,400,000 in FY 2024 to \$6,281,391 in FY 2025. FY 2023 actual was \$5,165,766. These revenues are based on the number of vouchers budgeted for all types of vouchers including Veterans Affairs Supportive Housing and Family Unification Program vouchers, which are 880 in FY 2025. In calendar year 2023, the City is currently at 738 vouchers.
16. Family Self-Sufficiency HUD grant increased from \$185,546 in FY 2024 to \$190,071 in FY 2025 based on the anticipated grant funds for FSS Coordinators from HUD. This increase is due to grants being awarded in consecutive calendar years.
17. The following chart shows the changes in building inspection revenue for FY 2025:

	FY 2023 Actual	FY 2024	FY 2025	Change
District Court Fines	\$ 7,909	\$ 6,245	\$ 2,000	\$ (4,245)
Electrical Permits	\$ 66,289	\$ 81,947	\$ 89,516	\$ 7,569
Building Permits	\$ 566,329	\$ 538,590	\$ 584,657	\$ 46,067
Miscellaneous Permits	\$ 3,359	\$ 5,665	\$ 3,359	\$ (2,306)
Plan Check Fees	\$ 80,564	\$ 86,370	\$ 80,564	\$ (5,806)
Plumbing Permits	\$ 67,080	\$ 70,000	\$ 78,313	\$ 8,313
Mechanical Permits	\$ 53,740	\$ 65,000	\$ 65,000	\$ —
Total Inspection Revenues	\$ 845,270	\$ 853,817	\$ 903,409	\$ 49,592

18. The following chart shows the changes in general housing inspection revenue for FY 2025:

	FY 2023 Actual	FY 2024	FY 2025	Change	
Rental Licenses	\$ 412,580	\$ 393,375	\$ 659,300	\$ 265,925	a
Dwelling Inspection Fee	\$ 60,024	\$ 172,155	\$ 48,600	\$ (123,555)	b
Complaint Inspection Fee	\$ 85	\$ 1,275	\$ —	\$ (1,275)	
Appeals Board Fee	\$ 2,600	\$ 300	\$ 300	\$ —	
Reimbursements	\$ 804	\$ 3,000	\$ 1,700	\$ (1,300)	
Penalties	\$ 8,424	\$ 6,000	\$ 8,000	\$ 2,000	

Court Costs	\$ 31,439	\$ 40,000	\$ 40,000	\$ —
Total Inspection Revenues	\$ 515,956	\$ 616,105	\$ 757,900	\$ 141,795

- a. In February 2024, City Council approved a rental license and fee increase which is reflected in the FY 2025 numbers.
- b. Decrease is due to fewer projected re-inspections for rental housing as initial pass rates increase.

Miscellaneous

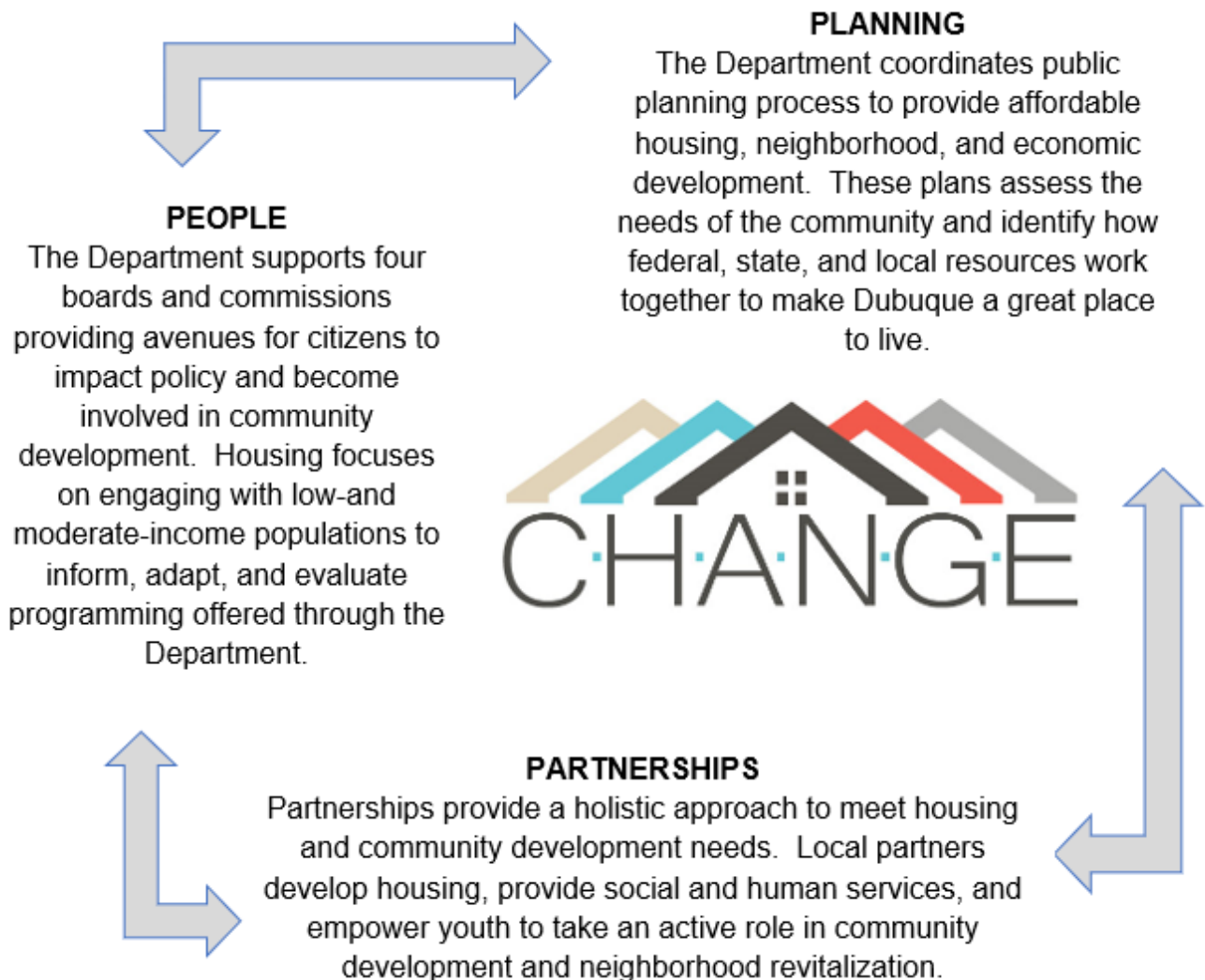
1. General Housing Inspection is 108% self-supporting in FY 2025 versus 94% self-supporting in FY 2024.

HOUSING AND COMMUNITY DEVELOPMENT

The Housing and Community Development Department creates safe, healthy, affordable housing for all that promotes strong, sustainable, and inclusive communities.



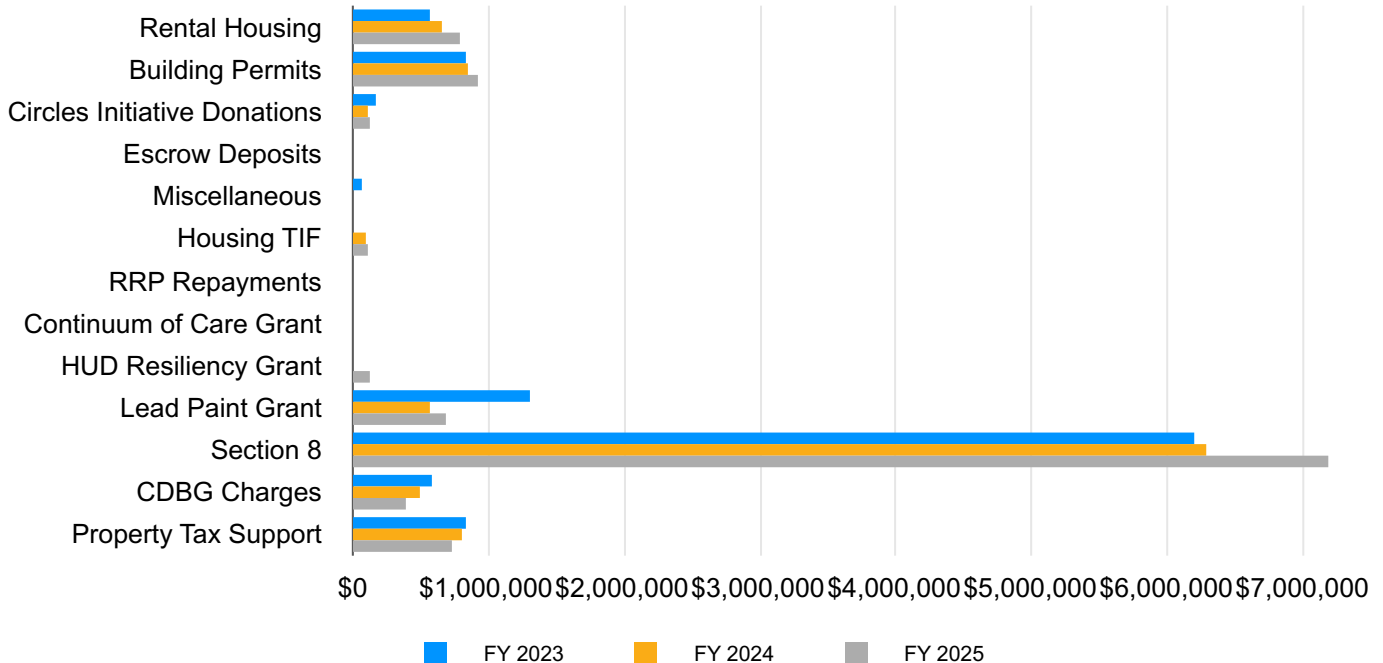
SUCCESS IS ABOUT PLANNING, PARTNERSHIPS AND PEOPLE LEADING TO OUTCOMES



HOUSING AND COMMUNITY DEVELOPMENT

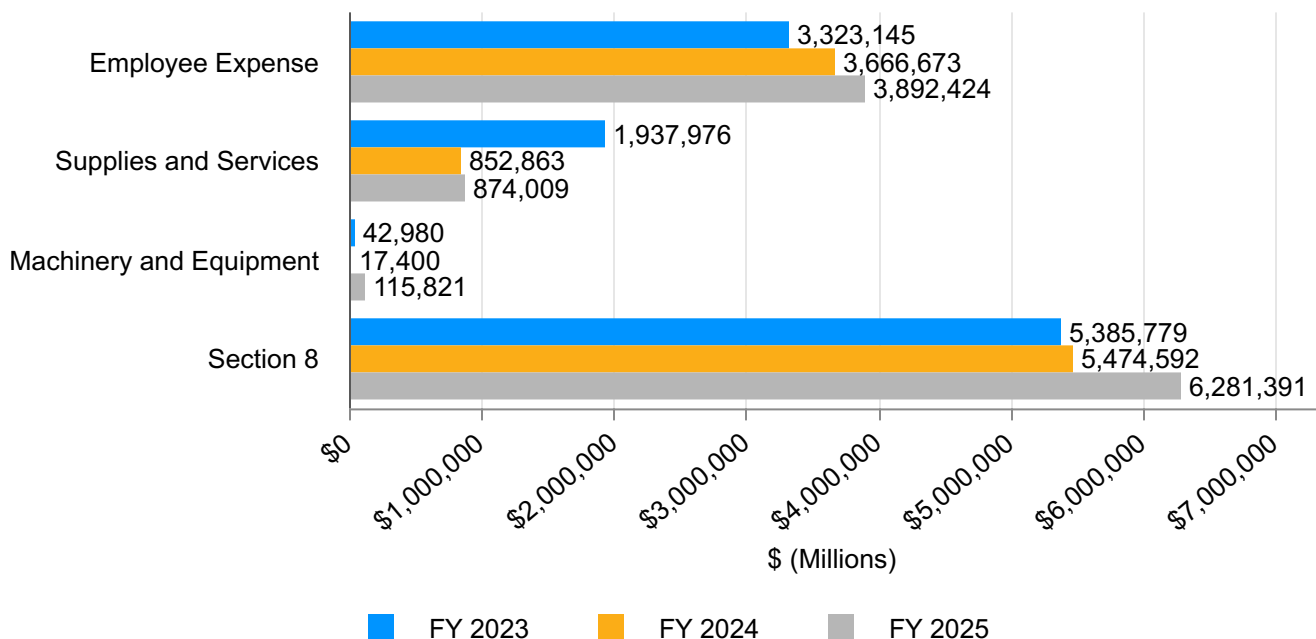
	FY 2023	FY 2024	FY 2025
Full-Time Equivalent	35.75	36.00	36.00

Resources and Property Tax Support



The Housing Department is supported by 36.00 full-time equivalent employees, which accounts for only 34.87% of the department expense as seen below. Overall, the department's expenses are expected to increase by 11.51% in FY 2025 compared to FY 2024.

Expenditures by Category by Fiscal Year



HOUSING AND COMMUNITY DEVELOPMENT

Administration and Community Development

Mission & Services

Housing & Community Development staff work closely with residents, non-profits, neighborhood groups, businesses, resident, and neighborhood partners to coordinate local, state, and federal resources to meet community needs. We strive to create a more viable community by providing safe, affordable housing all the while expanding economic opportunities for residents in all neighborhoods. The Department supports several boards and commissions working to advance the goals of the City of Dubuque. Through the boards and commissions, citizens can provide input on the policies that shape the City's housing and community development strategies.

Administration and Community Development Funding Summary			
	FY 2023 Actual	FY 2024 Budget	FY 2025 Recomm'd
Expenditures	\$559,645	\$461,055	\$513,759
Resources	\$400,061	\$210,843	\$254,000

Administration and Community Development Position Summary	
	FY 2025
Housing/Community Development Director CDBG	0.25
Housing/Community Development Director	0.50
Housing/Community Development Director Sec 8	0.25
Asst. Housing Services Director	0.25
Community Development Specialist	0.10
Confidential Account Clerk	0.10
Total Full-Time Equivalent Employees	1.45

Performance Measures

City Council Goal: Livable Neighborhoods and Housing: Great Place to Live

	Performance Measure (KPI)	Target	FY 2022 Actual	FY 2023 Actual	FY 2024 Estimated	Performance Indicator
1	Activity Objective: Address hazardous housing units through rehabilitation and reparation programs in the C.H.A.N.G.E. Initiative					
	# of units participating in Homeowner Rehabilitation Loan Program	10+	14	7	10	Goal Met
	# of units participating in Homebuyer Loan Program	18+	16	17	20	Goal Met
	# of units participating in the Marginal Properties Rehabilitation & Resale Program	5+	12	7	5	Goal Met
	# units remediated through the Lead Hazard Control & Healthy Homes Program	50	27	29	52	Goal Met
	# of units completed in Healthy Homes Production Program (Cumulative 100 units by FY 2026).	30 (FY24) 35 (FY25) 35 (FY26)	0	0	30	Goal Met
	# of units completed in Older Adults Home Modification Program (Cumulative 178 units by FY 2025)	48 (FY24) 130 (FY25)	0	0	48	Goal Met

HOUSING AND COMMUNITY DEVELOPMENT

Neighborhood Revitalization

Mission & Services

Neighborhood Revitalization staff assist [homeowners](#) and rental property owners in rehabbing properties to comply with all code regulations, rehabilitation standards, weatherization, beautification, accessibility and lead-based paint removal. Federal, state and local funds are utilized for rehabilitation of housing to revitalize neighborhoods and create affordable housing for new and existing homeowners and rental property owners. Projects range from minor home improvements to large-scale housing rehabilitation to preserve the historic character of the neighborhood. Staff also assist [homebuyers](#) with initiatives to help purchase a home.

Neighborhood Revitalization Funding Summary			
	FY 2023 Actual	FY 2024 Budget	FY 2025 Recomm'd
Expenditures	\$169,544	\$311,823	\$161,265
Resources	\$158,519	\$311,823	\$161,265

Neighborhood Revitalization Position Summary	
	FY 2025
Urban Development & Housing Rehabilitation Project Manager	0.50
CDBG Specialist	0.75
Inspector I	0.50
Housing Financial Specialist	0.94
Total Full-Time Equivalent Employees	2.69

Performance Measures

City Council Goal: Robust Local Economy: Diverse Businesses and Jobs and Economic Prosperity

1 Activity Objective: Increase homeownership opportunities by encouraging citizen participation through education, financial counseling, outreach and incentive programs

Performance Measure (KPI)	Target	FY 2022 Actual	FY 2023 Actual	FY 2024 Estimated	Performance Indicator
# of homeowners through Washington Neighborhood Homebuyers Program	9+	5	9	5	Goal Not Met
# of homeowners through First Time Homebuyer Program	10	11	13	20	Goal Met
# of Washington Neighborhood rental units converted to homeowners	3+	3	3	1	Goal Not Met
# of other rental units converted to homeowners	3+	9	2	3	Goal Met

2 Activity Objective: Improve properties through financial assistance to revitalize neighborhoods and increase outreach and marketing efforts to promote neighborhood revitalization

# of participants in the HOME workshop* Switched to Finally Home! online workshop in FY23	48+	47	78	50	Goal Met
% of HOME workshop participants who became 1st time homebuyers	40%	26%	56%	40%	Goal Met
# of total outreach efforts to neighborhood associations and other activities	5+	21	7	8	Goal Met

HOUSING AND COMMUNITY DEVELOPMENT

Safe & Healthy Housing

Mission & Services

Property maintenance code enforcement and grant-funded programs provide specialized services to ensure the City's residents have safe, healthy, and resilient affordable housing options. Through the adoption of the International Property Maintenance Code in 2016, the minimum standards for rental properties are more clear and consistent and require more skillful repairs for code violations. Federal funding through grants totaling over \$11 million allows private home owners and property owners with rentals to make their units lead-safe, eliminate healthy home deficiencies, and ensures the home is resilient to heavy rain events. Funds are disbursed through forgivable loans, easing the cost-burden for low-income individuals and families. Activities include: [rental licensing, inspections](#) and code enforcement, the [Lead and Healthy Homes Program](#), and the [Bee Branch Healthy Homes Resiliency Program](#).

Safe and Healthy Housing Funding Summary			
	FY 2023 Actual	FY 2024 Budget	FY 2025 Recomm'd
Expenditures	\$2,152,483	\$1,353,464	\$1,466,005
Resources	\$1,606,671	\$1,030,651	\$1,171,919

Performance Measures

City Council Goal: Sustainable Environment: Preserving & Enhancing Natural Resources

- Activity Objective: Reduce the number of lead-poisoned children, work and school absenteeism, hospital and emergency visits, and occurrence of medical problems by performing inspections that identify and correct safety and health hazards in a residential unit.**

Performance Measure (KPI)	Target	FY 2022 Actual	FY 2023 Actual	FY 2024 Estimated	Performance Indicator
% Children with Elevated Blood Level (EBL) (national average is 1.6%)*	<1%	Not Published	1.4%	1.2%	Goal in Progress
# of housing units receiving lead hazard control grant assistance (cumulative since 1999)	Cumulative 1,142 (FY24) 85 (FY25)	1,061	1,096	1,142	Goal Met
# of housing units receiving assistance from the 2018 Lead & Healthy Homes Grant	120	26	35	41	Goal in Progress

- 2 Activity Objective: Promote sustainable, safe, healthy, resilient, efficient and affordable housing and neighborhoods.**

# of dwellings visited by inspection staff	2,760	2,072	2,050	3,500	Goal Met
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- 3 Activity Objective: Increase the number of safe and healthy households through Federal HUD grants received in FY21 (Lead & Healthy Homes, Healthy Homes Production, Older Adults Home Modification Program).**

# of unit repairs completed (Cumulative)	368	0	6	103	Goal in Progress
# of advocacy assessments (Cumulative)	472	0	21	170	Goal in Progress

*The Centers for Disease Control and Prevention now recognizes a reference level of greater than 3.5 ug/dl to identify children with higher than average blood lead levels. The 2007 Iowa Department of Public Health shows 78.1% of children under the age of 6 with a confirmed EBL > 5 ug/dl. This lower value will allow children with lead exposure to receive earlier action to reduce detrimental effects.

HOUSING AND COMMUNITY DEVELOPMENT

Assisted Housing

Mission & Services

Assisted Housing programs improve the lives of people living in poverty by building community partnerships and creating a community where all have the opportunity to contribute and succeed. Housing stability is provided from the US Department of Housing and Urban Development (HUD) funding for [rental assistance](#). Activities include the Housing Choice Voucher Program, Project-Based Assisted Housing Programs, Family Unification Program, and the Homeownership & Veterans Affairs Supportive Housing Program.

Assisted Housing Funding Summary			
	FY 2023 Actual	FY 2024 Budget	FY 2025 Recomm'd
Expenditures	\$6,350,465	\$6,521,771	\$7,361,051
Resources	\$6,124,952	\$6,412,921	\$7,233,198

Assisted Housing Position Summary	
	FY 2025
Secretary	1.00
Assisted Housing Specialist	4.00
Assisted Housing Supervisor	1.00
Assisted Housing Coordinator	1.00
Inspector I	1.00
Total Full-Time Equivalent Employee's	8.00

Performance Measures

City Council Goal: Livable Neighborhoods & Housing: Great Place to Live

	Performance Measure (KPI)	Target	FY 2023 Actual	FY 2024 Actual	FY 25 Estimated	Performance Indicator
1	Activity Objective: Ensure implementation of programs that are accessible and free from discrimination					
	% of voucher participant households that are elderly and/or disabled	50% +	57.5%	60%	49%	Goal Not Met
	# of voucher participant households in homeownership	11	9	10	10	Goal Not Met
2	Activity Objective: Promote freedom of housing choice while integrating lower income and minority persons into the community					
	Performance Measure (KPI)	Target	FY 2022 Actual	FY 2023 Actual	FY 25 Estimated	Performance Indicator
	# of landlords participating in Housing Choice Voucher Program	240	214	220	222	Goal in Progress
	# of units willing to accept the Housing Choice Voucher Program Payments	4762	3226	3245	3736	Goal in Progress

HOUSING SERVICES

Code Compliance

Mission & Services

Building code compliance begins with permit application and plan review. The department serves as liaison between all other city departments with a role in construction regulation and review. The department guides customers through the process and advises on all code matters in a concise, timely, and informative manner to ensure a positive customer experience. Our Department performs plan review and inspections for all construction projects including: building, mechanical, electrical, plumbing, solar, signs, fire systems, and ADA compliance. Other activities include supporting appeals boards, supporting the Fats, Oils, and Grease (FOG) program, enforcing property maintenance codes, licensing storage containers, and managing the Downtown ADA and Lighting incentive programs.

Code Compliance Funding Summary			
	FY 2023 Actual	FY 2024 Budget	FY 2025 Recomm'd
Expenditures	\$679,668	\$849,276	\$961,730
Resources	\$845,270	\$853,817	\$932,030

Code Compliance Position Summary	
	FY 2025
Permit Clerk	1.00
Deputy Code Official	0.25
Confidential Account Clerk	0.90
Asst. Housing Services Director	0.75
Combination Inspector - Plumbing	1.00
Combination Inspector - General Housing Inspections	0.50
Inspector II--FT	4.00
Total Full-Time Equivalent Employees	8.40

Performance Measures

City Council Goal: Vibrant Community: Healthy and Safe

Performance Measure (KPI)	Target	FY 2021 Actual	FY 2022 Actual	FY 2023 Estimated	Performance Indicator
1 Activity Objective: Effective Building Department					
ISO numeric rating on building department effectiveness (Building Code Effectiveness Grading Schedule (BCEGS) Score)	< 4/10	4/10	4/10	4/10	Goal in Progress

City Council Goal: Connected Community: Equitable Mobility

2 Activity Objective: Ensure all facilities used by the public are fully accessible for persons with disabilities.					
# businesses with improved accessibility (Downtown ADA Assistance Program)	≥ 3	2	2	3	Goal Met

Recommended Operating Revenue Budget - Department Total				
61 - HOUSING				
Fund/Account/Account Title	FY22 Actual Revenue	FY23 Actual Revenue	FY24 Adopted Budget	FY25 Recomm'd Budget
100 - General				
4A - Charges for Services				
41220 - Building Permits	(588,698)	(566,329)	(538,590)	(584,657)
41230 - Electrical Permits	(81,947)	(66,289)	(81,947)	(89,516)
41240 - Plumbing Permits	(67,605)	(67,080)	(70,000)	(78,313)
41280 - Mechanical Permits	(63,229)	(53,740)	(65,000)	(93,621)
41400 - Misc Permits	(5,665)	(3,359)	(5,665)	(3,359)
41810 - Abandoned Bldg Licenses	(24,500)	(27,011)	(35,000)	(27,360)
41815 - Rental License	(396,130)	(412,580)	(393,375)	(659,300)
41816 - Dwelling Unit Inspect Fee	(76,906)	(60,024)	(172,155)	(48,600)
41817 - Complaint Inspect Fee	(360)	(85)	(1,275)	0
41818 - Appeals Board App Fee	(300)	(2,600)	(300)	(300)
45240 - Plan Check Fees	(86,370)	(80,564)	(86,370)	(80,564)
45300 - Forfeitures/Penalties	(9,391)	(8,424)	(6,000)	(8,000)
45455 - Program Fee	(39,286)	0	0	0
45500 - Miscellaneous Chg for Svcs	0	0	0	0
47100 - Reimbursements	(3,878)	(14,254)	(3,000)	(1,700)
47150 - Refunds	0	(306)	0	0
47200 - Insurance Settlements	(13,533)	0	0	0
47300 - Deposits	(10,937)	(17,762)	(10,687)	(10,687)
47700 - District Court Fines	(35,515)	(39,348)	(47,745)	(43,500)
47820 - Specialized Services	0	0	0	0
4A - Charges for Services Total	(1,504,252)	(1,419,756)	(1,517,109)	(1,729,477)
4B - Grants/Contrib				
44000 - Federal Grants	(87,260)	(3,323)	0	0
44100 - Housing & Urban Development	(8,027)	0	0	0
47050 - Contrib - Private Sources	(400)	(71,884)	0	0
4B - Grants/Contrib Total	(95,687)	(75,207)	0	0
4M - Gain on Disposal				
48000 - Sale of Real Property	0	(17,500)	(12,000)	(4,200)
48100 - Sale of Personal Property	(35,250)	0	0	0
4M - Gain on Disposal Total	(35,250)	(17,500)	(12,000)	(4,200)
4N - Transfers				
49129 - Transfer in NCascade TIF	(13,165)	0	(109,791)	(118,734)
4N - Transfers Total	(13,165)	0	(109,791)	(118,734)
810 - Capital Project Internal Svc				
4A - Charges for Services				
47820 - Specialized Services	0	0	0	(126,665)
4A - Charges for Services Total	0	0	0	(126,665)
180 - Community Development				
4A - Charges for Services				
43002 - Homeowner Loan Repayments	(198,955)	(206,545)	(150,000)	(64,249)
43004 - Rental Loan Repayments	(21,073)	(16,254)	(13,700)	(8,371)
43006 - Infill Loan Repayments	(3,485)	(190,017)	(4,200)	(2,309)
43008 - First Time Homebuyer Repay	(62,317)	(63,788)	(42,200)	(30,213)
47100 - Reimbursements	(2,460)	(2,264)	(1,500)	—
47150 - Refunds	—	—	—	—
4A - Charges for Services Total	(288,290)	(478,868)	(211,600)	(105,142)
4B - Grants/Contrib				
44050 - Community Dev Block Grants	(1,078,489)	(1,406,820)	(1,102,000)	(1,031,452)
47000 - Contrib - Public Sources	—	—	—	—

Recommended Operating Revenue Budget - Department Total				
61 - HOUSING				
Fund/Account/Account Title	FY22 Actual Revenue	FY23 Actual Revenue	FY24 Adopted Budget	FY25 Recomm'd Budget
4B - Grants/Contrib Total	(1,078,489)	(1,406,820)	(1,102,000)	(1,031,452)
4M - Gain on Disposal				
48000 - Sale of Real Property	—	(136,795)	—	—
48100 - Sale of Personal Property	—	—	—	—
4M - Gain on Disposal Total	—	(136,795)	—	—
167 - Emergency Guardian Angel				
4A - Charges for Services				
47100 - Reimbursements	-350	0	0	0
4A - Charges for Services Total	-350	0	0	0
4B - Grants/Contrib				
47050 - Contrib - Private Sources	0	-36	0	0
4B - Grants/Contrib Total	0	-36	0	0
168 - Older Adult Home Mod				
4A - Charges for Services				
47100 - Reimbursements	0	0	0	0
4A - Charges for Services Total	0	0	0	0
4B - Grants/Contrib				
44100 - Housing & Urban Development	-21,839	-172,515	-119,270	-136,588
47050 - Contrib - Private Sources	-173	0	0	0
4B - Grants/Contrib Total	-22,012	-172,515	-119,270	-136,588
186 - State Rental Rehab				
4A - Charges for Services				
43001 - HOME Loan Repayments	-19,476	-8,384	-6,000	-6,000
47100 - Reimbursements	0	0	0	0
4A - Charges for Services Total	-19,476	-8,384	-6,000	-6,000
4K - Unrest Invest Earn				
43010 - Interest - Loans	-1,440	-1,766	-1,500	-1,500
4K - Unrest Invest Earn Total	-1,440	-1,766	-1,500	-1,500
188 - Lead Paint				
4A - Charges for Services				
45500 - Miscellaneous Chg for Svcs	0	0	0	0
47100 - Reimbursements	-2,003	0	0	0
47150 - Refunds	-6,605	0	0	0
47300 - Deposits	0	-6,551	0	-22,000
4A - Charges for Services Total	-8,608	-6,551	0	-22,000
4B - Grants/Contrib				
44100 - Housing & Urban Development	-495,078	-1,257,382	-570,653	-681,489
47000 - Contrib - Public Sources	-40,140	-33,653	-3,700	0
47050 - Contrib - Private Sources	0	0	0	0
4B - Grants/Contrib Total	-535,219	-1,291,035	-574,353	-681,489
189 - Housing Choice Vouchers				
4A - Charges for Services				
45300 - Forfeitures/Penalties	0	0	0	0
45500 - Miscellaneous Chg for Svcs	-40,553	-74,251	-60,000	0
47100 - Reimbursements	-17,324	-2,326	-2,000	0
47150 - Refunds	0	0	0	0
47205 - Other Settlements	-7,664	-15,581	-2,000	-2,000
4A - Charges for Services Total	-65,540	-92,157	-64,000	-2,000
4B - Grants/Contrib				
44100 - Housing & Urban Development	-6,845,366	-6,023,475	-6,419,474	-7,230,798
47050 - Contrib - Private Sources	0	0	0	0

Recommended Operating Revenue Budget - Department Total				
61 - HOUSING				
Fund/Account/Account Title	FY22 Actual Revenue	FY23 Actual Revenue	FY24 Adopted Budget	FY25 Recomm'd Budget
4B - Grants/Contrib Total	-6,845,366	-6,023,475	-6,419,474	-7,230,798
4K - Unrest Invest Earn				
43000 - Interest	-1,845	-142	-4,039	-400
4K - Unrest Invest Earn Total	-1,845	-142	-4,039	-400
4N - Transfers				
49100 - Transfer In General Fund	-160,671	-172,382	-241,775	-152,744
4N - Transfers Total	-160,671	-172,382	-241,775	-152,744
181 - CDBG CARES Act				
4B - Grants/Contrib				
44050 - Community Dev Block Grants	0	-195,834	0	0
4B - Grants/Contrib Total	0	-195,834	0	0
HOUSING - Total	-10,675,659	-11,499,224	-10,382,911	-11,349,189

Recommended Operating Expenditure Budget - Department Total				
61 - HOUSING				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
6A - Salaries & Wages				
100 - General				
60100 - Salaries-Regular Full Time	1,122,016	1,222,756	1,344,115	1,434,322
60200 - Salaries - Regular Part Time	44,858	44,945	0	0
60300 - Hourly Wages - Temp/Seasonal	0	0	0	0
60400 - Overtime	1,346	390	0	0
60410 - Overtime - Holiday	0	548	0	0
60620 - Special Pay - Holiday	0	0	0	0
60630 - Special Pay Sick Lv Payout Ret	0	1,238	0	0
60635 - Special Pay Sick Lv Payout 50%	895	1,735	1,263	1,821
60640 - Special Pay - Vacation Payout	0	7,355	0	0
60710 - Special Pay - Parental Leave	10,217	7,279	0	0
60720 - Spec Pay - Meals No Overnight	0	11	0	0
60730 - Spec Pay - Safety Equipment	36	50	0	700
60760 - Spec Pay - Moving Allowance	0	0	0	0
168 - Older Adult Home Mod				
60100 - Salaries-Regular Full Time	12,644	48,592	65,609	72,982
180 - Community Development				
60100 - Salaries-Regular Full Time	248,552	294,541	329,736	251,671
60300 - Hourly Wages - Temp/Seasonal	0	0	0	0
60400 - Overtime	1,220	0	0	0
60630 - Special Pay Sick Lv Payout Ret	0	1,238	0	0
60635 - Special Pay Sick Lv Payout 50%	36	0	0	0
60640 - Special Pay - Vacation Payout	0	4,615	0	0
60760 - Spec Pay - Moving Allowance	0	0	0	0
183 - HUD Disaster Relief				
60100 - Salaries-Regular Full Time	0	0	0	0
188 - Lead Paint				
60100 - Salaries-Regular Full Time	208,589	223,713	327,462	366,410
60400 - Overtime	3	0	0	0
60620 - Special Pay - Holiday	0	0	0	0
60640 - Special Pay - Vacation Payout	0	2,739	0	0
60720 - Spec Pay - Meals No Overnight	0	0	0	0
189 - Housing Choice Vouchers				
60100 - Salaries-Regular Full Time	524,594	573,477	627,096	664,769
60400 - Overtime	5,995	39	0	0
60630 - Special Pay Sick Lv Payout Ret	7,105	7,439	7,155	5,925
60640 - Special Pay - Vacation Payout	7,729	0	0	0
60710 - Special Pay - Parental Leave	2,554	1,820	0	0
60720 - Spec Pay - Meals No Overnight	0	3	0	0
60760 - Spec Pay - Moving Allowance	0	0	0	0
810 - Capital Project Internal Svc				
60100 - Salaries-Regular Full Time	0	0	0	92,302
6A - Salaries & Wages Total	2,198,387	2,444,521	2,702,436	2,890,902
6B - Employee Benefits				
100 - General				
61100 - FICA - City Contribution	83,858	78,303	101,631	109,867
61300 - IPERS - City Contribution	111,526	120,132	126,887	135,404
61510 - Health Insurance	201,524	176,399	216,113	216,113
61540 - Life Insurance	703	781	760	760
61600 - Workers' Compensation	21,323	21,722	19,078	21,929

Recommended Operating Expenditure Budget - Department Total				
61 - HOUSING				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
61700 - Unemployment Compensation	0	936	0	0
61810 - Uniform Allowance	54	161	0	0
61992 - Physicals	0	144	0	0
168 - Older Adult Home Mod				
61100 - FICA - City Contribution	967	3,615	5,019	5,583
61300 - IPERS - City Contribution	1,194	4,587	6,193	6,890
61510 - Health Insurance	24	20,135	13,424	13,424
61540 - Life Insurance	10	35	46	46
61600 - Workers' Compensation	0	0	2,178	1,565
180 - Community Development				
61100 - FICA - City Contribution	17,853	21,391	25,226	19,253
61300 - IPERS - City Contribution	23,585	27,801	31,128	23,757
61510 - Health Insurance	60,801	73,005	55,707	37,182
61540 - Life Insurance	176	186	189	126
61600 - Workers' Compensation	1,336	4,249	4,192	4,977
183 - HUD Disaster Relief				
61100 - FICA - City Contribution	0	0	0	0
61300 - IPERS - City Contribution	0	0	0	0
61510 - Health Insurance	0	0	0	0
61540 - Life Insurance	0	0	0	0
61600 - Workers' Compensation	0	0	0	0
188 - Lead Paint				
61100 - FICA - City Contribution	14,944	16,076	25,051	28,031
61300 - IPERS - City Contribution	19,615	21,118	30,912	34,589
61510 - Health Insurance	44,999	60,404	67,116	67,116
61540 - Life Insurance	151	172	225	228
61600 - Workers' Compensation	6,645	5,996	522	657
61700 - Unemployment Compensation	0	0	0	0
61992 - Physicals	0	0	0	0
189 - Housing Choice Vouchers				
61100 - FICA - City Contribution	37,720	40,567	47,974	51,309
61300 - IPERS - City Contribution	50,401	54,232	59,197	62,753
61510 - Health Insurance	131,471	124,163	124,163	124,163
61540 - Life Insurance	407	434	421	421
61600 - Workers' Compensation	1,073	1,105	885	1,016
61992 - Physicals	0	0	0	0
810 - Capital Project Internal Svc				
61100 - FICA - City Contribution	0	0	0	7,063
61300 - IPERS - City Contribution	0	0	0	8,713
61510 - Health Insurance	4,494	0	0	18,524
61540 - Life Insurance	0	0	0	63
61600 - Workers' Compensation	760	773	0	0
6B - Employee Benefits Total	837,611	878,624	964,237	1,001,522
6C - Staff Development				
100 - General				
62100 - Association Dues	987	1,538	1,548	1,198
62200 - Subscriptions	2,767	2,230	2,319	2,720
62325 - Mileage	18	615	68	68
62400 - Meetings & Conferences	9,077	7,060	19,135	19,135
62500 - Education Reimbursement	11,986	19,174	14,246	16,650
168 - Older Adult Home Mod				

Recommended Operating Expenditure Budget - Department Total				
61 - HOUSING				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
62325 - Mileage	0	0	0	0
62400 - Meetings & Conferences	0	1,191	1,500	2,341
62500 - Education Reimbursement	900	240	0	168
180 - Community Development				
62100 - Association Dues	30	0	1,201	1,140
62200 - Subscriptions	0	0	170	170
62325 - Mileage	0	0	321	321
62400 - Meetings & Conferences	955	4,310	8,075	8,075
62500 - Education Reimbursement	1,560	9,679	10,255	10,255
188 - Lead Paint				
62325 - Mileage	0	0	1,940	4,510
62400 - Meetings & Conferences	390	27,284	7,833	12,000
62500 - Education Reimbursement	2,903	11,394	9,500	5,925
189 - Housing Choice Vouchers				
62100 - Association Dues	175	175	261	179
62200 - Subscriptions	897	1,047	915	1,068
62325 - Mileage	209	268	213	213
62400 - Meetings & Conferences	3,108	6,939	10,850	10,850
62500 - Education Reimbursement	11,165	4,258	17,177	17,177
6C - Staff Development Total	47,126	97,402	107,527	114,163
6D - Repair/Maint/Util				
100 - General				
63100 - Building Maintenance	27,638	100,291	29,330	29,330
63312 - Vehicle Ops - Gasoline	7,756	9,064	8,330	10,530
63320 - Vehicle Repair - Internal	5,900	4,956	3,120	4,876
63321 - Vehicle Repair - Outsourced	3,619	0	0	0
63322 - Vehicle Repair - Accident	0	0	0	0
63400 - Equipment Maint/Repair	0	0	0	0
63730 - Telecommunications	9,338	10,904	10,957	11,855
63742 - Stormwater	244	643	261	261
168 - Older Adult Home Mod				
63312 - Vehicle Ops - Gasoline	0	0	0	0
63400 - Equipment Maint/Repair	0	0	0	0
63730 - Telecommunications	0	0	720	0
180 - Community Development				
63312 - Vehicle Ops - Gasoline	840	0	700	0
63320 - Vehicle Repair - Internal	1,735	0	672	0
63321 - Vehicle Repair - Outsourced	80	0	85	0
63730 - Telecommunications	525	1,418	971	1,687
186 - State Rental Rehab				
63710 - Electricity	0	0	0	0
63711 - Natural Gas	0	0	0	0
188 - Lead Paint				
63312 - Vehicle Ops - Gasoline	729	1,206	1,000	1,000
63320 - Vehicle Repair - Internal	4,163	3,142	4,246	8,000
63321 - Vehicle Repair - Outsourced	0	0	0	0
63400 - Equipment Maint/Repair	8,739	400	11,380	0
63730 - Telecommunications	1,799	2,092	3,291	5,106
189 - Housing Choice Vouchers				
63400 - Equipment Maint/Repair	0	0	0	0
63730 - Telecommunications	3,963	3,807	3,092	3,835

Recommended Operating Expenditure Budget - Department Total				
61 - HOUSING				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
305 - General Const TIF				
63730 - Telecommunications	0	91	0	0
6D - Repair/Maint/Util Total	77,067	138,016	78,155	76,480
6E - Contractual Svcs				
100 - General				
64010 - Accounting & Auditing	0	0	0	0
64020 - Advertising	9,610	1,420	5,943	4,618
64050 - Recording Fees	24,192	24,949	17,076	19,851
64062 - Refunds	-70	58,393	0	0
64070 - Engineering - Outsourced	0	0	2,263	2,263
64080 - Insurance - Property	426	0	0	0
64081 - Insurance - Liability	15,460	19,722	2,120	17,689
64085 - Dust Wipe Testing	0	0	0	0
64086 - Relocations	7,225	219	0	0
64087 - Building Demolitions	41,542	45,653	42,500	42,500
64088 - Housing Assistance Payment	83,329	0	0	0
64089 - FSS Participant Payment	0	0	0	0
64110 - Legal	20,978	10	0	0
64115 - Special Events	53	0	0	0
64130 - Payments to Other Agencies	3,820	12,860	93,000	93,000
64132 - Escrow Payment	10,608	17,884	10,687	10,687
64134 - Loans	0	0	0	0
64135 - Grants	0	10	0	0
64140 - Printing	2,835	1,488	3,600	1,488
64145 - Copying	4,080	2,904	1,500	2,368
64150 - Rental - Equipment	776	975	784	820
64160 - Rental - Land/Bldgs/Parking	11,652	12,898	11,562	11,562
64190 - Technology Services	60,701	69,201	61,290	65,562
64191 - IT Recharges	0	16,319	15,558	15,838
64195 - Credit Card Charge	13,613	15,416	13,201	13,786
64850 - Consulting Engineers	0	0	0	0
64860 - Speakers	0	0	0	0
64890 - Background Check	0	0	0	0
64900 - Other Professional Service	2,165	128	1,500	1,500
64980 - Technology Equip Maint Cont	17,544	0	0	0
64989 - Participant Stipend	0	0	0	0
64990 - Other Contractual Service	49,457	0	12,085	5,000
167 - Emergency Guardian Angel				
64900 - Other Professional Service	869	824	0	0
168 - Older Adult Home Mod				
64020 - Advertising	26	1,700	200	1,666
64081 - Insurance - Liability	0	0	0	829
64115 - Special Events	0	0	0	0
64130 - Payments to Other Agencies	2,700	6,438	24,000	24,000
64134 - Loans	4,700	0	0	0
64135 - Grants	1,800	0	0	0
64140 - Printing	147	1,174	300	560
64145 - Copying	0	0	300	0
64160 - Rental - Land/Bldgs/Parking	0	141	0	0
64190 - Technology Services	0	0	0	0

Recommended Operating Expenditure Budget - Department Total				
61 - HOUSING				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
64191 - IT Recharges	0	0	0	0
64860 - Speakers	0	0	0	0
64900 - Other Professional Service	0	0	0	0
180 - Community Development				
64010 - Accounting & Auditing	0	0	3,502	3,502
64020 - Advertising	286	245	506	506
64050 - Recording Fees	1,629	2,486	4,383	1,659
64062 - Refunds	0	0	0	0
64081 - Insurance - Liability	2,071	3,703	0	3,441
64085 - Dust Wipe Testing	0	0	0	0
64130 - Payments to Other Agencies	7,643	112,000	0	0
64134 - Loans	0	0	0	0
64135 - Grants	197,955	0	0	0
64140 - Printing	250	194	280	302
64145 - Copying	1,018	825	1,166	15
64150 - Rental - Equipment	25	31	26	26
64160 - Rental - Land/Bldgs/Parking	1,819	2,570	2,316	624
64190 - Technology Services	12,098	4,330	8,420	8,420
64191 - IT Recharges	0	16,177	16,460	17,592
64900 - Other Professional Service	0	0	0	0
64980 - Technology Equip Maint Cont	7,318	0	0	0
183 - HUD Disaster Relief				
64081 - Insurance - Liability	0	0	0	0
186 - State Rental Rehab				
64081 - Insurance - Liability	0	0	4,510	0
64134 - Loans	0	0	0	0
188 - Lead Paint				
64010 - Accounting & Auditing	3,500	0	7,150	0
64020 - Advertising	746	1,740	2,146	4,746
64080 - Insurance - Property	0	498	0	0
64081 - Insurance - Liability	14,013	3,811	11,665	1,451
64085 - Dust Wipe Testing	6,954	8,654	9,000	10,500
64086 - Relocations	21,940	25,800	0	52,000
64130 - Payments to Other Agencies	13,817	19,962	45,266	64,354
64134 - Loans	118,160	784,017	0	0
64135 - Grants	135	55,675	0	0
64140 - Printing	0	2,177	1,650	5,169
64145 - Copying	102	93	174	500
64160 - Rental - Land/Bldgs/Parking	1,046	2,585	1,833	3,492
64185 - License/Permit/Fees	0	0	0	0
64190 - Technology Services	2,484	124	150	0
64900 - Other Professional Service	0	15,250	0	14,204
189 - Housing Choice Vouchers				
64010 - Accounting & Auditing	4,900	9,500	4,900	9,500
64015 - Financial Service Fees	0	0	500	0
64020 - Advertising	18,569	23	47	47
64030 - Outsourced Labor	0	0	0	0
64062 - Refunds	25	0	0	0
64080 - Insurance - Property	0	0	0	0
64081 - Insurance - Liability	4,883	6,374	0	8,453
64085 - Dust Wipe Testing	0	0	50	50

Recommended Operating Expenditure Budget - Department Total				
61 - HOUSING				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
64088 - Housing Assistance Payment	5,721,295	5,385,779	5,474,592	6,281,391
64089 - FSS Participant Payment	72,057	115,989	110,000	20,000
64090 - Portout Voucher Admin Fee	22,046	14,427	22,485	22,485
64091 - Forfeiture Payout	0	1,088	0	0
64115 - Special Events	0	0	0	0
64130 - Payments to Other Agencies	0	0	0	0
64135 - Grants	0	0	0	0
64140 - Printing	1,668	1,403	1,602	1,430
64145 - Copying	2,244	2,366	2,542	2,366
64150 - Rental - Equipment	817	1,052	852	852
64160 - Rental - Land/Bldgs/Parking	785	4,312	4,089	5,217
64190 - Technology Services	174,567	6,149	5,900	5,900
64191 - IT Recharges	0	17,053	17,297	18,488
64890 - Background Check	937	3,858	1,200	3,993
64900 - Other Professional Service	11,075	2,120	2,120	2,120
64980 - Technology Equip Maint Cont	17,140	0	17,483	0
305 - General Const TIF				
64190 - Technology Services	0	88	0	0
810 - Capital Project Internal Svc				
64004 - Internal Service Charge	0	0	0	0
64081 - Insurance - Liability	0	0	0	0
6E - Contractual Svcs Total	6,858,252	6,945,253	6,105,731	6,910,382
6F - Commodities				
100 - General				
65025 - Program Materials	99	0	0	0
65030 - Merchandise for Resale	0	0	0	0
65045 - Technology Equipment	7,232	5,192	2,100	35,850
65050 - Other Equipment	0	0	0	0
65060 - Office Supplies	3,927	3,911	2,479	2,181
65070 - Operating Supplies	0	32	0	32
65080 - Postage/Shipping	8,424	609	9,127	8,000
65925 - Uniform Purchase	106	550	700	825
65940 - Gift Cards	1,000	0	0	0
65999 - Cash Over and Short	-2	0	0	0
168 - Older Adult Home Mod				
65060 - Office Supplies	401	1	401	3,599
65070 - Operating Supplies	0	128	0	2,872
65080 - Postage/Shipping	95	19	100	2,470
65925 - Uniform Purchase	0	0	0	0
65940 - Gift Cards	0	0	0	0
180 - Community Development				
65025 - Program Materials	0	0	0	0
65045 - Technology Equipment	653	286	0	6,368
65060 - Office Supplies	772	1,093	1,075	3,623
65070 - Operating Supplies	0	0	0	0
65080 - Postage/Shipping	463	-123	714	0
65925 - Uniform Purchase	0	56	0	0
188 - Lead Paint				
65040 - Small Tools & Equipment	166	0	0	0
65045 - Technology Equipment	2,985	2,590	350	350
65050 - Other Equipment	0	0	0	0

Recommended Operating Expenditure Budget - Department Total				
61 - HOUSING				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
65060 - Office Supplies	1,628	70	2,753	2,566
65070 - Operating Supplies	526	1,861	788	449
65080 - Postage/Shipping	489	-703	750	1,925
65100 - Safety Supplies	0	0	0	0
65925 - Uniform Purchase	42	364	200	0
189 - Housing Choice Vouchers				
65030 - Merchandise for Resale	0	0	0	0
65045 - Technology Equipment	4,555	0	14,350	10,153
65060 - Office Supplies	1,766	1,388	1,539	1,388
65070 - Operating Supplies	726	953	416	953
65080 - Postage/Shipping	16,480	22,482	15,000	23,606
65925 - Uniform Purchase	0	0	0	0
65940 - Gift Cards	0	0	0	0
6F - Commodities Total	52,533	40,758	52,842	107,210
6G - Capital Outlay				
100 - General				
67100 - Vehicles	0	28,639	0	61,000
67210 - Furniture/Fixtures	0	0	600	2,100
67250 - Office Equipment	383	0	0	0
67500 - Buildings	6,030	5,194	0	0
67990 - Other Capital Outlay	0	0	0	0
168 - Older Adult Home Mod				
67990 - Other Capital Outlay	14,919	94,420	0	0
180 - Community Development				
67100 - Vehicles	0	0	0	0
67210 - Furniture/Fixtures	0	0	0	0
188 - Lead Paint				
67100 - Vehicles	0	0	0	0
67250 - Office Equipment	0	6,273	0	0
67500 - Buildings	0	11,344	0	0
189 - Housing Choice Vouchers				
67210 - Furniture/Fixtures	3,271	0	0	0
6G - Capital Outlay Total	24,603	145,871	600	63,100
HOUSING - Total	9,266,821	10,095,579	10,347,855	9,998,528

Recommended Expenditure Budget Report by Activity & Funding Source			
61 - HOUSING			
Fund/Activity	FY23 Actual Expense	FY24 Adopted Budget	FY25 Recomm'd Budget
6101 - Administration			
100 - General			
6A - Salaries & Wages	160,513	110,135	116,941
6B - Employee Benefits	-540	31,837	33,169
6C - Staff Development	6,047	6,761	6,567
6D - Repair/Maint/Util	1,038	723	757
6E - Contractual Svcs	59,225	99,847	100,032
6F - Commodities	5,186	309	193
6G - Capital Outlay	0	600	2,100
180 - Community Development			
6A - Salaries & Wages	135,250	35,580	37,505
6B - Employee Benefits	48,116	9,505	14,753
6C - Staff Development	7,594	15,711	15,711
6D - Repair/Maint/Util	1,063	347	1,063
6E - Contractual Svcs	123,708	10,223	30,679
6F - Commodities	-82	880	9,380
6G - Capital Outlay	0	0	0
810 - Capital Project Internal Svc			
6A - Salaries & Wages	0	0	92,302
6B - Employee Benefits	0	0	34,363
189 - Housing Choice Vouchers			
6A - Salaries & Wages	31,678	35,580	37,505
6B - Employee Benefits	8,689	9,505	9,847
6C - Staff Development	657	2,726	2,695
6D - Repair/Maint/Util	128	156	156
6E - Contractual Svcs	353	261	6,273
6F - Commodities	0	919	326
305 - General Const TIF			
6D - Repair/Maint/Util	91	0	0
6E - Contractual Svcs	88	0	0
6101 - Administration Total	588,799	371,605	552,317
6102 - Property Rehab Program			
100 - General			
6B - Employee Benefits	10,902	0	0
6E - Contractual Svcs	17,884	10,687	10,687
6F - Commodities	0	0	0
6G - Capital Outlay	0	0	0
180 - Community Development			
6A - Salaries & Wages	75,805	197,599	112,305
6B - Employee Benefits	40,247	73,967	36,838
6C - Staff Development	6,316	61	0
6D - Repair/Maint/Util	0	1,457	0
6E - Contractual Svcs	17,888	22,878	1,435
6F - Commodities	501	664	0
6G - Capital Outlay	0	0	0
186 - State Rental Rehab			
6D - Repair/Maint/Util	0	0	0
6E - Contractual Svcs	0	4,510	0
6102 - Property Rehab Program Total	169,544	311,823	161,265

Recommended Expenditure Budget Report by Activity & Funding Source			
61 - HOUSING			
Fund/Activity	FY23 Actual Expense	FY24 Adopted Budget	FY25 Recomm'd Budget
6103 - Inspect and Construction Svcs			
100 - General			
6A - Salaries & Wages	1,034,645	1,151,862	1,230,002
6B - Employee Benefits	371,102	404,770	422,070
6C - Staff Development	24,570	30,555	33,204
6D - Repair/Maint/Util	123,650	51,275	55,231
6E - Contractual Svcs	207,220	184,135	197,790
6F - Commodities	3,818	14,097	46,615
6G - Capital Outlay	33,834	0	61,000
180 - Community Development			
6A - Salaries & Wages	4,591	0	0
6B - Employee Benefits	782	7	0
6103 - Inspect and Construction Svcs Total	1,804,212	1,836,701	2,045,912
6104 - Gaining Opportunities			
100 - General			
6A - Salaries & Wages	0	0	0
6B - Employee Benefits	1,968	0	0
6C - Staff Development	0	0	0
6D - Repair/Maint/Util	308	0	0
6E - Contractual Svcs	1,947	0	0
6F - Commodities	23	0	0
168 - Older Adult Home Mod			
6A - Salaries & Wages	48,592	65,609	72,982
6B - Employee Benefits	28,373	26,860	27,508
6C - Staff Development	1,431	1,500	2,509
6E - Contractual Svcs	9,453	24,800	27,055
6F - Commodities	148	501	8,941
6G - Capital Outlay	94,420	0	0
6104 - Gaining Opportunities Total	186,662	119,270	138,995
6105 - Non-Grant Expense			
100 - General			
6A - Salaries & Wages	2,739	0	0
6B - Employee Benefits	274	0	0
6C - Staff Development	0	0	0
6D - Repair/Maint/Util	864	0	864
6E - Contractual Svcs	1,364	0	23
6F - Commodities	80	0	80
810 - Capital Project Internal Svc			
6B - Employee Benefits	0	0	0
188 - Lead Paint			
6G - Capital Outlay	11,344	0	0
6105 - Non-Grant Expense Total	16,666	0	967
6106 - Emergency Assistance			
167 - Emergency Guardian Angel			
6E - Contractual Svcs	824	0	0
6106 - Emergency Assistance Total	824	0	0
6107 - Housing Choice Voucher			
100 - General			
6B - Employee Benefits	0	0	0
6E - Contractual Svcs	124	0	0

Recommended Expenditure Budget Report by Activity & Funding Source			
61 - HOUSING			
Fund/Activity	FY23 Actual Expense	FY24 Adopted Budget	FY25 Recomm'd Budget
6G - Capital Outlay	0	0	0
180 - Community Development			
6E - Contractual Svcs	0	0	0
189 - Housing Choice Vouchers			
6A - Salaries & Wages	551,100	598,671	633,189
6B - Employee Benefits	211,812	223,135	229,815
6C - Staff Development	12,030	26,690	26,792
6D - Repair/Maint/Util	3,679	2,936	3,679
6E - Contractual Svcs	5,571,140	5,665,398	6,376,019
6F - Commodities	24,822	30,386	35,774
6G - Capital Outlay	0	0	0
6107 - Housing Choice Voucher Total	6,374,707	6,547,216	7,305,268
6108 - True North			
100 - General			
6A - Salaries & Wages	0	83,381	89,900
6B - Employee Benefits	51	27,862	28,834
6108 - True North Total	51	111,243	118,734
6150 - Grants			
100 - General			
6A - Salaries & Wages	88,408	0	0
6B - Employee Benefits	14,823	0	0
6E - Contractual Svcs	12,685	0	0
6F - Commodities	0	0	0
6G - Capital Outlay	0	0	0
180 - Community Development			
6A - Salaries & Wages	84,749	96,557	101,861
6B - Employee Benefits	37,487	32,963	33,704
6C - Staff Development	79	4,250	4,250
6D - Repair/Maint/Util	355	624	624
6E - Contractual Svcs	965	3,958	3,973
6F - Commodities	893	245	611
810 - Capital Project Internal Svc			
6A - Salaries & Wages	0	0	0
6B - Employee Benefits	773	0	0
6E - Contractual Svcs	0	0	0
168 - Older Adult Home Mod			
6C - Staff Development	0	0	0
6D - Repair/Maint/Util	0	720	0
6F - Commodities	0	0	0
183 - HUD Disaster Relief			
6A - Salaries & Wages	0	0	0
6B - Employee Benefits	0	0	0
6E - Contractual Svcs	0	0	0
188 - Lead Paint			
6A - Salaries & Wages	226,452	327,462	366,410
6B - Employee Benefits	103,766	123,826	130,621
6C - Staff Development	38,678	19,273	22,435
6D - Repair/Maint/Util	6,841	19,917	14,106
6E - Contractual Svcs	920,385	79,034	156,416

Recommended Expenditure Budget Report by Activity & Funding Source			
61 - HOUSING			
Fund/Activity	FY23 Actual Expense	FY24 Adopted Budget	FY25 Recomm'd Budget
6F - Commodities	4,182	4,841	5,290
6G - Capital Outlay	6,273	0	0
6150 - Grants Total	1,547,794	713,670	840,301
6199 - Pcard Clearing			
100 - General			
6F - Commodities	1,186	0	0
6199 - Pcard Clearing Total	1,186	0	0
HOUSING TOTAL	10,690,445	10,011,528	11,163,759

CITY OF DUBUQUE, IOWA
DEPARTMENT DETAIL - PERSONNEL COMPLEMENT

61 HOUSING AND COMMUNITY DEV. DEPT.

FD	JC	WP-GR	JOB CLASS	FY 2023		FY 2024		FY 2025	
				FTE	BUDGET	FTE	BUDGET	FTE	BUDGET
61010 Full Time Employee Expense									
100	7625	GE-41	HOUSING SERVICES DIRECTOR	0.50	\$ 61,126	0.50	\$ 71,161	0.50	\$ 75,011
260	7625	GE-41	HOUSING SERVICES DIRECTOR	0.25	\$ 30,563	0.25	\$ 35,580	0.25	\$ 37,505
280	7625	GE-41	HOUSING SERVICES DIRECTOR	0.25	\$ 30,563	0.25	\$ 35,580	0.25	\$ 37,505
100		GE-38	ASSISTANT HOUSING DIRECTOR	1.00	\$ 94,124	1.00	\$ 103,815	1.00	\$ 113,655
260		GE-28	HOUSING FINANCIAL SPECIALIST	2.00	\$ 117,909	1.00	\$ 62,211	1.00	\$ 56,630
100		GE-28	HOUSING FINANCIAL SPECIALIST					0.50	\$ 30,576
269		GE-28	HOUSING FINANCIAL SPECIALIST					0.50	\$ 31,080
275		GE-28	HOUSING FINANCIAL SPECIALIST					1.00	\$ 60,637
260		GE-31	GRANT ADMINISTRATOR	—	\$ —	1.00	\$ 74,333	1.00	\$ 80,436
100		GE-34	GRANT PROGRAM MANAGER	—	\$ —	0.75	\$ 57,514	0.50	\$ 41,902
269		GE-34	GRANT PROGRAM MANAGER	1.00	\$ 70,825	0.50	\$ 37,677	0.50	\$ 41,902
275		GE-34	GRANT PROGRAM MANAGER	1.00	\$ 83,352	0.75	\$ 59,510	1.00	\$ 88,232
100		GE-33	SPECIALIST	0.10	\$ 8,044	0.10	\$ 8,249	0.10	\$ 8,695
260		GE-33	SPECIALIST	0.90	\$ 72,397	0.90	\$ 74,241	0.90	\$ 78,256
100		GE-25	CONFIDENTIAL ACCOUNT CLERK	1.00	\$ 41,489	1.00	\$ 47,708	1.00	\$ 48,211
100		GE-36	DEPUTY CODE OFFICIAL	1.00	\$ 93,528	1.00	\$ 97,828	1.00	\$ 104,143
100		GE-35	COMBINATION INSPECTOR	1.00	\$ 79,897	2.00	\$ 163,186	2.00	\$ 183,684
100		GE-33	REHABILITATION SUPERVISOR	0.50	\$ 41,404	—	\$ —	—	\$ —
260	4365	GE-33	REHABILITATION SUPERVISOR	0.50	\$ 41,404	—	\$ —	—	\$ —
100	4365	GE-33	URBAN DEV REHAB PRO MNGR	—	\$ —	0.50	\$ 46,565	0.50	\$ 49,286
260	4365	GE-33	URBAN DEV REHAB PRO MNGR	—	\$ —	0.50	\$ 46,555	0.50	\$ 49,286
280	8775	GE-35	ASSISTED HOUSING SUPERVISOR	1.00	\$ 83,677	1.00	\$ 92,565	1.00	\$ 97,607
100		GE-30	LEAD PAINT INSPECTOR	—	\$ —	0.50	\$ 32,807	1.00	\$ 71,069
275		GE-30	LEAD PAINT INSPECTOR	2.00	\$ 119,068	1.50	\$ 98,412	1.00	\$ 73,994
100		GE-29	CIRCLES COORDINATOR	—	\$ —	—	\$ —	—	\$ —
280		GE-29	ASSISTED HOUSING COORD	1.00	\$ 64,173	1.00	\$ 67,124	1.00	\$ 71,448
280		GE-27	FAMILY SELF-SUFFICIENCY COORD	1.00	\$ 57,074	1.00	\$ 59,820	1.00	\$ 63,053
280	8750	GE-27	ASSISTED HOUSING SPECIALIST	4.00	\$ 227,889	4.00	\$ 241,468	4.00	\$ 257,258
100	8875	GE-26	PERMIT CLERK	2.00	\$ 113,201	2.00	\$ 118,405	2.00	\$ 125,414
269	5400	GE-26	LEAD PAINT ASSISTANT	0.50	\$ 26,632	—	\$ —	—	\$ —
275	5400	GE-26	LEAD PAINT ASSISTANT	1.50	\$ 75,683	—	\$ —	—	\$ —
100		GE-30	NUISANCE SPECIALIST	0.94	\$ 56,179	1.00	\$ 65,874	1.00	\$ 73,313
260		GE-30	NUISANCE SPECIALIST	0.06	\$ 3,586	—	\$ —	—	\$ —
280	225	GE-25	SECRETARY	1.00	\$ 51,879	1.00	\$ 54,263	1.00	\$ 57,196
100	5400	OE-17	INSPECTOR I	2.50	\$ 181,316	2.50	\$ 192,811	2.50	\$ 200,062
260	5400	OE-17	INSPECTOR I	0.50	\$ 33,393	0.50	\$ 36,816	0.50	\$ 40,614
280	5400	OE-17	INSPECTOR I	1.00	\$ 70,326	1.00	\$ 76,276	1.00	\$ 80,702
100		GE-34	INSPECTOR II	5.00	\$ 422,969	5.00	\$ 428,513	5.00	\$ 452,848
TOTAL FULL TIME EMPLOYEES				35.00	\$2,453,670	34.00	\$2,586,867	36.00	\$2,881,210
61020 Part Time Employee Expense									
100	2800	GE-34	INSPECTOR II	0.75	\$ 62,358	—	\$ —	—	\$ —
Total Part Time Employees				0.75	\$ 62,358	—	\$ —	—	\$ —
TOTAL HOUSING & COMM. DEVL. DEPT.				35.75	\$2,516,028	34.00	\$2,586,867	36.00	\$2,881,210

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

ACCT	FD	JC	WP-GR	POSITION CLASS		FY 2023		FY 2024		FY 2025	
						FTE	BUDGET	FTE	BUDGET	FTE	BUDGET
Housing & Comm. Dev. Administration-FT CDBG Fund											
26061100	61010	260	79700	GE-41	HOUSING SERVICES DIRECTOR	0.25	\$ 30,563	0.25	\$ 35,580	0.25	\$ 37,505
					Total	0.25	\$ 30,563	0.25	\$ 35,580	0.25	\$ 37,505
Housing Administration-FT Section 8 Fund											
28061100	61010	280	79700	GE-41	HOUSING SERVICES DIRECTOR	0.25	\$ 30,563	0.25	\$ 35,580	0.25	\$ 37,505
					Total	0.25	\$ 30,563	0.25	\$ 35,580	0.25	\$ 37,505
Housing Administration-FT General Fund											
10061100	61010	100	7625	GE-41	HOUSING SERVICES DIRECTOR	0.50	\$ 61,126	0.50	\$ 71,161	0.50	\$ 75,011
10061100	61010	100		GE-38	ASSISTANT HOUSING DIRECTOR	0.50	\$ 47,062	0.25	\$ 25,954	0.25	\$ 28,414
10061100	61010	100		GE-33	COMMUNITY DEVELOPMENT SPECIALIST	0.10	\$ 8,044	0.10	\$ 8,249	0.10	\$ 8,695
10061100	61010	100		GE-25	CONFIDENTIAL ACCOUNT CLERK	—	\$ —	0.10	\$ 4,771	0.10	\$ 4,821
					Total	1.10	\$ 116,232	0.95	\$ 110,135	0.95	\$ 116,941
Section 8-Voucher Program-FT											
28061600	61010	280	225	GE-25	SECRETARY	1.00	\$ 51,879	1.00	\$ 54,263	1.00	\$ 57,196
28061600	61010	280		GE-29	ASSISTED HOUSING COORD	1.00	\$ 64,173	1.00	\$ 67,124	1.00	\$ 71,448
28061600	61010	280	8750	GE-27	ASSISTED HOUSING SPECIALIST	3.00	\$ 170,916	3.00	\$ 181,101	3.00	\$ 192,944
28061600	61010	280	8775	GE-35	ASSISTED HOUSING SUPERVISOR	1.00	\$ 83,677	1.00	\$ 92,565	1.00	\$ 97,607
28061600	61010	280	5400	OE-17	INSPECTOR I	1.00	\$ 70,326	1.00	\$ 76,276	1.00	\$ 80,702
					Total	7.00	\$ 440,971	7.00	\$ 471,329	7.00	\$ 499,897
Family Self-Sufficiency-FT											
28061640	61010	280	225	GE-27	ASSISTED HOUSING SPECIALIST	1.00	\$ 56,973	1.00	\$ 60,367	1.00	\$ 64,314
28061640	61010	280	5400	GE-27	FAMILY SELF-SUFFICIENCY COORD	1.00	\$ 57,074	1.00	\$ 59,820	1.00	\$ 63,053
					Total	2.00	\$ 114,047	2.00	\$ 120,187	2.00	\$ 127,367
Plumbing/Mechanical Inspections-FT											
10061440	61010	100	5450	GE-34	INSPECTOR II	1.00	\$ 84,807	1.00	\$ 73,155	1.00	\$ 77,025
10061440	61010	100		GE-35	COMBINATION INSPECTOR	0.25	\$ 19,974	0.50	\$ 41,560	1.00	\$ 88,960
					Total	1.25	\$ 104,781	1.50	\$ 114,715	2.00	\$ 165,985
Electrical Enforcement-FT											
10061420	61010	100	5450	GE-34	INSPECTOR II	1.00	\$ 84,807	1.00	\$ 89,239	1.00	\$ 94,414
10061420	61010	100		GE-35	COMBINATION INSPECTOR	0.25	\$ 19,974	0.25	\$ 22,019	0.25	\$ 24,402
					Total	1.25	\$ 104,781	1.25	\$ 111,258	1.25	\$ 118,816

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

ACCT	FD	JC	WP-GR	POSITION CLASS	FY 2023		FY 2024		FY 2025		
					FTE	BUDGET	FTE	BUDGET	FTE	BUDGET	
Bldg Code Enforcement - Full Time											
10061430	61010	100	2800	GE-34	INSPECTOR II	2.00	\$ 171,277	2.00	\$ 179,152	2.00	\$ 188,828
10061430	61010	100		GE-35	COMBINATION INSPECTOR	—	\$ —	0.75	\$ 55,561	0.25	\$ 21,519
Total						2.00	\$ 171,277	2.75	\$ 234,713	2.25	\$ 210,347
Bldg Code Admin - Full-Time											
10061410	61010	100	8875	GE-26	PERMIT CLERK	1.00	\$ 56,330	1.00	\$ 58,919	1.00	\$ 62,707
10061410	61010	100		GE-36	DEPUTY CODE OFFICIAL	0.50	\$ 46,764	0.25	\$ 24,457	0.25	\$ 26,036
10061410	61010	100		GE-25	CONFIDENTIAL ACCOUNT CLERK	1.00	\$ 41,489	0.90	\$ 42,937	0.90	\$ 43,390
10061410	61010	100		GE-38	ASSISTANT HOUSING DIRECTOR	0.50	\$ 47,062	0.75	\$ 77,861	0.75	\$ 85,241
Total						3.00	\$ 191,645	2.90	\$ 204,174	2.90	\$ 217,374
General Housing Inspection- FT General Fund											
10061700	61010	100	5400	OE-17	INSPECTOR I	2.00	\$ 147,923	2.00	\$ 155,995	2.00	\$ 159,448
10061700	61010	100		GE-34	INSPECTOR II	1.00	\$ 82,078	1.00	\$ 86,967	1.00	\$ 92,581
10061700	61010	100		GE-35	COMBINATION INSPECTOR	0.50	\$ 39,949	0.50	\$ 44,046	0.50	\$ 48,803
10061700	61010	100		GE-36	DEPUTY CODE OFFICIAL	0.50	\$ 46,764	0.75	\$ 73,371	0.75	\$ 78,107
10061700	61010	100	8875	GE-26	PERMIT CLERK	1.00	\$ 56,871	1.00	\$ 59,486	1.00	\$ 62,707
Total						5.00	\$ 373,585	5.25	\$ 419,865	5.25	\$ 441,646
OAHP											
26961922	61010	269		GE-34	GRANT PROGRAM MANAGER	1.00	\$ 70,825	0.50	\$ 37,677	0.50	\$ 41,902
26961922	61010	269		GE-28	LEAD PAINT ASSISTANT	0.50	\$ 26,632	—	\$ —	—	\$ —
Total						1.50	\$ 97,457	1.00	\$ 65,609	1.00	\$ 72,982
Lead Paint Grant - Lead Fund											
27561200	61010	275		GE-28	LEAD PAINT ASSISTANT	1.25	\$ 63,420	—	\$ —	—	\$ —
27561200	61010	275		GE-28	HOUSING FINANCIAL SPECIALIST	—	\$ —	1.00	\$ 52,430	1.00	\$ 60,637
27561200	61010	275		GE-30	LEAD PAINT INSPECTOR	1.50	\$ 89,301	1.50	\$ 98,412	1.00	\$ 73,994
27561200	61010	275		GE-34	GRANT PROGRAM MANAGER	0.75	\$ 62,358	0.75	\$ 59,510	1.00	\$ 88,232
Total						3.50	\$ 215,079	3.25	\$ 210,352	3.00	\$ 222,863
Lead Paint Grant - Lead Fund											
27561211	61010	275		GE-28	LEAD PAINT ASSISTANT	0.25	\$ 12,263	—	\$ —	—	\$ —
27561211	61010	275		GE-34	GRANT PROGRAM MANAGER	0.25	\$ 20,994	—	\$ —	—	\$ —
27561211	61010	275		GE-30	LEAD PAINT INSPECTOR	0.50	\$ 29,767	—	\$ —	—	\$ —
Total						1.00	\$ 63,024	—	\$ —	—	\$ —

Rehab Program-FT CDBG

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

ACCT	FD	JC	WP-GR	POSITION CLASS	FY 2023		FY 2024		FY 2025		
					FTE	BUDGET	FTE	BUDGET	FTE	BUDGET	
26061300	61010	260	5400	OE-17	INSPECTOR I	0.50	\$ 33,393	0.50	\$ 36,816	0.50	\$ 40,614
26061300	61010	260	4365	GE-33	REHABILITATION SUPERVISOR	0.50	\$ 41,404	—	\$ —	—	\$ —
26061300	61010	260	4365	GE-33	URBAN DEV REHAB PRO MNGR	—	\$ —	0.50	\$ 46,555	0.50	\$ 49,286
26061300	61010	260		GE-28	HOUSING FINANCIAL SPECIALIST	1.75	\$ 102,532	0.94	\$ 58,478	0.94	\$ 53,232
Total						2.75	\$ 177,329	2.69	\$ 197,599	2.69	\$ 203,459
Community Dev. Block Grant Admin./Monitoring											
26061800	61010	260	2665	GE-28	HOUSING FINANCIAL SPECIALIST	0.25	\$ 15,377	0.06	\$ 3,733	0.06	\$ 3,398
26061800	61010	260		GE-33	COMMUNITY DEVELOPMENT SPECIALIST	0.90	\$ 72,397	0.90	\$ 74,241	0.90	\$ 78,256
26061800	61010	260		GE-31	COMMUNITY DEVELOPMENT GRANT ADMINISTRATOR	—	\$ —	0.25	\$ 18,583	0.25	\$ 20,109
Total						1.15	\$ 87,774	1.21	\$ 96,557	1.21	\$ 101,763
True North - FT General Fund											
10061215	61010	100		OE-17	INSPECTOR I	0.50	\$ 33,393	0.50	\$ 36,816	0.50	\$ 40,614
10061215	61010	100		GE-33	URBAN DEV REHAB PRO MNGR	—	\$ —	0.50	\$ 46,565	0.50	\$ 49,286
10061215	61010	100		GE-33	REHABILITATION SUPERVISOR	0.50	\$ 41,404	—	\$ —	—	\$ —
Total						1.00	\$ 74,797	1.00	\$ 83,381	1.00	\$ 89,900
Older Adult Home Modification Program- FT General Fund											
10061125	61010	100		GE-34	GRANT PROGRAM MANAGER	—	\$—	0.75	\$57,514	0.50	\$41,902
10061125	61010	100		GE-30	LEAD PAINT INSPECTOR	—	\$—	0.50	\$32,807	1.00	\$71,069
10061125	61010	100		GE-28	HOUSING FINANCIAL SPECIALIST	—	\$—	0.50	\$26,789	0.50	\$30,576
Total						—	\$—	1.75	\$117,110	2.00	\$143,547
Vacant/Abandoned Buildings - FT General Fund											
10061720	61010	100		GE-30	NUISANCE SPECIALIST	0.94	\$ 56,179	1.00	\$ 65,874	1.00	\$ 73,313
Total						0.94	\$ 56,179	1.00	\$ 65,874	1.00	\$ 73,313
TOTAL HOUSING SERVICES & COMM. DEVL. DEPT						35.75	\$2,516,028	36.00	\$2,694,018	36.00	\$2,881,210

PROJECT DESCRIPTION	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	TOTAL	PAGE
Housing and Community Development							
Community and Economic Development							
Assistance for Homeownership	\$ 1,380,605	\$ 926,561	\$ 1,002,440	\$ 1,118,099	\$ 715,818	5,143,523	277
Washington Neighborhood Home Purchase Program	\$ 317,474	\$ 317,474	\$ 317,474	\$ 317,474	\$ 317,474	1,587,370	279
Homeowner Rehabilitation Program	\$ 145,000	\$ 145,000	\$ 145,000	\$ 145,000	\$ 145,000	725,000	280
First-Time Home Buyer Program	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	250,000	281
Historic Preservation Revolving Loan Fund	\$ 7,000	\$ 7,000	\$ 7,000	—	—	21,000	282
Downtown ADA Assistance	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	150,000	283
Lead and Healthy Homes Grant	\$ 1,148,500	—	—	—	—	1,148,500	284
Healthy Homes Production Grant	\$ 555,000	\$ 415,400	—	—	—	970,400	285
Older Adult Home Modification	\$ 278,690	—	—	—	—	278,690	286
Penn Community Living Home Remodel	\$ 41,025	—	—	—	—	41,025	287
Acquisition of Land for Emri Apartments	\$ 77,527	—	—	—	—	77,527	288
Total	\$ 4,030,821	\$ 1,891,435	\$ 1,551,914	\$ 1,660,573	\$ 1,258,292		

Capital Improvement Projects by Department/Division					
HOUSING & COMMUNITY DEVELOPMENT					
Project Number	Capital Improvement Project Title	Department	Fund	Account	FY 25 Recomm'd Budget
6100100001	Housing Trust Fund	Housing	185	64134	317,474
6100100006	Downtown ADA Assistance	Housing	305	67990	30,000
6100100012	Hist Preservation Loan Fund	Housing	184	64134	7,000
6100100015	Healthy Homes Production 2021	Housing	188	67990	555,000
6100100016	Lead and Healthy Homes 2021	Housing	188	64134	1,048,500
6100100016	Lead and Healthy Homes 2021	Housing	180	64134	100,000
6100100052	Older Adult Home Mod	Housing	168	67990	278,690
6100200005	Neighborhood Reinvestment	Housing	305	64135	10,605
6100200005	Neighborhood Reinvestment	Housing	305	63100	1,345,000
6100200005	Neighborhood Reinvestment	Housing	305	67500	25,000
6100200051	Low/Mod Small Biz Grants	Housing	180	64135	50,000
6119900002	Homeowner Rehab Program	Housing	180	64134	125,000
6119900002	Homeowner Rehab Program	Housing	186	64134	20,000
6129900004	First-Time Home Buyer Program	Housing	180	64134	50,000
6153000053	Penn Community Living Home Remodel	Housing	180	67990	41,025
6153000054	Acquisition of Land for Emri Apartm	Housing	180	67300	77,527
HOUSING	TOTAL				4,080,821

Purchase of Services

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DEPARTMENT/DIVISION: Purchase Of Services

RESPONSIBILITY: Alexis Steger, Housing & Community Development Director

Purchase of services activities are those services that the City feels fit the goals and priorities of the City and are not required to be provided or would not be provided in the normal course of City business. In Fiscal Year 2014, an application process was implemented for the funding of purchase of service agencies.

The FY 2025 budget recommends an allocation of \$100,000 in General Fund and \$0 in Community Development Block Funds for a total of \$100,000 to fulfill some of the recommendations of the Community Development Advisory Commission.

The recommendation of the Community Development Advisory Commission will be made to City Council after the FY 2025 budget is adopted on April 11, 2024.

The following purchase of service agencies have received funding in the past:

Agency	FY 2024	Funding Source
Convivium Urban Farmstead	\$25,000	General Fund
Presentation Lantern Center	\$25,000	General Fund
Dubuque Dream Center	\$25,000	General Fund
Friends of Fair Housing	\$17,080	General Fund
Crescent Community Health Center	\$7,920	General Fund
Total	\$100,000	

Contracted services are services that the City would have within its organization regardless of who provides the service. Contracted services in many cases leverage other resources that would not normally be available to the City. An example is the Dubuque Humane Society which provides a heightened level of service for animal control over what the City would provide for animals.

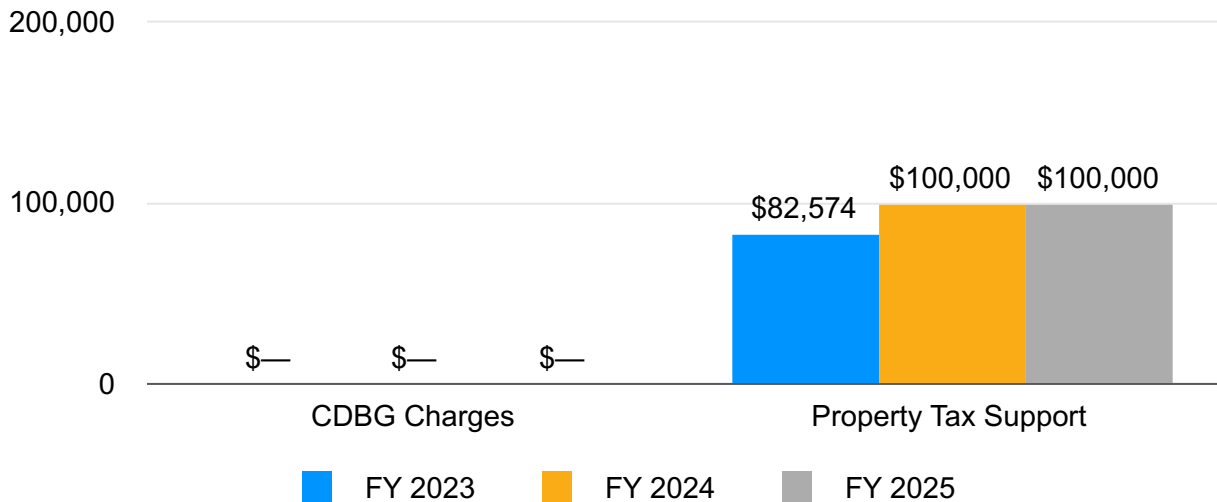
The following agencies have received or are being recommended to receive funding as contracted services within other departments:

Agency	Department	FY 2024	FY 2025	Funding Source
Community Foundation of Greater Dubuque - Project HOPE	Economic Development	\$85,000	\$85,000	General Fund
Community Foundation of Greater Dubuque - Inclusive Dubuque	Economic Development	\$75,000	\$75,000	General Fund
Crescent Community Health Center - Operating	Health Services	\$50,000	\$50,000	General Fund
Travel Dubuque	Economic Development	\$1,446,631	\$1,617,272	General Fund
Dubuque Area Labor Management Council	Economic Development	\$35,000	\$35,000	General Fund
Dubuque Dream Center	Economic Development	\$63,000	\$63,000	General Fund
Dubuque Main Street	Economic Development	\$96,211	\$96,211	General Fund
Dubuque Winter Farmers Market	Economic Development	\$15,000	\$15,000	General Fund
DuRide	Transit	\$65,000	\$30,000	General Fund
ECIA Membership Dues	Planning	\$35,204	\$36,397	General Fund
ECIA Prosperity Iowa	Economic Development	\$5,085	\$5,085	General Fund
ECIA Transportation Planning	Engineering	\$30,650	\$25,000	General Fund
Fountain of Youth	Economic Development	\$63,000	\$63,000	General Fund
Four Mounds HEART Program	Housing	\$10,000	\$10,000	General Fund
Greater Dubuque Development Corporation - Retail Expansion/Marketing/Workforce	Economic Development	\$704,135	\$704,135	Land Sales
Greater Dubuque Development Corporation - Director of Sustainable Innovation	Economic Development	\$105,500	\$105,500	General Fund
Greater Dubuque Development Corporation - True North	Economic Development	\$26,500	\$26,500	GDTIF
Hills & Dales: Senior Center	Recreation	\$25,000	\$25,000	General Fund
Humane Society	Health Services	\$175,932	\$177,887	General Fund
Hawkeye Area Community Action	Housing	\$83,000	\$83,000	General Fund
Total		\$ 3,194,848	\$ 3,327,987	

PURCHASE OF SERVICE

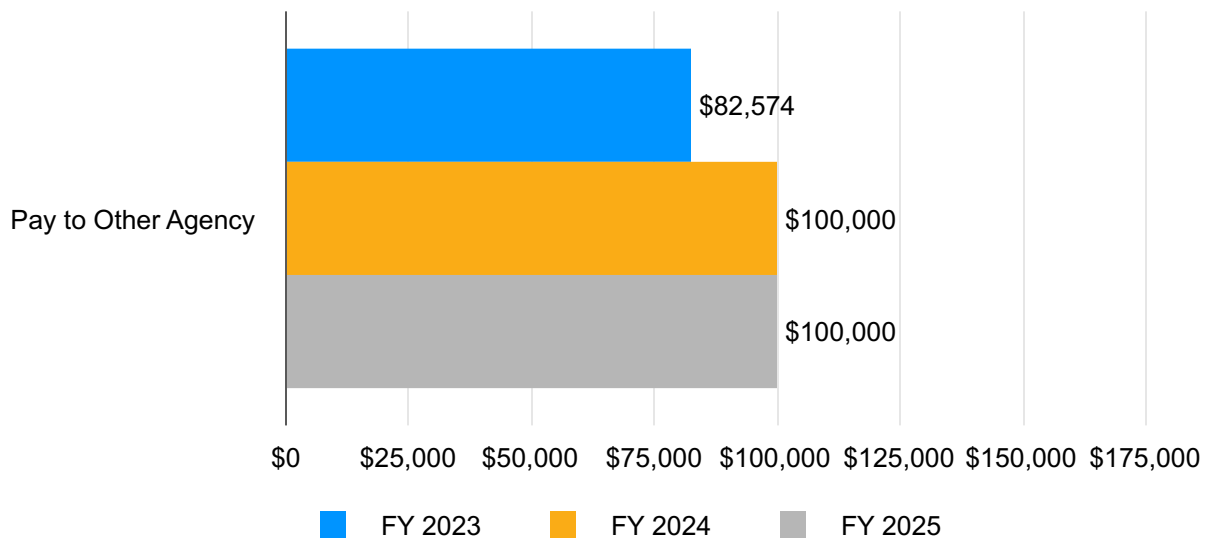
Purchase of services activities are those services that the City feels fit the goals and priorities of the City and are not required to be provided or would not be provided in the normal course of City business. In Fiscal Year 2014, an application process was implemented for the funding of purchase of service agencies.

Resources and Property Tax Support



Purchase of Services is supported by no full-time equivalent employees. Pay to other agencies accounts for 100% of the department expense as seen below. Overall, the departments' expenses are expected to unchange by 0.00% in FY 2025 compared to FY 2024.

Expenditures by Category by Fiscal Year



Recommended Operating Expenditure Budget - Department Total

79 - PURCHASE OF SERVICES

Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
6E - Contractual Svcs				
100 - General				
64130 - Payments to Other Agencies	139,389	82,574	100,000	100,000
180 - Community Development				
64130 - Payments to Other Agencies	54,774	0	0	0
6E - Contractual Svcs Total	194,163	82,574	100,000	100,000
PURCHASE OF SERVICES - Total	194,163	82,574	100,000	100,000

Recommended Expenditure Budget Report by Activity & Funding Source

79- PURCHASE OF SERVICES

Fund/Activity	FY23 Actual Expense	FY24 Adopted Budget	FY25 Recomm'd Budget
7901 - Purchase of Services			
100 - General			
6E - Contractual Svcs	82,574	100,000	100,000
180 - Community Development			
6E - Contractual Svcs	—	—	—
7901 - Purchase of Services Total	82,574	100,000	100,000
PURCHASE OF SERVICES TOTAL	82,574	100,000	100,000

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Public Works

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PUBLIC WORKS DEPARTMENT

Budget Highlights	FY 2023 Actual	FY 2024 Budget	FY 2025 Requested	% Change From FY 2024 Budget
<u>Expenses</u>				
Employee Expense	8,256,546	9,161,407	9,623,076	5.0 %
Supplies and Services	9,969,359	8,796,385	9,537,549	8.4 %
Machinery and Equipment	852,224	810,236	708,112	(12.6)%
Subtotal	19,078,129	18,768,028	19,868,737	5.9 %
Public Works Administrative / Garage Stores	1,661,898	1,015,632	1,277,674	25.8 %
Administrative Overhead Recharge	1,930,086	2,358,186	2,367,745	0.4 %
Less Recharges/Service Fund Charges	(3,140,231)	(2,506,355)	(2,996,941)	19.6 %
Total Expenses	19,529,882	19,635,491	20,517,215	4.5 %
<u>Resources</u>				
Operating Revenue	131,048	49,922	36,090	(27.7)%
Salt Operations Fund	75,756	105,308	131,846	25.2 %
Road Use Tax Fund	6,870,807	6,959,022	7,384,189	6.1 %
Sewer Utility Operating Fund	883,416	729,701	857,327	17.5 %
Stormwater User Fund	272,623	298,467	314,200	5.3 %
Refuse Collection Fund	5,542,106	5,653,019	5,528,212	(2.2)%
Landfill Operating Fund	4,808,725	4,657,084	5,107,802	9.7 %
Total Resources	18,584,481	18,452,523	19,359,666	4.9 %
Debt Service abated with Sales Tax 30%	83,041	83,897	85,444	1.8 %
Debt Service abated with Landfill Fees	660,459	663,609	631,065	(4.9)%
Debt Service abated with Solid Waste Fees	7,666	7,843	16,370	108.7 %
Total Non-Property Tax Debt Service	751,166	755,349	732,879	(3.0)%
Property Tax Support	945,401	1,182,968	1,157,549	(25,419)
Percent Increase (Decrease)				(2.1)%
Personnel - Authorized FTE	93.43	95.73	96.06	

Solid Waste Collection Fund Summary	FY 2023 Actual	FY 2024 Budget	FY 2025 Requested	% Change From FY 2024 Budget
Administrative Overhead Recharges/Utility Billing	1,305,346	1,508,564	1,770,833	17.4 %
Refuse Operations	4,236,760	3,819,455	3,757,379	(1.6)%
Debt Service - Refuse	7,666	7,843	16,370	108.7 %
Payment to Depreciation	—	325,000	—	— %
Total Requirements	5,549,772	5,660,862	5,544,582	(2.1)%
Refuse Fees (Incl tipper carts/other)	4,268,234	4,805,152	5,006,209	4.2 %
UBP Single Use Refuse Sticker	185,355	236,279	236,279	— %
Sales Tax Collection	6,806	7,833	6,806	(13.1)%
Yard Waste Stickers & Ties	50,223	109,720	50,223	(54.2)%
Leaf Rake Out Fees	9,202	7,246	9,202	27.0 %
Food Scrap	9,989	9,532	9,989	4.8 %
Recyclable Sales	22,634	10,941	10,941	— %
Subscription Recycling	6,221	6,495	6,221	(4.2)%
Large Item Pickup	106,418	82,638	82,638	— %
Miscellaneous Revenue	270,444	64,573	149,625	131.7 %
General Fund - Tipper Carts	582,698	291,349	—	— %
General Fund - 50% Rate Reduction	39,492	45,000	45,000	— %
Total Resources	5,557,716	5,676,758	5,613,133	(1.1)%
Annual Operating Surplus (Deficit)	7,944	15,896	68,551	52,655
Personnel - Authorized FTE	20.74	20.96	20.96	
Solid Waste User Fee Rate Increase	— %	2.90 %	9.00 %	
Solid Waste User Fee	\$ 15.38	\$ 15.83	\$ 17.25	
Revenue 1% Rate Increase Generates			\$ 28,916	
Salt Operations Fund Summary	FY 2023 Actual	FY 2024 Budget	FY 2025 Requested	% Change From FY 2024 Budget
Salt Purchase	63,297	87,900	110,886	26.2 %
Salt Handling Fees	4,342	8,313	11,456	37.8 %
Miscellaneous Fees	1,756	1,756	1,756	— %
Administrative Overhead	5,938	7,339	7,748	5.6 %
Property Maintenance	424	—	—	— %
Total Requirements	75,757	105,308	131,846	25.2 %
Salt Sales	64,599	87,900	110,886	26.2 %
Salt Storage Fees	7,967	7,388	9,600	29.9 %
Salt Handling Fees	6,597	8,313	11,456	37.8 %
Total Resources	79,668	103,601	132,447	27.8 %
Annual Operating Surplus (Deficit)	3,911	(1,707)	601	2,308

Improvement Package Summary

Public Works

1 of 11

This improvement package provides additional funds to grow the department by adding a (1.00 FTE, GD-05) Utility Worker. This position would provide flagger safety to street and sewer maintenance operations and help ensure safe roads traveled in the winter during snow and ice operations. A flagger is a safety necessity to alert traffic, or to stop traffic intermittently, as required by the progress of work in a work zone. The flagging operation provides protection for employees and the public. As maintenance programs have expanded and infrastructure requirements have increased, flaggers on job sites should be used. This package meets the City Council goals of Vibrant Community: Healthy and Safe and Financially Responsible, High Performance City Organization and Partnership for a Better Dubuque.

Related Cost:	\$	82,777	Road Use Tax	Recurring	Recommend - No
Property Tax Impact:	\$	0.0326	0.33%		
Activity: Snow & Ice Control/Street Maintenance					

2 of 11

This improvement package provides additional funds to grow the department by adding a (1.00 FTE, GD-05) Utility Worker. This position would provide flagger safety to street and sewer maintenance operations and help ensure safe roads traveled in the winter during snow and ice operations. A flagger is a safety necessity to alert traffic, or to stop traffic intermittently, as required by the progress of work in a work zone. The flagging operation provides protection for employees and the public. As maintenance programs have expanded and infrastructure requirements have increased, flaggers on job sites should be used. This package meets the City Council goals of Vibrant Community: Healthy and Safe and Financially Responsible, High Performance City Organization and Partnership for a Better Dubuque.

Related Cost:	\$	82,777	Road Use Tax	Recurring	Recommend - No
Property Tax Impact:	\$	0.0326	0.33%		
Activity: Snow & Ice Control/Street Maintenance					

3 of 11

This improvement level request is for Maintenance Supervisors and Equipment Operator II's to receive their OSHA Workplace Safety certification to increase safety in the field and on-the-job. Four certifications per year will ensure all employees in these positions can complete the certification within 3 years and repeat the certification every 3 years. This supports the Council goal for Livable Neighborhoods and Housing: Have safe, healthy, inclusive and affordable neighborhoods citywide.

This improvement package was submitted with funding requested in tax (\$1,798), solid waste (\$899), garage (\$899) and road use tax funds (\$3,596), however due to funding constraints, this package is recommended with the funding noted below.

Related Cost:	\$ 1,798	Tax Funds	Recurring	Recommend - Yes
Related Cost:	\$ 899	Garage	Recurring	
Net Cost:	<u>\$ 2,697</u>			
Property Tax Impact:	\$ 0.0011	0.01%		

Activity: Floodwall Operations, Solid Waste Collection, Street & Traffic Lighting, Street Maintenance, Garage Services

4 of 11

This improvement level decision package request is for recurring equity perspective training for department staff and allows for training to be specific to where each employee is in their Diversity, Equity, Inclusion, & Belonging (DEIB) journey. This supports the Council goal for a Financially Responsible, High Performance City Organization: provide City services responsive to the community and Partnership for a Better Dubuque: become an inclusive and welcoming community for all.

Related Cost:	\$ 15,000	Tax Funds	Recurring	Recommend - No
Net Cost:	<u>\$ 15,000</u>			
Property Tax Impact:	\$ 0.0059	0.07%		
Activity: Administration				

5 of 11

This improvement level request is to purchase recurring software to analyze the condition rating of streets under the responsibility of Public Works. Street assessment software identifies defect types and street types. This is data we have historically received from the Department of Transportation (DOT) every other year; however, the DOT has now decreased the frequency of condition rating to every five years. For the age of our infrastructure, this is too large of a gap to rely on for maintenance.

This supports the Council goal of Financially Responsible, High Performance City Organization: Maintain and enhance transparent City government and decision making using available technology. Street maintenance has also become a high priority of the Council's.

Related Cost:	\$ 17,000	Road Use Tax	Recurring	Recommend - No
Related Cost:	\$ 3,500	Road Use Tax	Non-Recurring	
Total Cost	<u>\$ 20,500</u>			
Property Tax Impact:	\$ 0.0081	0.09%		

Activity: Street Maintenance

6 of 11

This improvement level request is to purchase single point operation point monitoring. These devices can be utilized on construction sites, snow and ice operations, flood monitoring, and more. This allows for notifications to be sent if an unexpected operational concern arises and also allows for remote monitoring. This supports the Council goal of Financially Responsible, High Performance City Organization: Maintain and enhance transparent city government and decision making using available technology.

Related Cost:	\$ 16,500	Road Use Tax	Recurring	Recommend - No
Property Tax Impact:	\$ 0.0065	0.07%		
Activity: Snow & Ice Control				

7 of 11

This improvement package provides funding to hire a consultant to review departmental plans, policies, and procedures to combat systematic inequities. This supports the city council goal of financially responsible, high-performance city organization: sustainable, equitable, and effective Service Delivery.

Related Cost:	\$	17,500	Tax Funds	Non-Recurring	Recommend - Yes
Property Tax Impact:	\$	0.0069	0.07%		
Activity: Administration					

8 of 11

This improvement package provides funding for a current employee to receive an applicator's license and certification and provides funding for an off-road, slide-in applicator for the Port of Dubuque in accordance with the United States Army Corps of Engineers Engineering Technical Letter (110-2-583), which requires the removal of unacceptable growth within the "vegetation-free zone." The requirement applies to all vegetation except grass along the flood control system. This improvement package supports City Council outcome of Financially Responsible, High Performance City Organization: Maintain and Enhance City Infrastructure and Facilities.

Related Cost:	\$	12,000	Tax Funds	Non-Recurring	Recommend - Yes
Property Tax Impact:	\$	0.0047	0.05%		
Activity: Port of Dubuque Maintenance					

9 of 11

This improvement request seeks funding for the acquisition of 15,000 recycling tipper carts, aiming to provide them to all city, solid waste customers currently without a city-issued recycling cart. Our proposal suggests deploying 64-gallon carts for all customers who do not have a city-issued 96-gallon recycling cart, with a smaller option provided for those who cannot physically wheel a larger cart. If approved, The Recycling Partnership (TRP), a national non-profit, would contribute \$250,000, covering approximately 37% of the estimated \$675,000 cost of carts. This grant aligns with the City Council's goals and includes education funding and technical guidance in the rollout of the program. It is also estimated that this change can cut costs by about \$30,000 every year.

Our 18-gallon, yellow bin recycling program faces significant challenges due to its outdated design, including limited capacity for recyclables, compromising worker safety, and community members resorting to multiple bins or repurposing them for non-recycling purposes. Transitioning to cart-based recycling promises a substantial increase in recyclables collected, with research indicating an average 30% increase when moving to cart collection. Beyond boosting recycling rates, cart-based collection enhances operational efficiency, worker safety, and reduces annual bin replacement costs. Uniform cart sizes simplify collection and cut labor expenses. Additionally, the visual appeal of carts compared to bins underscores the necessity of this change. Lastly, the transition to cart-based collection serves as an educational opportunity for residents to adopt proper recycling practices and rejuvenated interest in the program.

Expanding the Cart-Based Recycling Program is a vital step toward achieving a vibrant community and a sustainable environment, in conjunction with the City Council's goals. Supported by The Recycling Partnership's funding and technical assistance, this project presents an exceptional opportunity for a cost-effective way to modernize our recycling collection program in Dubuque. This supports the Council goal of Financially Responsible, High Performance City Organization: Provide City Services Responsive to the Community.

Related Cost:	\$675,000	Solid Waste Fund	Non-Recurring	Recommend - No
Related Cost Savings:	\$250,000	Solid Waste Fund	Non-Recurring	
Related Cost Savings:	\$ 30,000	Solid Waste Fund	Recurring	
Net Cost	<u>\$395,000</u>			
Solid Waste User Fee Impact	31.67 %			
Activity: Solid Waste & Recycling Collection				

10 of 11

This improvement level request is for the conversion of all computers in Public Works to be switched to laptop setups. This would occur through attrition and would allow office staff to collaborate, train and present more easily. This supports the Council goal of Financially Responsible, High Performance City Organization.

Related Cost:	\$ 800	Tax Funds	Non-Recurring	Recommend - Yes
Related Cost:	\$ 600	Garage Fund	Non-Recurring	
Net Cost:	<u>\$ 1,400</u>			
Property Tax Impact:	\$ 0.0003	—%		
Activity: Administration & Garage Services				

11 of 11

This improvement level request is for replacement of the arts & culture sculpture at the Municipal Services Center that was moved a number of years ago. Public Works would like to replace this sculpture from the Art on the River program to support local artists and arts and culture in the community. This supports the Council goal of Livable Neighborhoods and Housing: Increase the visual appeal and beauty of the City with attractive gateways, corridors, streetscapes/landscaping neighborhoods, homes and businesses.

Related Cost:	\$ 15,000	Tax Funds	Non-Recurring	Recommend - No
Property Tax Impact:	\$ 0.0059	0.06%		
Activity: Administration				

Landfill

1 of 7

This improvement level request is for the purchase of a three-quarter-ton standard cab truck with a salt box and plow blade for maintaining the roadways and parking lots at the Customer Convenience Center.

Related Cost:	\$ 85,000	Landfill Fund	Non-Recurring	Recommend - Yes
Net Cost:	<u>\$ 85,000</u>			
Activity: Landfill				

2 of 7

This improvement level request is for the purchase of a smart phone for use by the Environmental Technician and the monthly services costs associated with the purchase. The Environmental Technician is the primary contact for businesses wishing to schedule disposal of e-scrap and very small quantity generator waste, for mobile collection events, and residents who have questions related to household

hazardous material and e-scrap disposal. In addition, the phone would allow the Environmental Technician to research disposal classification for materials dropped off while at the sorting table, decreasing staff downtime.

Related Cost:	\$ 350	Landfill Fund	Non-Recurring	Recommend - Yes
Related Cost:	\$ 624	Landfill Fund	Recurring	
Total Cost:	<u>\$ 974</u>			
Activity: Landfill				

3 of 7

This improvement level request is for funding to purchase a litter collection vehicle, which would be utilized to collect windblown litter along the landfill cells portable and permanent fencing, along Airborne Road, and other areas on-site. Staff has researched several options and has determined that an off-road capable, four-wheel drive vehicle that allows the operator to remain in the cab while collecting the litter via a controller-operated vacuum provides the most operational flexibility and increases operator safety.

Related Cost:	<u>\$ 120,000</u>	Landfill Fund	Non-Recurring	Recommend - Yes
Activity: Landfill				

4 of 7

This improvement level package would provide funding for a staffing needs evaluation. With the volume of non-commercial customers accessing the agencies services expected to increase when the Customer Convenience Center tentatively opens in Spring 2025, staff is requesting funding to hire a consultant to evaluate the current staffing allocations and determine if additional staffing is needed immediately or what service level increases should trigger staffing additions or reallocation.

Related Cost:	\$ 25,000	Landfill Fund	Non-Recurring	Recommend - Yes
Total:	<u>\$ 25,000</u>			
Activity: Landfill				

5 of 7

This improvement level request would allow for the Solid Waste Agency Administrator and the Solid Waste Facility Supervisor to attend one of the two Badger SWANA (Solid Waste Association of North America) events in Wisconsin each year. With approximately 20-30% of the Agency's municipal solid waste tonnage coming from the state of Wisconsin, staff attendance at the event would provide educational and networking opportunities to understand the future plans for waste in Wisconsin, which would benefit multiple operational aspects of the facility.

Related Cost:	<u>\$ 1,400</u>	Landfill Fund	Recurring	Recommend - Yes
Activity: Landfill				

6 of 7

This improvement level request is for the purchase of a towed roller compactor. The roller would be utilized to smooth out temporary access roads and drop-off areas within the active landfill cell, which will improve overall access and convenience for customers/haulers. In addition, the roller would be used in other off-road areas of the landfill as needed to reduce pooling of water and improve drainage.

Related Cost:	<u>\$ 55,000</u>	Landfill Fund	Non-Recurring	Recommend - Yes
Activity: Landfill				

7 of 7

This improvement level request provides additional funds for development of a landfill utility worker apprenticeship program. The Landfill activity has been unable to recruit a diverse and qualified workforce for entry-level positions using our current practices. Under this program, the Landfill will develop a registered apprenticeship program which would meet the requirements of the Iowa Statewide Apprenticeship Program. The program will include a set minimum hours of structured and supervised on-the-job training and a set minimum hours of classroom-related training and instruction over a two-year program. The program will be developed by creating local partnerships with Iowa Works, Northeast Iowa Community College, union representatives and landfill field staff to take full advantage of training grants provided for this type of program. The program will provide the apprentice the education and experience opportunities necessary to develop the skills and knowledge to prepare them to operate the type of heavy equipment utilized in landfill operations and the handling and package of hazardous materials and e-scrap. Funding for this program would come from each of the landfill operating activities.

Related Cost:	<u>\$ 78,070</u>	Landfill Fund	Recurring	Recommend - Yes
Activity: Landfill				

Significant Line Items

Employee Expense

1. FY 2025 employee expense reflects a 5.00% wage package increase.
2. The Iowa Public Employee Retirement System (IPERS) City contribution of 9.44% is unchanged from FY 2024, and the employee contribution of 6.29% is unchanged from FY 2024.
3. The City portion of health insurance expense is unchanged from \$1,119 in FY 2024 to \$1,119 in FY 2025 per month, per contract, but there was a small annual cost increase of \$13,960 due to an FTE change.
4. Workers' Compensation increased from \$322,766 in FY 2024 to \$357,503 in FY 2025. FY 2023 actual was \$343,119.
5. Overtime is unchanged from \$324,391 in FY 2024 to \$324,391 in FY 2025. FY 2023 actual was \$429,039.
6. Five-Year Retiree Sick leave payout increased from \$38,123 in FY 2024 to \$52,174 in FY 2025. This is based on current retirees.
7. 50% Sick Leave Payout decreased from \$5,711 in FY 2024 to \$5,504 in FY 2025. FY 2023 Actual was \$5,242. Effective July 1, 2019, employees over the sick leave cap can convert 50% of the sick leave over the cap to vacation or be paid out.
8. During Fiscal Year 2024, the following personnel changes were approved:
 - a. Addition of 1.0 FTE Fleet Maintenance Procurement Specialist (GD-05) was approved, which resulted in a cost increase of \$82,267.
 - b. Elimination of 1.0 FTE Stock Clerk (GD-03), resulting in a net savings of \$74,821.
 - c. Elimination of 1.0 FTE Assistant Public Works Director (GE-38), resulting in a net savings of \$126,626.
 - d. Increase of 0.33 FTE Administrative Assistant (GE-25), resulting in a net cost increase of \$32,098
 - e. Addition of 1.0 FTE Field Supervisor (GE-35), resulting in a net cost increase of \$102,480

9. During the Fiscal Year 2025 budget process, the following positions were corrected to the prior approved full time equivalent:
 - a. Equipment Operator II/Landfill Equipment Operator was increased from 4.80 FTE to 5.00 FTE (+0.20 FTE).
 - b. Sanitation Driver was increased from 6.70 FTE to 6.80 FTE (+0.10 FTE).

Supplies & Services

10. General Liability Insurance increased from \$172,388 in FY 2024 to \$253,171 in FY 2025. FY 2023 actual was \$187,788.
11. Street Lighting increased from \$814,154 in FY 2024 to \$874,038 in FY 2025. FY 2023 actual was \$880,459. The street lighting budget is split \$36,842 general fund and \$837,196 Road Use Tax fund in FY 2025. This line item represents electricity costs to operate street lights.
12. Building Maintenance increased from \$313,644 in FY 2024 to \$433,611 in FY 2025. The FY 2023 actual was \$319,816. The increase can be attributed to the loft and wall cleaning project with the Water Department as part of an air quality repair.
13. Vehicle Ops - Gasoline increased from \$259,458 in FY 2024 to \$480,207 in FY 2025 based on FY 2022 & FY 2023 trending actual plus 5%. The FY 2023 actual expense was \$496,522. This line represents all gasoline purchased from a city-owned gas pump that is used to fuel the Public Works Department's vehicles and other equipment.
14. Vehicle Repairs - Internal increased from \$412,709 in FY 2024 to \$439,713 in FY 2025. FY 2023 actual was \$749,818 but was higher due to coding errors. FY 2022 actual was \$404,615. This line item includes maintenance and repairs on Public Works vehicles that is performed by city staff.
15. Vehicle Repairs - Outsourced is increased from \$137,016 in FY 2024 to \$204,980 in FY 2025 based on FY 2023 actual of \$202,398 plus expected cost increase. This line item includes more complex repairs to Public Works vehicles that are not performed by city staff that require specialty work or cannot be preformed in house due to staffing shortages.
16. Road Salt for Snow and Ice Control is increased from \$351,600 in FY 2024 to \$377,826 in FY 2025 based on the FY 2024 actual price plus an 3.5% expected price increase. Road Salt is increased and based on the FY 2023 and FY 2024 average purchase of 5,452 tons of road salt at \$69.30 per ton. FY 2023 actual was \$251,428. FY2022 had 17 snow events and around 30" of snow utilizing less salt and needed replenishing. FY2023 had 25 events and around 50" of snow.
17. Road Salt for Bid Partners increased from \$87,900 in FY 2024 to \$110,886 in FY 2025. Salt for bid partners increased \$22,986 based on the FY 2024 actual price plus a 3.5% expected price increase. In FY 2024, the budget is based on the purchase of 1,250 tons at \$70.32 per ton which is off-set from the revenue of salt purchased by bid partners. Tonnage is based on FY 2023 and FY 2024 actual tonnage ordered.
18. Engineering Outsourced decreased from \$321,650 in FY 2024 to \$270,565 in FY 2025. FY 2023 actual was \$239,043. This line item represents expenses associated with an engineering consulting firm contracted by the Landfill to complete bi-annual Iowa Department of Natural Resources engineer's reports, hydrological monitoring reports and air permit reports, and the management of the landfill gas collection system. This line item also includes recurring expenses approved in FY 2023 for engineering consulting related to recurring waste diversion efforts and an

evaluation of the pay-as-you-throw model. This decrease is due to one-time non-recurring improvement packages totaling 52,000 and shifting some funding to the correct training line item.

19. Landfill Fees increased from \$592,306 in FY 2024 to \$612,168 in FY 2025. FY 2023 actual was \$567,203. This line item represents expenses for disposing waste that is collected through curbside collection services. The refuse collection activity increased \$21,256 based on predicted tonnage of 13,000 at the estimated FY 2025 fee-per-ton of \$38.00. FY 2024 budget for this particular line item was based on 12,379 tons at \$37.11 per ton.
20. Pay to Other Agency is increased from \$777,458 in FY 2024 to \$780,899 in FY 2025. FY 2023 actual was \$609,331. This line item includes: landfill leachate treatment and disposal costs of \$100,385 due to an agreement with the City to pay fees for leachate disposal into the sanitary sewer system; the processing and marketing of recyclable materials for curbside collection in the amount of \$73,864 based on a three year average; landfill quarterly tonnage payments to Delaware county for \$15,600; landfill collection and disposal of household, farm and small business chemicals, fluorescent light bulbs, paint and medical sharps for \$80,737; contracted disposal of E-waste for \$56,137; rural recycling transportation and processing of 14 recyclables drop-off sites for \$125,976; payment to Iowa DNR of \$325,500 for surtax paid by the Landfill based on tonnage. The FY 2025 and FY 2024 Iowa DNR surtax expense is based on 155,000 tons at \$2.10 per ton. The small increase stems from a change in the disposing of garage maintenance oils, aerosols, etc. safely.
21. Street Materials increased from \$1,022,483 in FY 2024 to \$1,211,459 in FY 2025. The FY 2023 actual was \$1,627,469. This line item represents the purchase of wood chips and stone for resurfacing gravel roads and access lanes (\$80,000) and an additional 3,725 tons of stone for concrete and repair projects. FY 2025 also includes expenses for purchasing 2,000 tons of asphalt at \$57.645 and tac oil (\$10,625) for the 5-mile Asphalt Overlay program; 150 tons at \$70 per ton of cold asphalt mix for patching; 1,725 cubic yards of concrete and Krete mix at \$96.80; 3,700 tons of hot mix asphalt at \$54.90 for patching and filling around curb projects.
22. Equipment Maintenance and Repair decreased from \$888,532 in FY 2024 to \$656,726 in FY 2025 based on FY 2023 actual of \$762,153 minus coding errors. This line item includes repairs to a wide variety of service equipment used by Public Works such as excavators, backhoes, wheel loaders, snowblowers, and zero turn mowers.
23. Technology Services decreased from \$266,827 in FY 2024 to \$254,232 in FY 2025. FY 2023 actual was \$172,366. This line item covers various technological costs, such as alarm servicing, licensing, cameras/software, safety data sheet subscriptions, computer tablet monthly data charges, radio service fees, metering data services, and web hosting fees. The increase from FY 2023 actual is due to a new contract with Recollect for scheduling and routing software as well as new fleet maintenance software.
24. Vehicle Ops- Diesel increased from \$0 in FY 2024 to \$208,045 in FY 2025 due to re-coding from a generic code to a diesel-specific code in prior years. The FY 2024 budget in the generic code was \$208,397. This line item is specifically for diesel costs to fuel the various pieces of equipment in the Public Works Department.
25. Other Contractual Service decreased from \$246,220 in FY 2024 to \$215,137 in FY 2025. FY 2023 actual was \$606,878. FY2023 included expense coding errors and the agency switch to city processes which caused a delay in departmental budget module implementation.
26. The administrative overhead recharge increased from \$2,033,186 in FY 2024 to \$2,267,745 in FY 2025.

Machinery & Equipment

27. Equipment replacement items (\$708,112) includes:

Public Works Machinery and Equipment		
<u>Administration</u>		
Cell Phones	\$	1,050
Visitor Chairs (14)	\$	9,100
Stand-Up Desks (2)	\$	3,000
<u>Riverfront Management</u>		
Trailer	\$	10,000
<u>Street and Traffic Lighting</u>		
Cell Phone	\$	1,050
<u>Street Maintenance</u>		
Barricades/Signs	\$	6,800
AV Equipment for MSC	\$	1,000
Generator	\$	1,500
Trailer	\$	10,000
Welder & Trailer	\$	20,000
56" Paving Roller	\$	75,000
<u>Street Cleaning</u>		
Weed Tractor	\$	85,000
Rear Flail Mower	\$	5,000
Riding Mower with Blower	\$	17,000
<u>Snow & Ice Control</u>		
Cell Phone (2)	\$	200
Brine Maker	\$	40,000
<u>Sanitary Sewer Maintenance</u>		
Confined Space Equipment/Gas Monitor	\$	3,500
Cell Phone (2)	\$	200
All-Terrain Vehicle	\$	20,000
<u>Refuse Collection</u>		
Refuse Collection Carts (300)	\$	17,400

Public Works Machinery and Equipment

Recycling Collection Program

Recycling Tipper Carts (1,089)	\$	63,162
Recycling Bins (1,100)	\$	24,200

Yard Waste Collection Program

Yard Waste Wheeled Carts (300)	\$	11,400
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Public Works Garage

Smart Phone	\$	550
Tire Balancing Machine	\$	24,000

Landfill

Card Reader Replacement	\$	1,400
Cell Phone	\$	350
Towed Roller Compactor	\$	55,000
Portable Litter Fencing	\$	85,000
Tractor & Trailer	\$	95,000
Glass Roll Off Container	\$	18,000
Office Furniture	\$	1,500

Recommended Improvement Requests **\$ 1,750**

Total Equipment **\$ 708,112**

Debt Service

Debt service reflects annual repayment to (\$732,879):

Amount	Debt Series	Source	Purpose	Final Payment	Call Date
\$ 40,362	G.O. Series 2017A	Road Use Tax	Equipment Replacement	2030	2025
\$ 32,338	G.O. Series 2021A	Sales Tax 30%	Curb Ramp Program	2034	2028
\$ 12,744	G.O. Series 2018A	Solid Waste Fees	Solid Waste Trucks	2030	2025
\$ 5,268	G.O. Series 2017A	Solid Waste Fees	Solid Waste Trucks	2031	2025
\$ 2,570	G.O. Series 2018A	Sales Tax 20%	Radio Replacement	2028	2026
\$ 309,490	Dubuque County - G.O. Series 2014	Landfill Fees	Landfill Improvements	2034	2022
\$ 321,575	Dubuque County - G.O. Series 2016	Landfill Fees	Landfill Improvements	2036	2024
<u>\$ 732,879</u>	Total Public Works Annual Debt Service				

Revenue

28. Solid Waste Monthly Base Fees increased from FY24 Budget of \$2,720,873 to \$3,036,849 in FY 2025, which is a \$315,976 increase in revenue. FY 2023 actual was \$2,778,639. This line item is based on a 9.00% rate increase in FY 2025.

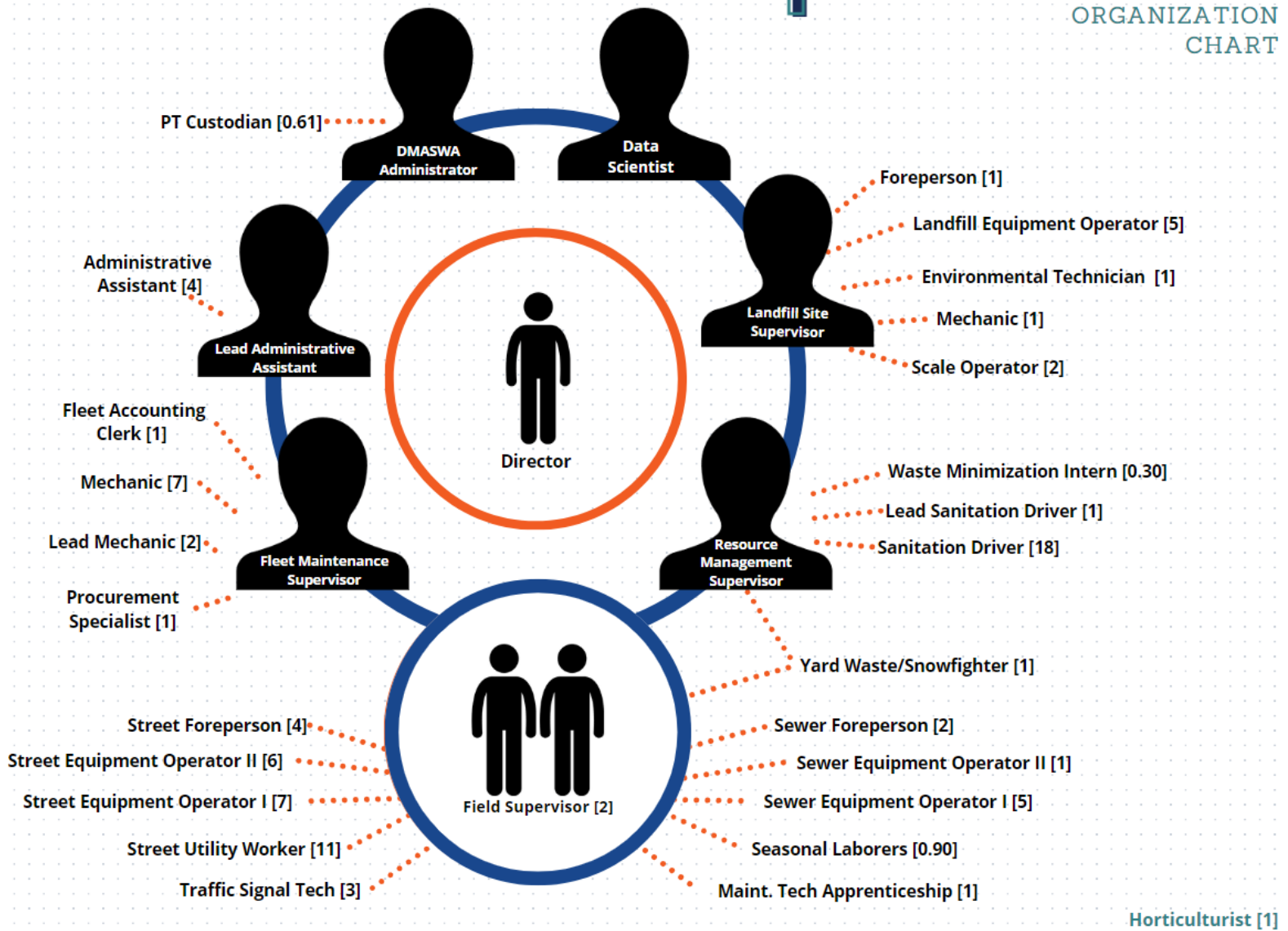
29. Tipper Carts decreased from \$2,084,279 in FY 2024 to \$1,969,360 in FY 2025. FY 2023 actual was \$1,486,589. FY 2025 budget is based on FY 2023 subscriptions with a proposed 9.00% rate increase. This line item represents subscriptions to tipper carts larger than 35 gallons.
30. Refuse Single Use Stickers is unchanged from \$236,279 in FY 2024 to \$236,279 in FY 2025 based on FY 2024 budget. The FY 2023 actual was \$185,355.
31. Yard Waste Annual Sticker/Single Use/Brush Ties decreased from \$109,720 in FY 2024 to \$50,223 in FY 2025 based on FY 2023 of \$50,223. This decrease is due to dry seasonal conditions which leads to a decrease in lawn clippings.
32. Purina Drive Salt Operations represents revenue received from the sale of salt to the City's bid partners. The FY 2025 budget includes \$110,886 in salt sales, \$11,456 in salt handling fees, and \$9,600 in salt storage fees for a total of \$164,504. FY 2024 budget total for these 3 line items was \$103,601.
33. The Solid Waste Agency payment increased from \$5,043,660 in FY 2024 to \$5,615,843 in FY 2025. This revenue was formerly housed in Public Works but has moved to the Dubuque Metropolitan Area Solid Waste Agency (DMASWA). Departmental employees operate the landfill, yard waste, e-waste, recycling drop-off and household hazardous regional collection center facilities owned by the DMASWA. Department employees also provide education and communication support services. The department is compensated for all operating expenses incurred. Revenue estimates are based on anticipated tonnages and fee schedule for FY 2025.
34. Garage personnel maintain and repair vehicles and equipment of all city departments and divisions except the Airport. Labor costs are assessed using actual time charged out to each department at the projected FY 2025 overhead rate of \$84.36, which is increase from the FY 2024 overhead rate of \$74.36. Revenue is also received from recharges to users for parts and fuel purchased from the vehicle maintenance garage inventory.

The following is a summary of the operating expenses and revenues for the City Garage:

City Garage	FY 2023 Actual	FY 2024 Budget	FY 2025 Requested	% Change From FY 2024 Budget
<u>Expenses</u>				
Employee Expense	1,127,809	1,140,853	1,202,248	5.4 %
Supplies and Services	319,969	238,149	281,263	18.1 %
Garage Stores	1,691,586	1,115,353	1,488,280	33.4 %
Machinery and Equipment	868	12,000	25,150	109.6 %
Total Expenses	3,140,232	2,506,355	2,996,941	19.6 %
<u>Resources</u>				
Specialized Services	1,238,827	1,295,212	1,374,217	6.1 %
Fuel/Parts	1,557,234	1,171,967	1,580,642	34.9 %
County Fuel Sales	—	26,511	22,218	(16.2)%
Reimbursements	50,942	32,804	33,078	0.8 %
Total Resources	2,847,003	2,526,494	3,010,155	19.1 %
Annual Operating Surplus (Deficit)	(293,229)	20,139	13,214	(6,925)
Garage Overhead Rate	\$ 74.36	\$ 74.36	\$ 84.36	

public works

ORGANIZATION
CHART



Horticulturist [1]

PUBLIC WORKS

MISSION

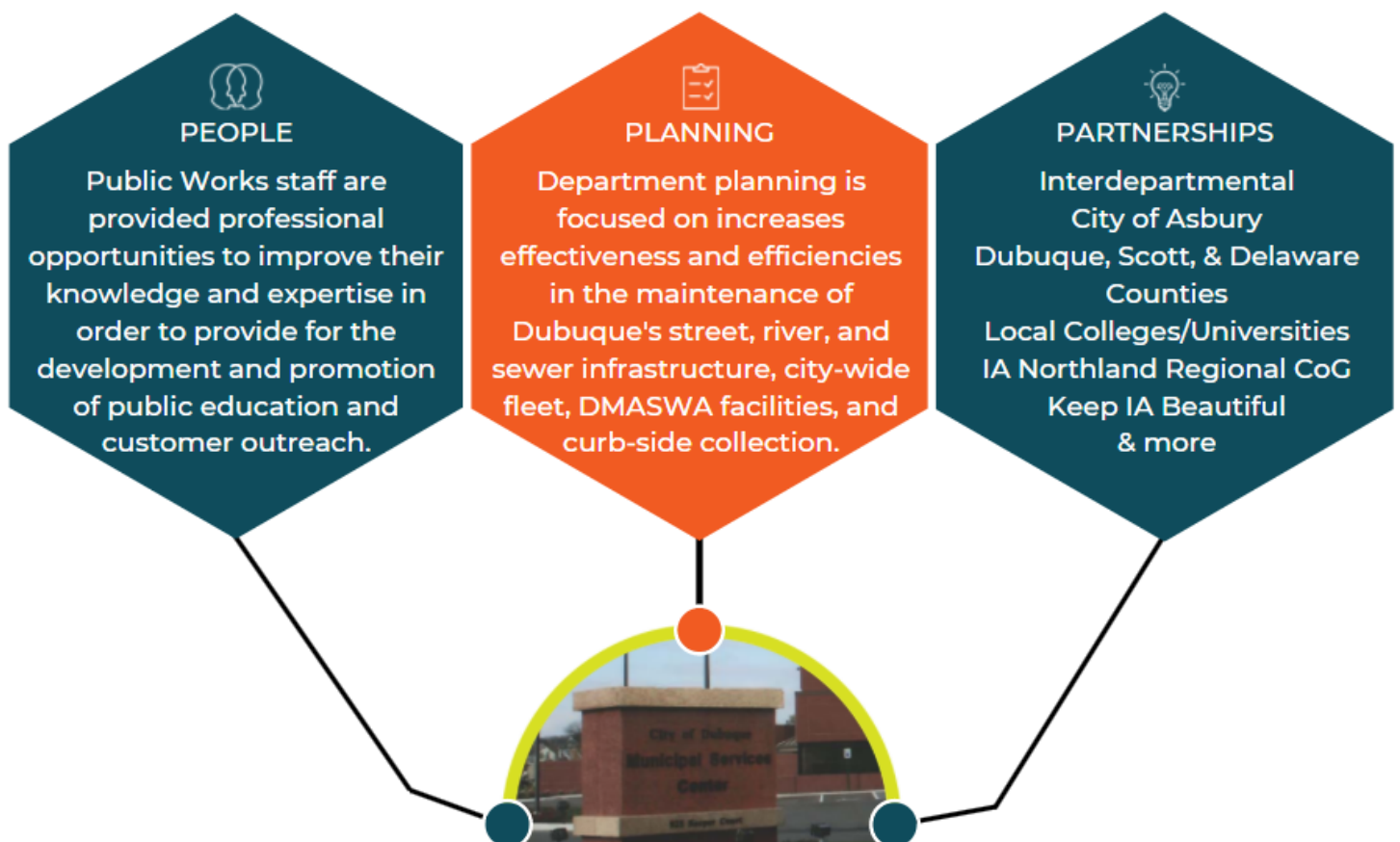
Public Works takes pride in leveraging necessary resources to maintain the heart of Dubuque by steadfast, equitable delivery of organization- and community-wide services while maintaining reliable infrastructure to cultivate a vibrant, connected community. The beat of Dubuque is maintained through preservation, construction, rehabilitation, daily operations, and the 24/7 emergency response Public Works' staff provides.

VISION

Public Works will be recognized for its commitment to provide services that meet the needs of Dubuque's community members and contribution to an equitable community through innovation, technological advancements, accountable stewardship, responsiveness, and adaptability to our ever-changing community.

SAFETY - COMMUNITY FOCUSED - INTEGRITY - COMMUNICATION - EQUITY

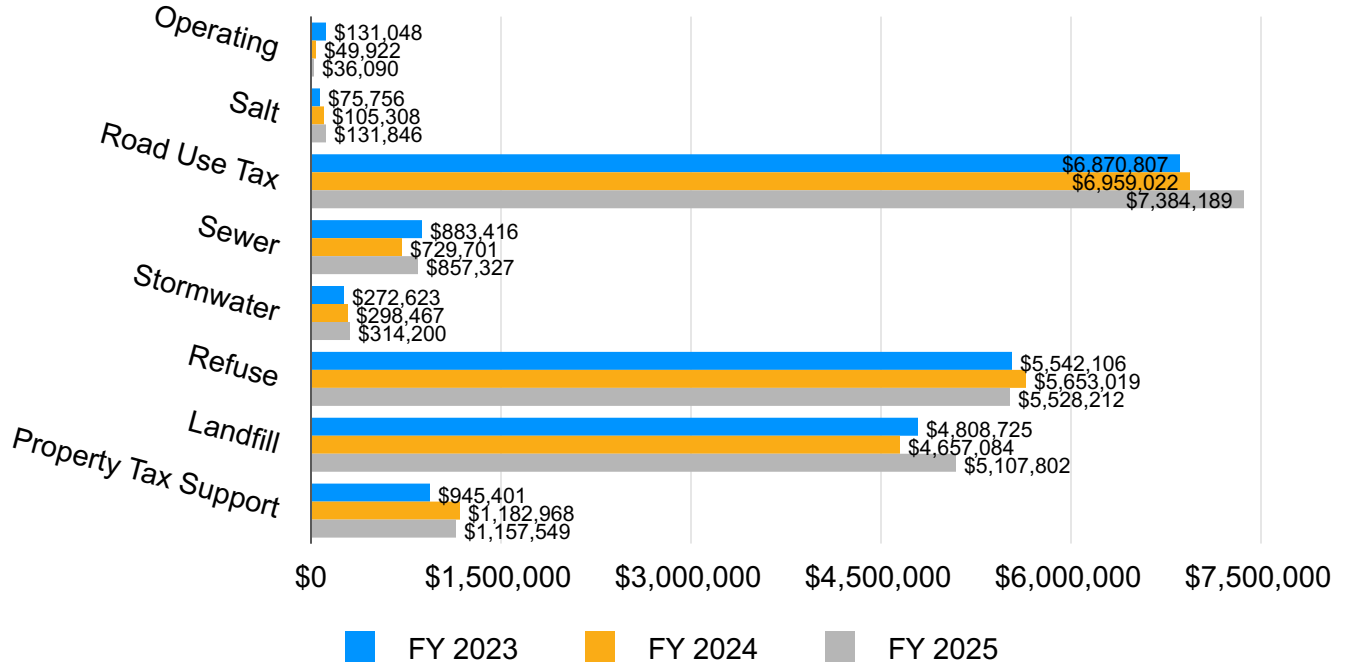
**SUCCESS IS ABOUT PLANNING, PARTNERSHIPS AND PEOPLE
LEADING TO OUTCOMES**



PUBLIC WORKS

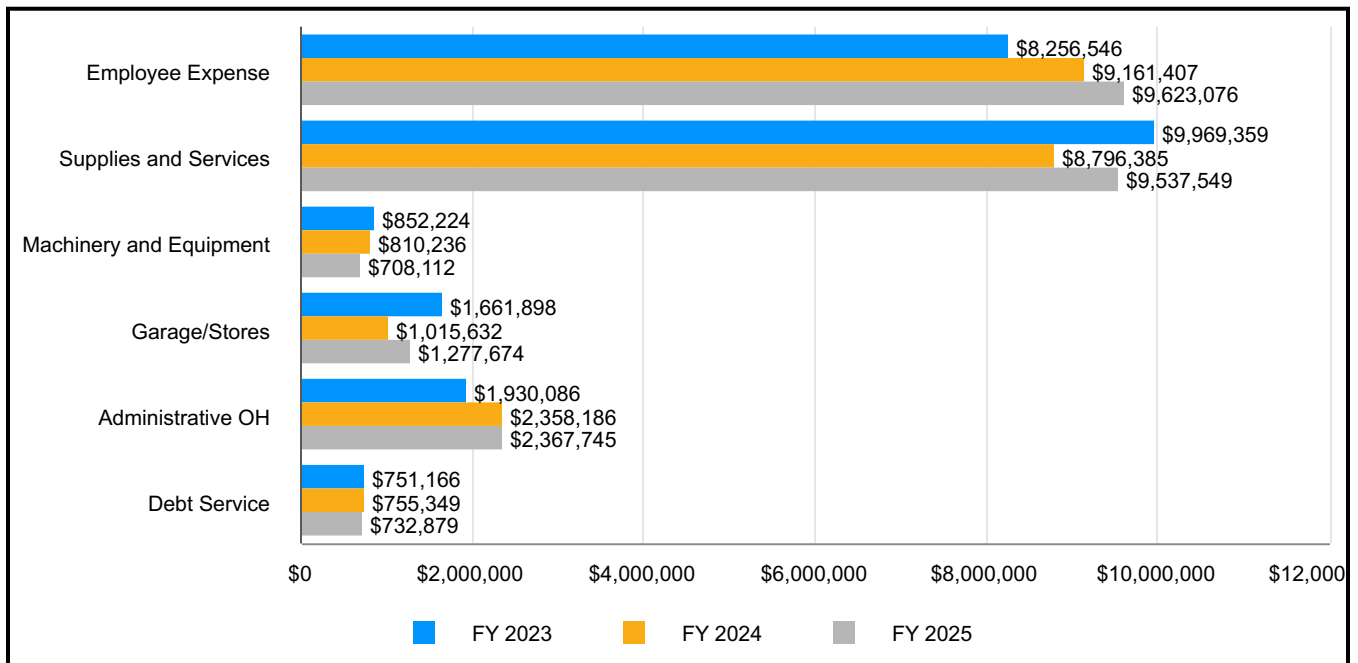
	FY 2023	FY 2024	FY 2025
Full-Time Equivalent	93.43	95.73	96.06

Resources



The Public Works Department is supported by 96.06 full-time equivalent employees, which accounts for 47% of the department's expense as seen below. Overall, the department's expenses are expected to decrease by 4% in FY 2025 compared to FY 2024.

Expenditures by Category by Fiscal Year



PUBLIC WORKS

Public Works Administration

Mission & Services

Public Works Administration provides support for citizens and supervisors of employees of the department who are responsible for: maintaining and cleaning Dubuque's streets, alleys, sanitary sewers, storm sewers, retaining walls, sidewalks, steps and riverfront, street and traffic sign repairs, traffic signal and street light maintenance, utility location support, refuse collection, floodwall operations, landfill operations, yard waste collection, DMASWA administrative and education support, large item collection, curbside recycling collection, curbside electronic recycling collection, e-scrap recycling, rural recycling drop-off facilities, composting operations, household hazardous materials regional collection center, landfill methane management, Port of Dubuque facility maintenance, and city-wide fleet maintenance.

Administration Funding Summary			
	FY 2023 Actual	FY 2024 Budget	FY 2025 Recomm'd
Expenditures	\$88,424	\$11,927	\$(84,448)
Resources	\$9	\$14	\$—

Administration Position Summary	
	FY 2025
Public Works Director	1.00
Lead Administrative Assistant	1.00
Administrative Assistant	4.00
Data Scientist	1.00
Total FT Equivalent Employees	7.00

Performance Measures

City Council Goal: Financially Responsible, High-Performance City Organization: Sustainable, Equitable, and Effective Service Delivery

	Performance Measure (KPI)	Target	CY 2021 Actual	CY 2022 Actual	CY 2023 Estimated	Performance Indicator
1	Activity Objective: Provide effective and timely response to resident requests for information and service to avoid disruption in residents' daily lives.					
	% customer call answer rates	> 90%	63%	49%	48%	Goal Not Met
	# customer calls per FTE	< 11,000	13,496	14,361	12,638	Goal in Progress

Many essential services provided by the Public Works Department are not supported by 24/7 staffing, so responses to citizen inquiries and requests for non-essential service may take longer than 96 hours to complete.

PUBLIC WORKS

Street Maintenance

Mission & Services

Provide for the safe and efficient movement of motor vehicles on City streets and alleys and the safe movement of pedestrians on public sidewalks and steps maintained by the department. Also, safeguard public health and provide for the general welfare of residents and visitors to the community through street sweeping and weed-cutting on City-owned properties and along City right-of-way. Responsibilities include [street maintenance](#), street cleaning, [snow and ice control](#), street light and traffic light maintenance, and street signs and markings.

Street Maintenance Funding Summary			
	FY 2023 Actual	FY 2024 Budget	FY 2025 Recomm'd
Expenditures	\$6,492,000	\$6,838,797	\$7,228,714
Resources	\$6,136,445	\$6,196,103	\$6,557,834

Street Maintenance Position Summary	
	FY 2025
Maintenance Supervisor - Maintenance	3.20
Maintenance Supervisor - Snow and Ice	0.98
Field Supervisor - Maintenance	1.53
Field Supervisor - Snow and Ice	0.37
Utility Worker - Maintenance	6.46
Utility Worker - Snow and Ice	1.85
Utility Worker- Street Signs	0.83
Utility Worker- Street Cleaning	1.56
Utility Worker Apprentice- Snow & Ice	0.17
Equipment Operator I - Street Signs	0.82
Equipment Operator I - Maintenance	3.38
Equipment Operator I - Snow & Ice	1.98
Equipment Operator I - Street Clean	0.83
Equipment Operator I - Traffic	0.02
Equipment Operator II - Street Signs	0.15
Equipment Operator II - Maint.	2.09
Equipment Operator II - Snow & Ice	1.17
Equipment Operator II - Street Clean	1.77
Assistant Horticulturist - Maint.	0.25
Assistant Horticulturist - Snow and Ice	0.17
Custodian I	0.38
Snowfighter/Yard Waste San Driver	0.25
Snowfighter/Yard Waste- Snow & Ice	0.17
Utility Worker Apprentice	0.83
Laborer - Street Cleaning	0.12
Traffic Signal Technician II - Street Sign	0.01
Traffic Signal Technician II - Snow & Ice	0.12
Traffic Signal Technician II - Traffic	2.86
Total FT Equivalent Employees	34.32

PUBLIC WORKS

Performance Measures

City Council Goal: Connected Community: Equitable Transportation, Technology Infrastructure, and Mobility

Performance Measure (KPI)	Target	CY 2021 Actual	CY 2022 Actual	CY 2023 Estimated	Performance Indicator
1 Activity Objective: Provide an effective and efficient road transportation network					
# of centerline miles of asphalt overlay projects completed per year	5.00	10.01	10.38	5.84	Goal Met

City Council Goal: Sustainable Environment: Preserving & Enhancing Natural Resources

3 Activity Objective: Replace City-owned, high-pressure sodium street lights with more energy-efficient, longer lifespan LED lights.

% of City-owned LED lights	>90%	52%	59%	61%	Goal in Progress
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DID YOU KNOW?

Studies show that for every \$1 spent on street pavement preventive maintenance projects, it would cost \$4 to \$5 more if those preventive maintenance projects were delayed and more extensive pavement rehabilitation is needed at a later time.

Winter Season	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Number of Storms	25	26	22	17	17	25
Total Seasonal Snowfall (inches)	38.20	55.20	36.20	59.30	31.20	50.10
Type of Season	Weak LN	Weak EN	Neutral	Moderate LN	Weak LN	Moderate LN
Salt Used for Deicing	5,749	5,401	5,135	3,990	4,003	5,272

Season type abbreviations:

La Niña (LN) winters are typically cooler and wetter.

El Niño (EN) winters are typically warmer and somewhat more dry.

PUBLIC WORKS

Sewer Maintenance

Mission & Services

Sewer Maintenance provides for a safe and clean municipal environment by inspecting, cleaning and repairing Dubuque's sanitary and stormwater sewers. Dubuque's sanitary sewer system is 309 miles of gravity-flow pipe and 7,642 manholes. Department workers also inspect, clean and repair Dubuque's stormwater sewer system, which consists of 152 miles of pipe, 6,301 catch basins, and 1,997 manholes.

Sewer Maintenance Funding Summary			
	FY 2023 Actual	FY 2024 Budget	FY 2025 Recomm'd
Expenditures	\$1,156,039	\$1,028,168	\$1,171,527
Resources	\$64	\$6,746	\$4,762

Sewer Maintenance Position Summary	
	FY 2025
Maintenance Supervisor - Sanitary	0.92
Maintenance Supervisor - Storm	0.82
Equipment Operator I - Sanitary	2.97
Equipment Operator I - Storm	1.12
Equipment Operator II - Sanitary	0.87
Equipment Operator II - Storm	0.10
Utility Worker - Sanitary	0.30
Total FT Equivalent Employees	7.10

Performance Measures

City Council Goal: Sustainable Environment: Preserving & Enhancing Natural Resources

Performance Measure (KPI)	Target	CY 2021 Actual	CY 2022 Actual	CY 2023 Estimated	Performance Indicator
1 Activity Objective: Reduce the number of sanitary sewer basement back-ups and non-basement sanitary sewer overflows attributed to compromised City sewer lines.					
# of miles of sanitary sewer pipe cleaned or inspected	75.00	92.93	60.00	69.50	Goal in Progress
# of City sewer problems responded to (# of private sewer problems responded to)	0 (50)	8 (61)	3 (37)	6 (33)	Goal Not Met
Total sanitary sewer pipe treated for intrusive root control (feet)	10,000	14,914	—	17,582	Goal Met

City Council Goal: Financially Responsible, High-Performance City Organization: Sustainable, Equitable, and Effective Service Delivery

2 Activity Objective: Ensure contractors' and developers' compliance with City specifications by completing post-construction inspection of new or repaired sanitary and storm sewer infrastructure using City media service technology					
Total sewer pipe inspection footage using CMS equipment	35,000	48,000	72,568	66,000	Goal Met

PUBLIC WORKS

Riverfront Maintenance and Operations

Mission & Services

Riverfront Maintenance and Operations provides for the Public Works Department's maintenance of riverfront shoreline, two public boat ramps, accessible and aesthetically-attractive municipal waterfront areas, Dubuque's flood control system, and maintenance for American Trust River's Edge Plaza, the Alliant Energy Amphitheater, the Mississippi Riverwalk, the Port of Dubuque's parking lots, the Riverwalk boat-mooring quay, the Port's shoreline, and other City-owned infrastructure in the Port of Dubuque. Lighting, sweeping, watering, landscaping, mowing, snow clearing, and other maintenance along Dubuque's entire riverfront are also provided as needed and required.

Riverfront Maintenance and Operations Funding Summary			
	FY 2023 Actual	FY 2024 Budget	FY 2025 Recomm'd
Expenditures	\$516,988	\$520,259	\$565,076
Resources	\$8,592	\$8,313	\$8,446

Riverfront Maintenance and Operations Position Summary	
	FY 2025
Maintenance Supervisor - Floodwall	0.08
Field Supervisor - Floodwall	0.10
Equipment Operator I - Floodwall	0.10
Equipment Operator I - POD	0.73
Equipment Operator I - Riverfront	0.05
Equipment Operator II - Riverfront	0.10
Equipment Operator II - Floodwall	0.12
Equipment Operator II - POD	0.63
Laborer - Riverfront	0.08
Laborer - Floodwall	0.08
Laborer - POD	0.45
Traffic Signal Technician II- POD	0.01
Total FT Equivalent Employees	2.53

PUBLIC WORKS

Vehicle Maintenance

Mission & Services

Vehicle Maintenance maintains and repairs the City's fleet of 584 trucks, buses, heavy equipment, automobiles, and other machinery. Machinery, vehicles, and equipment maintained include the major fleets belonging to the Public Works, Planning, Housing, Engineering, Police, Fire, and Water departments, along with the buses of The Jule public transit system.

Vehicle Maintenance Funding Summary			
	FY 2023 Actual	FY 2024 Budget	FY 2025 Recomm'd
Expenditures	\$ 3,140,231	\$ 2,506,355	\$ 2,996,941
Resources	\$ 2,847,003	\$ 2,526,494	\$ 3,010,155

Vehicle Maintenance Position Summary	
	FY 2025
Equipment Maintenance Supervisor	1.00
Lead Mechanic	2.00
Mechanic	7.00
Fleet Maintenance Procurement Specialist	1.00
Inventory Accounting Clerk	1.00
Custodian I	0.15
Total FT Equivalent Employees	12.15

Performance Measures

City Council Goal: Financially Responsible, High-Performance City Organization: Sustainable, Equitable, and Effective Service Delivery

	Performance Measure (KPI)	Target	CY 2021 Actual	CY 2022 Actual	CY 2023 Estimated	Performance Indicator
1	Activity Objective: Ensure City vehicles and heavy equipment are always ready to provide timely service to the public through preventative maintenance					
	% of costs for preventative maintenance of City-owned vehicles	> 50%	12.48%	13.27%	18.81%	Goal in Progress

PUBLIC WORKS

Solid Waste Resource Management

Mission & Services

The Solid Waste Resource Management Activity provides City [curbside collection](#) services that reduce public health risks and improve community livability, while seeking to optimize materials' diversion away from the landfill. The [Public Works Department](#) provides equitable refuse collection and disposal service to over 20,000 residential and small business customers through the City's Pay-As-You Throw (PAYT) program. Other responsibilities include: monitoring City compliance with all collection-related environmental and safety regulations, facilitating community aesthetic improvements, providing for efficient [collection of recyclable materials](#), [large item collection](#), curbside collection of [yard debris](#) materials (grass, leaves and brush), food scraps, and compostable paper.

Resource Management Funding Summary			
	FY 2023 Actual	FY 2024 Budget	FY 2025 Recomm'd
Expenditures	\$5,549,772	\$5,660,862	\$5,544,582
Resources	\$4,975,019	\$5,676,758	\$5,613,133

Resource Management Position Summary	
	FY 2025
Resource Management Coordinator	1.00
Lead Sanitation Driver	1.00
Sanitation Driver	18.00
Custodial I	0.08
Resource Management Intern	0.30
Yard Waste San Driver/Snowfighter	0.58
Total FT Equivalent Employees	20.96

Performance Measures

City Council Goal: Sustainable Environment: Preserving & Enhancing Natural Resources

Performance Measure (KPI)	Target	CY 2021 Actual	CY 2022 Actual	CY 2023 Estimated	Performance Indicator
1 Activity Objective: Increase overall waste diversion rate of City collection materials.					
Annual diversion* rate to include yard waste, recycling, and food scraps	32%	24.5%	22.9%	24.1%	Goal in Progress
2 Activity Objective: Reduce annual landfill waste per customer					
Annual pounds of waste per customer account	<1000	1,211	1,298	1,233	Goal in Progress
3 Activity Objective: Increase expanded use of City-owned wheeled collection carts.					
% of customer accounts subscribed to a refuse-wheeled cart	>90%	25.0%	30.1%	84.2%	Goal in Progress
% of customer accounts subscribed to a recycling-wheeled cart	>50%	9.6%	13.5%	16.4%	Goal in Progress

**Based on 2018 data from the Environmental Protection Agency, the average household represents a diversion rate of approximately 32%.*

Recommended Operating Revenue Budget - Department Total				
54 - PUBLIC WORKS				
Fund/Account/Account Title	FY22 Actual Revenue	FY23 Actual Revenue	FY24 Adopted Budget	FY25 Recomm'd Budget
100 - General				
4A - Charges for Services				
45035 - Pavilion Fees	(8,313)	(6,115)	(8,313)	(5,969)
45500 - Miscellaneous Chg for Svcs	0	0	0	0
47100 - Reimbursements	(7,494)	(2,486)	(5,479)	(2,477)
47150 - Refunds	0	0	0	0
47200 - Insurance Settlements	(16,352)	(112,837)	(16,786)	(14,309)
47450 - Sale of Salvage	(324)	(2,260)	(7,940)	(2,237)
47700 - District Court Fines	0	0	0	0
47820 - Specialized Services	0	0	0	0
4A - Charges for Services Total	(32,484)	(123,698)	(38,518)	(24,992)
4B - Grants/Contrib				
44400 - State Grants	0	0	0	0
44645 - State Highway Maintenance	(33,995)	(7,350)	(11,098)	(11,098)
4B - Grants/Contrib Total	(33,995)	(7,350)	(11,098)	(11,098)
4M - Gain on Disposal				
48100 - Sale of Personal Property	(125)	0	(306)	0
4M - Gain on Disposal Total	(125)	0	(306)	0
200 - Debt Service				
4N - Transfers				
49110 - Transfer in Road Use Tax	(38,406)	(39,415)	(40,367)	(40,362)
49301 - Transfer in Street Const	(75,161)	(31,276)	(30,786)	(32,338)
49304 - Transfer in Sales Tax 20%	(12,959)	(12,350)	(12,744)	(12,744)
4N - Transfers Total	(126,526)	(83,041)	(83,897)	(85,444)
4O - Eliminated for GW				
48200 - Proceeds from GO Debt	0	0	0	0
48205 - Bond Discount/Premium	0	0	0	0
4O - Eliminated for GW Total	—	—	—	—
620 - Stormwater Operating				
4A - Charges for Services				
47100 - Reimbursements	—	—	—	—
47820 - Specialized Services	—	—	—	—
4A - Charges for Services Total	0	0	0	0
610 - Sanitary Sewer Operating				
4A - Charges for Services				
45123 - Sewer TV Service Fee	0	0	(4,762)	(4,762)
47100 - Reimbursements	0	(64)	0	0
47150 - Refunds	0	0	0	0
47450 - Sale of Salvage	(2,700)	0	(1,984)	0
47820 - Specialized Services	0	0	0	0
4A - Charges for Services Total	(2,700)	(64)	(6,746)	(4,762)
110 - Road Use Tax				
4A - Charges for Services				
47100 - Reimbursements	(16,623)	(105,924)	(16,136)	(17,024)
47150 - Refunds	0	0	0	0
47200 - Insurance Settlements	0	0	0	0

Recommended Operating Revenue Budget - Department Total				
54 - PUBLIC WORKS				
Fund/Account/Account Title	FY22 Actual Revenue	FY23 Actual Revenue	FY24 Adopted Budget	FY25 Recomm'd Budget
47450 - Sale of Salvage	(180)	0	0	0
47525 - Salt	0	0	0	0
47820 - Specialized Services	0	0	0	0
4A - Charges for Services Total	(16,803)	(105,924)	(16,136)	(17,024)
4M - Gain on Disposal				
48100 - Sale of Personal Property	0	(39,305)	0	0
4M - Gain on Disposal Total	0	(39,305)	0	0
4N - Transfers				
49301 - Transfer in Street Const	0	0	0	0
4N - Transfers Total	0	0	0	0
605 - Salt Operations				
4A - Charges for Services				
45075 - Salt Handling Fee	0	(6,597)	(8,313)	(11,456)
45076 - Salt Storage Fee	0	(7,967)	(7,388)	(9,600)
47525 - Salt	(100,763)	(64,599)	(87,900)	(110,886)
47820 - Specialized Services	0	0	0	0
4A - Charges for Services Total	(100,763)	(79,163)	(103,601)	(131,942)
670 - Refuse Collection Operating				
4A - Charges for Services				
45220 - Solid Waste Fee	(3,015,035)	(2,810,086)	(2,753,695)	(3,068,296)
45221 - Tipper Carts	(1,206,544)	(1,486,589)	(2,084,279)	(1,969,360)
45222 - Extra Oversized Cans	(39,408)	(3,006)	0	0
45223 - Refuse Single Use Sticker	(118,831)	(185,355)	(236,279)	(236,279)
45224 - ROW Violation	(2,755)	(4,663)	(2,755)	(4,663)
45225 - Yard Waste Sticker Annual	(24,484)	(23,403)	(24,484)	(23,403)
45226 - Yard Waste Sticker Single Use	(83,523)	(24,882)	(83,523)	(24,882)
45227 - Yard Waste Brush Ties	(1,713)	(1,938)	(1,713)	(1,938)
45228 - Food Scrap	(9,532)	(9,989)	(9,532)	(9,989)
45229 - Leaf Rake Out	(7,246)	(9,202)	(7,246)	(9,202)
45230 - Large Item Pickup	(76,625)	(106,418)	(82,638)	(82,638)
45231 - Recycling Subscription	(6,495)	(6,221)	(6,495)	(6,221)
45232 - Recyclable Sales	(124,687)	(22,634)	(10,941)	(10,941)
45233 - Solid Waste Vacant Credit	32,822	31,447	32,822	31,447
45300 - Forfeitures/Penalties	(28,981)	(69,962)	(28,981)	(69,962)
47100 - Reimbursements	(44,655)	0	(5,679)	0
47150 - Refunds	0	0	0	0
47200 - Insurance Settlements	0	-14248	0	0
47820 - Specialized Services	0	0	0	0
4A - Charges for Services Total	(4,757,691)	(4,747,150)	(5,305,418)	(5,486,327)
4B - Grants/Contrib				
44000 - Federal Grants	0	0	0	0
44900 - Other Local Grants/Contrib	0	(9,771)	0	0
47050 - Contrib - Private Sources	0	(668)	0	0
4B - Grants/Contrib Total	0	(10,439)	0	0
4K - Unrest Invest Earn				
43000 - Interest	(4,943)	(30,767)	(27,158)	(75,000)

Recommended Operating Revenue Budget - Department Total				
54 - PUBLIC WORKS				
Fund/Account/Account Title	FY22 Actual Revenue	FY23 Actual Revenue	FY24 Adopted Budget	FY25 Recomm'd Budget
4K - Unrest Invest Earn Total	(4,943)	(30,767)	(27,158)	(75,000)
4N - Transfers				
49100 - Transfer In General Fund	(43,333)	(39,492)	(336,349)	(45,000)
49110 - Transfer in Road Use Tax	0	0	0	0
49671 - Transfer in Refuse CIP	0	(140,365)	0	0
4N - Transfers Total	(43,333)	(179,857)	(336,349)	(45,000)
4O - Eliminated for GW				
47115 - Sales Tax Collection	(7,256)	(6,806)	(7,833)	(6,806)
4O - Eliminated for GW Total	(7,256)	(6,806)	(7,833)	(6,806)
811 - Garage Service				
4A - Charges for Services				
47100 - Reimbursements	0	(17,864)	0	0
47350 - Fuel Tax Refunds	(28,387)	(31,648)	(28,387)	(31,648)
47450 - Sale of Salvage	(7,062)	(1,430)	(4,417)	(1,430)
47503 - Fuel Sales County	(26,511)	0	(26,511)	(22,218)
47820 - Specialized Services	(1,226,784)	(1,238,827)	(1,295,212)	(1,374,217)
47940 - Other Internal Services	(1,171,967)	(1,557,234)	(1,171,967)	(1,580,642)
4A - Charges for Services Total	(2,460,711)	(2,847,003)	(2,526,494)	(3,010,155)
4B - Grants/Contrib				
44400 - State Grants	0	0	0	0
4B - Grants/Contrib Total	0	0	0	0
4M - Gain on Disposal				
48100 - Sale of Personal Property	(6,201)	0	0	0
4M - Gain on Disposal Total	(6,201)	0	0	0
4N - Transfers				
49110 - Transfer in Road Use Tax	0	0	0	0
4N - Transfers Total	0	0	0	0
950 - DMASWA -General				
4A - Charges for Services				
45300 - Forfeitures/Penalties	0	0	0	0
45526 - Gas Sales	0	0	0	0
45530 - Solid Waste Agency Payment	0	0	(5,043,660)	(5,615,843)
47100 - Reimbursements	0	0	0	0
47820 - Specialized Services	0	0	0	0
4A - Charges for Services Total	0	0	(5,043,660)	(5,615,843)
4B - Grants/Contrib				
44400 - State Grants	0	0	0	0
4B - Grants/Contrib Total	0	0	0	0
4M - Gain on Disposal				
48100 - Sale of Personal Property	0	0	0	0
4M - Gain on Disposal Total	0	0	0	0
PUBLIC WORKS- Total	(7,593,532)	(8,260,566)	(13,507,214)	(14,514,393)

Recommended Operating Expenditure Budget - Department Total				
54 - PUBLIC WORKS				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
6A - Salaries & Wages				
100 - General				
60100 - Salaries-Regular Full Time	671,319	677,639	951,479	934,206
60200 - Salaries - Regular Part Time	0	13,920	32,295	0
60300 - Hourly Wages - Temp/Seasonal	11,039	13,913	21,198	21,358
60400 - Overtime	24,070	59,493	35,241	35,241
60410 - Overtime - Holiday	1,791	2,676	4,100	4,100
60620 - Special Pay - Holiday	0	0	0	0
60630 - Special Pay Sick Lv Payout Ret	5,229	5,393	4,362	18,926
60635 - Special Pay Sick Lv Payout 50%	2,936	3,055	4,079	3,208
60640 - Special Pay - Vacation Payout	6,812	19,718	0	0
60710 - Special Pay - Parental Leave	0	0	0	0
60730 - Spec Pay - Safety Equipment	1,286	450	1,097	1,097
60740 - Spec Pay - Meal Allowance	150	0	196	0
60760 - Spec Pay - Moving Allowance	0	0	0	0
110 - Road Use Tax				
60100 - Salaries-Regular Full Time	1,403,277	1,395,677	1,720,835	1,873,823
60200 - Salaries - Regular Part Time	15,171	13,588	20,292	19,532
60300 - Hourly Wages - Temp/Seasonal	63	9	15,034	4,201
60400 - Overtime	140,954	189,684	156,000	156,000
60410 - Overtime - Holiday	19,979	37,515	13,050	13,050
60620 - Special Pay - Holiday	0	0	0	0
60630 - Special Pay Sick Lv Payout Ret	10,262	10,393	5,127	9,867
60635 - Special Pay Sick Lv Payout 50%	1,946	2,187	1,632	2,296
60640 - Special Pay - Vacation Payout	4,496	655	0	0
60710 - Special Pay - Parental Leave	0	9,539	0	0
60720 - Spec Pay - Meals No Overnight	0	0	0	0
60730 - Spec Pay - Safety Equipment	5,154	8,678	3,408	3,408
60740 - Spec Pay - Meal Allowance	3,612	294	3,654	294
600 - Water Operating				
60100 - Salaries-Regular Full Time	340	2,037	0	0
60400 - Overtime	167	91	0	0
60410 - Overtime - Holiday	0	0	0	0
610 - Sanitary Sewer Operating				
60100 - Salaries-Regular Full Time	302,954	268,536	307,232	317,621
60300 - Hourly Wages - Temp/Seasonal	0	0	0	0
60400 - Overtime	4,184	3,922	10,250	10,250
60410 - Overtime - Holiday	118	1,748	750	750
60620 - Special Pay - Holiday	0	0	0	0
60630 - Special Pay Sick Lv Payout Ret	2,184	5,360	5,157	5,161
60640 - Special Pay - Vacation Payout	1,589	1,079	0	0
60710 - Special Pay - Parental Leave	0	7,883	0	0
60720 - Spec Pay - Meals No Overnight	0	0	0	0
60730 - Spec Pay - Safety Equipment	4,705	956	1,003	1,003
60740 - Spec Pay - Meal Allowance	66	0	74	0
620 - Stormwater Operating				

Recommended Operating Expenditure Budget - Department Total				
54 - PUBLIC WORKS				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
60100 - Salaries-Regular Full Time	98,166	83,191	126,761	131,299
60300 - Hourly Wages - Temp/Seasonal	0	0	0	0
60400 - Overtime	1,630	2,800	2,050	2,050
60410 - Overtime - Holiday	188	998	0	0
60620 - Special Pay - Holiday	0	0	0	0
60630 - Special Pay Sick Lv Payout Ret	5,789	10,252	4,460	5,843
60640 - Special Pay - Vacation Payout	0	11,393	0	0
60720 - Spec Pay - Meals No Overnight	0	0	0	0
60730 - Spec Pay - Safety Equipment	513	222	334	334
60740 - Spec Pay - Meal Allowance	30	0	42	0
650 - Parking Operating				
60100 - Salaries-Regular Full Time	0	53	0	0
60300 - Hourly Wages - Temp/Seasonal	0	0	0	0
60400 - Overtime	0	0	0	0
670 - Refuse Collection Operating				
60100 - Salaries-Regular Full Time	1,084,508	1,253,267	1,258,565	1,315,772
60200 - Salaries - Regular Part Time	12,390	2,016	15,860	13,651
60300 - Hourly Wages - Temp/Seasonal	18,563	11,232	0	0
60400 - Overtime	25,428	57,186	21,400	21,400
60410 - Overtime - Holiday	39,724	47,708	19,700	19,700
60630 - Special Pay Sick Lv Payout Ret	14,341	16,558	17,321	11,206
60640 - Special Pay - Vacation Payout	0	2,120	0	0
60710 - Special Pay - Parental Leave	0	5,546	0	0
60720 - Spec Pay - Meals No Overnight	0	41	0	0
60730 - Spec Pay - Safety Equipment	3,811	13,578	3,018	3,018
60740 - Spec Pay - Meal Allowance	0	6	2	7
811 - Garage Service				
60100 - Salaries-Regular Full Time	678,946	724,203	778,212	829,061
60200 - Salaries - Regular Part Time	5,208	8,627	8,010	8,281
60400 - Overtime	28,394	62,144	28,250	28,250
60410 - Overtime - Holiday	1,645	6,054	3,000	3,000
60630 - Special Pay Sick Lv Payout Ret	0	0	0	0
60640 - Special Pay - Vacation Payout	0	8,741	0	0
60730 - Spec Pay - Safety Equipment	2,769	898	1,604	1,604
60740 - Spec Pay - Meal Allowance	972	36	1,308	36
60750 - Spec Pay - Tool Allowance	1,800	2,700	1,800	2,700
950 - DMASWA -General				
60100 - Salaries-Regular Full Time	553,659	549,612	777,169	827,303
60300 - Hourly Wages - Temp/Seasonal	0	0	0	58,135
60400 - Overtime	65,645	53,719	71,200	71,200
60410 - Overtime - Holiday	17,368	24,509	16,500	16,500
60620 - Special Pay - Holiday	0	0	0	0
60630 - Special Pay Sick Lv Payout Ret	2,182	1,761	1,696	1,171
60640 - Special Pay - Vacation Payout	1,541	10,018	0	0
60720 - Spec Pay - Meals No Overnight	0	0	0	0
60730 - Spec Pay - Safety Equipment	4,299	4,158	4,540	6,540

Recommended Operating Expenditure Budget - Department Total				
54 - PUBLIC WORKS				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
60740 - Spec Pay - Meal Allowance	900	90	778	90
60750 - Spec Pay - Tool Allowance	200	300	200	200
6A - Salaries & Wages Total	5,316,461	5,731,827	6,481,325	6,813,743
6B - Employee Benefits				
100 - General				
61100 - FICA - City Contribution	53,354	57,452	79,893	77,800
61300 - IPERS - City Contribution	65,888	71,124	98,582	94,817
61510 - Health Insurance	133,219	143,961	182,680	182,680
61540 - Life Insurance	442	474	625	625
61600 - Workers' Compensation	14,103	13,548	15,270	17,391
61700 - Unemployment Compensation	0	6,588	0	3,294
61810 - Uniform Allowance	0	210	0	840
61992 - Physicals	421	701	421	581
110 - Road Use Tax				
61100 - FICA - City Contribution	114,421	120,323	147,177	158,999
61300 - IPERS - City Contribution	149,020	155,218	181,740	195,089
61510 - Health Insurance	376,153	379,480	377,057	391,016
61540 - Life Insurance	972	1,136	1,286	1,332
61600 - Workers' Compensation	106,283	112,398	100,643	110,086
61810 - Uniform Allowance	0	3,115	0	8,820
61992 - Physicals	1,286	558	1,286	558
600 - Water Operating				
61100 - FICA - City Contribution	36	153	0	0
61300 - IPERS - City Contribution	48	201	0	0
61510 - Health Insurance	196	0	0	0
61540 - Life Insurance	0	0	0	0
610 - Sanitary Sewer Operating				
61100 - FICA - City Contribution	22,230	20,950	24,344	25,532
61300 - IPERS - City Contribution	29,005	26,575	30,041	31,022
61510 - Health Insurance	65,745	67,873	67,920	67,920
61540 - Life Insurance	207	213	234	234
61600 - Workers' Compensation	5,822	7,594	7,164	7,801
61810 - Uniform Allowance	0	420	0	840
61992 - Physicals	823	735	823	735
620 - Stormwater Operating				
61100 - FICA - City Contribution	7,574	7,941	9,855	10,647
61300 - IPERS - City Contribution	9,438	8,212	12,160	12,589
61510 - Health Insurance	26,584	27,376	27,382	27,382
61540 - Life Insurance	69	60	96	96
61600 - Workers' Compensation	2,361	3,107	2,943	3,177
61810 - Uniform Allowance	0	210	0	840
61992 - Physicals	306	240	306	240
650 - Parking Operating				
61100 - FICA - City Contribution	0	4	0	0
61300 - IPERS - City Contribution	0	5	0	0
61510 - Health Insurance	0	0	0	0

Recommended Operating Expenditure Budget - Department Total				
54 - PUBLIC WORKS				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
61540 - Life Insurance	0	0	0	0
670 - Refuse Collection Operating				
61100 - FICA - City Contribution	86,228	101,598	100,641	105,699
61300 - IPERS - City Contribution	110,809	129,984	124,185	129,378
61510 - Health Insurance	260,639	275,977	276,246	276,247
61540 - Life Insurance	785	1,010	946	945
61600 - Workers' Compensation	91,170	116,941	110,571	122,085
61700 - Unemployment Compensation	0	0	0	0
61810 - Uniform Allowance	0	2,216	0	4,200
61992 - Physicals	443	567	443	567
811 - Garage Service				
61100 - FICA - City Contribution	51,735	59,455	62,537	66,447
61300 - IPERS - City Contribution	67,420	75,617	77,168	81,994
61510 - Health Insurance	156,384	161,076	161,076	161,076
61540 - Life Insurance	472	546	552	552
61600 - Workers' Compensation	15,032	17,476	17,336	19,247
61810 - Uniform Allowance	0	234	0	0
61992 - Physicals	0	0	0	0
950 - DMASWA -General				
61100 - FICA - City Contribution	46,060	46,347	66,166	74,538
61300 - IPERS - City Contribution	60,092	59,268	81,644	91,866
61510 - Health Insurance	143,354	164,561	161,073	161,073
61540 - Life Insurance	386	411	550	551
61600 - Workers' Compensation	56,011	72,054	68,839	77,716
61810 - Uniform Allowance	0	945	0	1,890
61992 - Physicals	181	279	181	279
6B - Employee Benefits Total	2,333,205	2,524,719	2,680,082	2,809,333
6C - Staff Development				
100 - General				
62100 - Association Dues	1,550	1,851	1,550	1,888
62200 - Subscriptions	1,257	623	1,319	635
62300 - Training	0	0	0	1,099
62325 - Mileage	220	220	307	307
62400 - Meetings & Conferences	10,265	10,162	24,580	17,160
62500 - Education Reimbursement	2,413	3,823	5,952	5,952
110 - Road Use Tax				
62100 - Association Dues	222	229	439	234
62300 - Training	0	0	0	0
62400 - Meetings & Conferences	0	1,166	0	400
62500 - Education Reimbursement	3,208	33,673	41,327	41,327
610 - Sanitary Sewer Operating				
62100 - Association Dues	30	0	30	0
62500 - Education Reimbursement	4,119	5,070	8,000	8,000
620 - Stormwater Operating				
62100 - Association Dues	0	0	0	0
62325 - Mileage	0	0	0	0

Recommended Operating Expenditure Budget - Department Total				
54 - PUBLIC WORKS				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
62400 - Meetings & Conferences	0	0	0	0
62500 - Education Reimbursement	0	1,600	300	300
670 - Refuse Collection Operating				
62100 - Association Dues	446	381	446	389
62200 - Subscriptions	0	0	0	0
62300 - Training	0	0	0	0
62325 - Mileage	0	0	0	0
62400 - Meetings & Conferences	1,870	1,748	2,623	3,185
62500 - Education Reimbursement	290	942	1,200	1,300
811 - Garage Service				
62100 - Association Dues	0	0	212	0
62300 - Training	0	0	0	899
62400 - Meetings & Conferences	1,487	165	5,026	5,095
62500 - Education Reimbursement	375	4,301	7,500	7,500
950 - DMASWA -General				
62100 - Association Dues	3,487	2,594	4,171	2,797
62200 - Subscriptions	0	835	158	128
62325 - Mileage	2,071	837	3,036	1,310
62400 - Meetings & Conferences	6,423	10,721	14,480	22,740
62500 - Education Reimbursement	19,226	9,706	24,840	26,515
6C - Staff Development Total	58,960	90,648	147,496	149,160
6D - Repair/Maint/Util				
100 - General				
63100 - Building Maintenance	4,725	1,226	4,725	2,669
63220 - Landscaping	12,322	11,399	10,655	11,860
63312 - Vehicle Ops - Gasoline	13,212	11,915	12,190	14,752
63313 - Vehicle Ops - Other	0	0	0	0
63320 - Vehicle Repair - Internal	16,834	11,786	17,171	12,739
63321 - Vehicle Repair - Outsourced	4,064	7,116	4,146	7,552
63400 - Equipment Maint/Repair	12,639	12,672	17,761	10,645
63710 - Electricity	40,939	38,621	40,939	40,811
63730 - Telecommunications	10,051	10,273	10,051	10,273
63742 - Stormwater	7,833	7,995	8,357	9,283
63780 - Street Lights	28,852	44,832	28,852	36,842
110 - Road Use Tax				
63100 - Building Maintenance	63,724	78,668	124,851	184,168
63220 - Landscaping	0	0	0	0
63312 - Vehicle Ops - Gasoline	189,469	246,830	124,917	229,057
63320 - Vehicle Repair - Internal	124,830	313,255	127,327	108,688
63321 - Vehicle Repair - Outsourced	29,876	20,114	30,474	20,376
63322 - Vehicle Repair - Accident	0	0	0	0
63400 - Equipment Maint/Repair	599,940	378,467	611,939	386,036
63710 - Electricity	46,880	64,310	46,880	70,613
63711 - Natural Gas	29,629	32,331	29,629	32,331
63730 - Telecommunications	21,256	24,112	21,257	24,112
63740 - Water	540	0	594	0

Recommended Operating Expenditure Budget - Department Total				
54 - PUBLIC WORKS				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
63742 - Stormwater	4,849	4,693	5,173	5,449
63780 - Street Lights	785,302	835,627	785,302	837,196
605 - Salt Operations				
63100 - Building Maintenance	0	424	0	0
610 - Sanitary Sewer Operating				
63312 - Vehicle Ops - Gasoline	19,591	22,262	9,911	21,973
63320 - Vehicle Repair - Internal	20,446	78,147	20,855	20,855
63321 - Vehicle Repair - Outsourced	17,455	5,524	17,804	17,804
63400 - Equipment Maint/Repair	3,544	6,934	3,615	3,615
63710 - Electricity	0	0	0	0
63730 - Telecommunications	2,759	2,056	2,759	2,056
620 - Stormwater Operating				
63312 - Vehicle Ops - Gasoline	5,879	6,545	16,443	6,523
63320 - Vehicle Repair - Internal	4,553	12,354	4,644	4,644
63321 - Vehicle Repair - Outsourced	0	6,956	0	7,095
63400 - Equipment Maint/Repair	1,842	1,113	1,879	1,879
63710 - Electricity	1,716	1,525	1,716	1,716
63730 - Telecommunications	1,320	1,027	1,320	1,027
670 - Refuse Collection Operating				
63100 - Building Maintenance	10,608	14,166	28,108	51,441
63312 - Vehicle Ops - Gasoline	180,632	202,705	89,869	201,252
63320 - Vehicle Repair - Internal	225,561	311,349	230,073	280,148
63321 - Vehicle Repair - Outsourced	100,817	119,179	80,274	97,354
63322 - Vehicle Repair - Accident	750	6	0	0
63400 - Equipment Maint/Repair	0	1,189	0	1,213
63710 - Electricity	10,722	11,298	10,722	12,405
63711 - Natural Gas	3,100	6,078	3,100	6,078
63730 - Telecommunications	8,351	7,411	8,350	7,411
63742 - Stormwater	681	695	726	807
811 - Garage Service				
63100 - Building Maintenance	43,796	57,807	43,796	65,287
63312 - Vehicle Ops - Gasoline	4,154	4,151	3,550	4,360
63313 - Vehicle Ops - Other	410	0	352	352
63320 - Vehicle Repair - Internal	6,297	6,911	6,423	6,423
63321 - Vehicle Repair - Outsourced	908	36,693	926	926
63400 - Equipment Maint/Repair	56,259	90,883	57,384	57,384
63440 - Uniform Maintenance	4,036	3,809	4,036	3,809
63710 - Electricity	20,371	21,388	20,371	23,484
63711 - Natural Gas	5,890	11,572	5,890	11,678
63730 - Telecommunications	3,231	4,751	3,231	4,751
63742 - Stormwater	1,294	1,320	1,380	1,946
950 - DMASWA -General				
63100 - Building Maintenance	112,109	167,524	112,164	130,046
63311 - Vehicle Ops - Diesel	0	213,159	0	208,045
63312 - Vehicle Ops - Gasoline	1,903	2,114	2,578	2,290
63313 - Vehicle Ops - Other	208,045	66,414	208,045	0

Recommended Operating Expenditure Budget - Department Total				
54 - PUBLIC WORKS				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
63320 - Vehicle Repair - Internal	6,094	16,015	6,216	6,216
63321 - Vehicle Repair - Outsourced	3,325	6,816	3,392	53,873
63400 - Equipment Maint/Repair	192,068	270,894	195,954	195,954
63440 - Uniform Maintenance	586	1,082	586	1,103
63710 - Electricity	26,732	26,846	26,732	29,477
63711 - Natural Gas	8,783	6,561	8,783	6,561
63730 - Telecommunications	8,668	9,975	8,668	10,214
63742 - Stormwater	7,218	7,367	7,701	8,554
6D - Repair/Maint/Util Total	3,390,269	4,009,240	3,323,516	3,635,481
6E - Contractual Svcs				
100 - General				
64004 - Internal Service Charge	(500,789)	(528,454)	(750,720)	(797,741)
64005 - Services Other Depts	0	0	0	0
64020 - Advertising	801	2,125	801	2,125
64030 - Outsourced Labor	10,352	46,738	0	0
64040 - Collections	123	60	123	0
64062 - Refunds	0	8,775	0	0
64070 - Engineering - Outsourced	2,525	4,575	3,900	0
64075 - Engineering - Internal	0	0	32,548	33,098
64080 - Insurance - Property	5,366	6,357	7,140	10,335
64081 - Insurance - Liability	17,324	21,645	19,696	29,350
64140 - Printing	0	54	112	54
64145 - Copying	1,119	1,723	1,349	1,723
64150 - Rental - Equipment	426	2,789	1,762	2,248
64160 - Rental - Land/Bldgs/Parking	660	660	660	660
64190 - Technology Services	21,583	12,887	22,930	26,874
64191 - IT Recharges	0	9,568	17,464	16,928
64820 - One Call	7,406	9,857	7,758	9,857
64850 - Consulting Engineers	0	0	0	0
64975 - Equip Maint Cont	24,986	25,562	24,987	26,859
64980 - Technology Equip Maint Cont	5,003	56	0	0
64985 - Hauling Contract	0	7,088	0	0
64987 - Lawn Care Contract	20,755	18,244	19,679	19,679
64988 - Snow Removal Contract	8,288	30,538	21,000	19,413
64990 - Other Contractual Service	19,811	963	25,094	42,594
110 - Road Use Tax				
64004 - Internal Service Charge	256,245	270,165	341,437	260,340
64020 - Advertising	1,150	400	1,150	0
64050 - Recording Fees	0	0	0	0
64080 - Insurance - Property	18,573	21,974	24,629	36,063
64081 - Insurance - Liability	43,336	54,149	49,270	73,420
64110 - Legal	0	2,000	0	0
64140 - Printing	2,578	869	2,491	869
64145 - Copying	3	2	0	2
64150 - Rental - Equipment	2,148	436	16,332	5,436
64160 - Rental - Land/Bldgs/Parking	0	0	0	0

Recommended Operating Expenditure Budget - Department Total				
54 - PUBLIC WORKS				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
64175 - Landfill Fees	48,041	54,417	48,041	55,722
64190 - Technology Services	32,186	33,408	31,029	35,360
64200 - Handling/Service Fee	24,859	33,479	33,250	37,510
64825 - Fire Suppression	3,541	1,746	3,541	1,746
64865 - Elevator Service	856	763	856	763
64870 - HVAC Services	12,323	0	18,505	18,505
64900 - Other Professional Service	5,496	3,828	5,712	5,712
64975 - Equip Maint Cont	37,897	34,861	46,920	36,051
64980 - Technology Equip Maint Cont	(146)	0	11,910	11,910
64985 - Hauling Contract	0	0	50,000	50,000
64990 - Other Contractual Service	9,551	33,535	31,990	35,490
180 - Community Development				
64990 - Other Contractual Service	38,976	0	0	0
200 - Debt Service				
64900 - Other Professional Service	0	0	0	0
605 - Salt Operations				
64004 - Internal Service Charge	5,632	5,938	7,339	7,748
64175 - Landfill Fees	0	0	0	0
64185 - License/Permit/Fees	0	0	0	0
64190 - Technology Services	0	0	0	0
64200 - Handling/Service Fee	7,893	4,342	8,313	11,456
64975 - Equip Maint Cont	1,756	1,756	1,756	1,756
610 - Sanitary Sewer Operating				
64004 - Internal Service Charge	33,791	35,626	44,036	46,487
64020 - Advertising	800	400	800	800
64062 - Refunds	0	0	500	500
64070 - Engineering - Outsourced	0	0	0	0
64081 - Insurance - Liability	9,988	12,481	11,356	16,922
64140 - Printing	0	0	0	0
64145 - Copying	8	105	0	105
64150 - Rental - Equipment	0	0	0	0
64190 - Technology Services	25,290	31,271	25,367	38,100
64850 - Consulting Engineers	0	0	0	0
64975 - Equip Maint Cont	5,354	6,759	5,354	5,354
64985 - Hauling Contract	0	0	0	0
64990 - Other Contractual Service	0	0	0	0
620 - Stormwater Operating				
64004 - Internal Service Charge	16,895	17,813	22,018	23,243
64020 - Advertising	0	0	0	0
64081 - Insurance - Liability	12,082	15,096	13,737	20,470
64088 - Housing Assistance Payment	0	0	0	0
64115 - Special Events	0	0	0	0
64140 - Printing	0	0	0	0
64145 - Copying	0	0	0	0
64150 - Rental - Equipment	0	0	0	0
64190 - Technology Services	294	372	163	163

Recommended Operating Expenditure Budget - Department Total				
54 - PUBLIC WORKS				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
64900 - Other Professional Service	0	600	0	0
64975 - Equip Maint Cont	525	400	525	525
670 - Refuse Collection Operating				
64004 - Internal Service Charge	78,845	83,127	117,250	123,777
64005 - Services Other Depts	0	0	0	0
64020 - Advertising	5,418	9,755	7,773	11,961
64030 - Outsourced Labor	0	22,554	0	0
64040 - Collections	483	912	483	912
64045 - Bad Debt Expense	0	0	0	0
64062 - Refunds	1,894	2,640	1,894	2,640
64070 - Engineering - Outsourced	0	12,738	25,000	25,000
64080 - Insurance - Property	1,696	2,009	2,250	0
64081 - Insurance - Liability	26,203	32,741	29,792	44,395
64130 - Payments to Other Agencies	0	59,540	73,864	73,864
64140 - Printing	24,129	14,432	20,927	14,432
64145 - Copying	106	243	37	243
64175 - Landfill Fees	542,352	512,786	544,265	556,446
64180 - Sales Tax Expense	7,069	6,628	7,416	6,628
64190 - Technology Services	15,993	74,527	68,528	77,629
64195 - Credit Card Charge	71	0	71	0
64810 - Appliance Recycling	0	0	0	0
64815 - Tire Recycling	216	0	610	610
64825 - Fire Suppression	601	135	601	135
64865 - Elevator Service	162	144	162	144
64870 - HVAC Services	1,983	0	1,519	1,519
64900 - Other Professional Service	0	6,250	0	0
64975 - Equip Maint Cont	3,022	497	5,084	3,896
64983 - Grind Compost Service	0	0	0	0
64990 - Other Contractual Service	464	0	368	368
811 - Garage Service				
64004 - Internal Service Charge	28,159	29,688	99,721	110,503
64020 - Advertising	350	0	350	350
64030 - Outsourced Labor	21,389	17,862	0	0
64070 - Engineering - Outsourced	0	0	0	0
64080 - Insurance - Property	3,436	4,072	4,946	0
64081 - Insurance - Liability	6,177	7,112	6,096	12,562
64130 - Payments to Other Agencies	0	0	0	2,700
64140 - Printing	0	0	0	0
64145 - Copying	295	89	162	89
64185 - License/Permit/Fees	435	195	435	195
64190 - Technology Services	12,986	4,380	9,453	41,300
64191 - IT Recharges	0	6,776	8,997	8,720
64815 - Tire Recycling	0	1,104	0	1,104
64825 - Fire Suppression	1,142	256	1,142	256
64865 - Elevator Service	307	274	307	274
64870 - HVAC Services	3,768	0	2,887	2,887

Recommended Operating Expenditure Budget - Department Total				
54 - PUBLIC WORKS				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
64900 - Other Professional Service	0	0	30,000	0
64975 - Equip Maint Cont	1,880	1,524	1,880	1,880
64980 - Technology Equip Maint Cont	5,276	0	0	0
64990 - Other Contractual Service	1,836	3,090	1,183	1,183
950 - DMASWA -General				
64004 - Internal Service Charge	81,660	86,097	118,919	125,540
64005 - Services Other Depts	2,700	0	2,700	2,700
64010 - Accounting & Auditing	6,375	10,425	6,375	10,425
64015 - Financial Service Fees	1,106	1,146	1,106	1,146
64020 - Advertising	40,024	3,704	18,424	20,068
64030 - Outsourced Labor	78,318	73,664	15,000	22,250
64062 - Refunds	50,779	33	0	0
64070 - Engineering - Outsourced	241,425	221,730	292,750	245,565
64080 - Insurance - Property	48,379	85,714	44,021	69,597
64081 - Insurance - Liability	39,457	44,564	42,441	56,052
64110 - Legal	170	14,860	500	14,860
64130 - Payments to Other Agencies	599,201	549,791	703,594	704,335
64140 - Printing	202	363	262	371
64145 - Copying	1,077	722	833	722
64150 - Rental - Equipment	247	1,189	27,100	27,100
64160 - Rental - Land/Bldgs/Parking	0	0	3,877	4,278
64180 - Sales Tax Expense	123,777	167,723	123,777	167,723
64182 - Property Tax	0	0	2,309	2,309
64185 - License/Permit/Fees	84	0	734	734
64190 - Technology Services	19,660	15,521	109,897	34,806
64191 - IT Recharges	0	0	0	0
64195 - Credit Card Charge	33,048	36,562	33,048	36,562
64805 - Shingle Recycling	0	0	0	0
64810 - Appliance Recycling	8,495	15,066	13,500	13,500
64815 - Tire Recycling	73,280	70,917	82,500	95,200
64850 - Consulting Engineers	0	0	0	0
64870 - HVAC Services	85	0	0	589
64900 - Other Professional Service	42,071	70,393	37,857	52,457
64975 - Equip Maint Cont	53,907	70,964	53,907	24,072
64980 - Technology Equip Maint Cont	(1,067)	2,622	2,567	2,493
64983 - Grind Compost Service	169,790	86,168	96,250	96,250
64985 - Hauling Contract	2,340	3,640	3,027	3,640
64990 - Other Contractual Service	172,837	569,290	187,585	153,002
6E - Contractual Svcs Total	2,991,226	3,481,748	3,414,923	3,399,532
6F - Commodities				
100 - General				
65040 - Small Tools & Equipment	13,404	9,817	2,500	14,900
65045 - Technology Equipment	3,577	4,374	9,100	2,900
65047 - Outdoor Furniture/Fixtures	0	0	0	0
65050 - Other Equipment	0	533	0	0
65055 - Traffic St Light Comp/Equip	52,483	27,657	62,532	76,032

Recommended Operating Expenditure Budget - Department Total				
54 - PUBLIC WORKS				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
65060 - Office Supplies	2,733	2,222	3,003	2,277
65070 - Operating Supplies	0	0	0	0
65080 - Postage/Shipping	792	362	832	380
65110 - Signage	21,033	39,813	29,767	29,763
65925 - Uniform Purchase	998	165	1,441	1,441
65960 - Repair Parts	12,097	4,818	12,098	12,098
65981 - Street Materials	578	3,150	1,880	5,430
65990 - Other Supplies	1,631	1,213	1,631	1,631
110 - Road Use Tax				
65012 - De-Icing Product	919	4,884	4,404	4,404
65038 - Salt	292,993	251,428	351,600	377,826
65040 - Small Tools & Equipment	4,658	15,106	4,850	48,950
65045 - Technology Equipment	1,670	15	1,000	1,200
65050 - Other Equipment	26,934	32,690	136,000	71,500
65054 - Safety Equipment	2,074	3,203	6,800	6,800
65055 - Traffic St Light Comp/Equip	0	1,706	0	0
65060 - Office Supplies	22	218	22	218
65080 - Postage/Shipping	545	289	573	304
65100 - Safety Supplies	0	3,516	0	0
65925 - Uniform Purchase	5,795	2,694	5,268	5,268
65960 - Repair Parts	23,264	13,657	15,595	16,083
65965 - Janitorial	6,115	7,167	6,115	7,167
65980 - Construction Supplies	51,565	43,355	60,044	43,355
65981 - Street Materials	922,871	1,373,188	948,658	1,065,857
65990 - Other Supplies	0	1,440	0	0
605 - Salt Operations				
65038 - Salt	86,346	63,297	87,900	110,886
65045 - Technology Equipment	0	0	0	0
610 - Sanitary Sewer Operating				
65040 - Small Tools & Equipment	474	3,262	1,000	44,500
65045 - Technology Equipment	6,372	0	0	200
65050 - Other Equipment	60,255	1,800	0	0
65054 - Safety Equipment	1,010	2,211	3,500	3,500
65060 - Office Supplies	0	174	0	174
65080 - Postage/Shipping	0	935	0	982
65100 - Safety Supplies	0	922	0	0
65925 - Uniform Purchase	1,108	617	1,185	1,185
65960 - Repair Parts	21,115	45,715	21,115	21,115
65981 - Street Materials	4,612	22,331	4,612	22,331
65982 - Manhole Components	74,521	38,209	92,910	91,900
620 - Stormwater Operating				
65040 - Small Tools & Equipment	450	1,548	1,000	1,000
65050 - Other Equipment	0	0	15,500	0
65060 - Office Supplies	0	0	0	0
65080 - Postage/Shipping	0	0	0	0
65925 - Uniform Purchase	588	120	916	916

Recommended Operating Expenditure Budget - Department Total				
54 - PUBLIC WORKS				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
65960 - Repair Parts	12,361	11,708	12,361	12,361
65981 - Street Materials	19,556	37,841	19,556	37,841
670 - Refuse Collection Operating				
65040 - Small Tools & Equipment	0	504	0	0
65045 - Technology Equipment	0	288	350	0
65050 - Other Equipment	3,570	2,747	0	0
65060 - Office Supplies	70	1,408	70	1,408
65080 - Postage/Shipping	554	126	581	132
65925 - Uniform Purchase	3,571	2,618	4,851	4,851
65941 - Food Scrap	0	0	0	0
65943 - Brush Ties	418	107	418	418
65944 - Carts	182,563	637,994	408,273	91,962
65945 - Recycling Containter	11,801	28,399	19,800	24,200
65960 - Repair Parts	1,676	877	1,675	1,675
65965 - Janitorial	1,154	1,276	1,154	1,276
65981 - Street Materials	0	0	0	0
65990 - Other Supplies	0	57	0	0
811 - Garage Service				
65040 - Small Tools & Equipment	7,676	9,411	5,000	7,500
65045 - Technology Equipment	290	868	0	1,150
65050 - Other Equipment	0	0	12,000	24,000
65060 - Office Supplies	817	1,299	817	1,430
65080 - Postage/Shipping	0	0	0	0
65925 - Uniform Purchase	0	0	431	431
65960 - Repair Parts	1,794	15,179	1,794	1,794
65965 - Janitorial	2,192	2,714	2,192	2,714
65985 - Stores Internal Service	1,093,657	1,661,898	1,015,632	1,377,777
65990 - Other Supplies	0	883	0	0
950 - DMASWA -General				
65012 - De-Icing Product	2,920	0	2,943	2,943
65030 - Merchandise for Resale	0	0	0	0
65036 - Beverage/Ice	623	714	632	715
65040 - Small Tools & Equipment	16,996	4,583	9,207	7,107
65045 - Technology Equipment	75,841	3,204	7,413	2,100
65050 - Other Equipment	0	0	86,050	198,000
65060 - Office Supplies	2,589	1,195	2,589	2,621
65080 - Postage/Shipping	923	2,004	1,769	2,552
65100 - Safety Supplies	0	2,587	0	2,639
65110 - Signage	0	0	2,400	3,000
65925 - Uniform Purchase	90	252	1,122	1,122
65960 - Repair Parts	57,489	90,236	57,489	54,469
65965 - Janitorial	421	3,251	421	3,251
65981 - Street Materials	29,383	190,959	47,777	80,000
65990 - Other Supplies	0	0	250	250
65999 - Cash Over and Short	87	40	0	0
6F - Commodities Total	3,236,680	4,747,047	3,622,368	4,048,162

Recommended Operating Expenditure Budget - Department Total				
54 - PUBLIC WORKS				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
6G - Capital Outlay				
100 - General				
67100 - Vehicles	0	0	12,000	0
67110 - Mowing Equipment	0	0	10,000	10,000
67210 - Furniture/Fixtures	2,525	33,057	9,750	12,100
67250 - Office Equipment	0	83	0	0
67990 - Other Capital Outlay	0	0	0	0
110 - Road Use Tax				
67100 - Vehicles	27,425	20,215	0	0
67110 - Mowing Equipment	0	350	2,700	107,000
67230 - Heavy Equipment	0	72,395	0	75,000
67270 - Other Capital Equipment	0	3,338	0	0
600 - Water Operating				
67990 - Other Capital Outlay	0	0	0	0
610 - Sanitary Sewer Operating				
67100 - Vehicles	0	0	0	20,000
620 - Stormwater Operating				
67100 - Vehicles	0	0	0	0
670 - Refuse Collection Operating				
67100 - Vehicles	0	4,000	70,000	0
811 - Garage Service				
67100 - Vehicles	31,282	0	0	0
950 - DMASWA -General				
67100 - Vehicles	38,150	0	0	0
67210 - Furniture/Fixtures	0	460	0	1,500
67230 - Heavy Equipment	125,742	0	0	55,000
67270 - Other Capital Equipment	0	0	0	0
67500 - Buildings	0	0	0	0
6G - Capital Outlay Total	225,124	133,898	104,450	280,600
6H - Debt Service				
200 - Debt Service				
68010 - Principal Payment	107,557	66,498	68,730	71,772
68020 - Interest Payments	18,969	16,543	15,167	13,672
68980 - Financial Consultant	0	0	0	0
670 - Refuse Collection Operating				
68010 - Principal Payment	5,780	6,038	6,396	8,992
68020 - Interest Payments	1,783	1,629	1,447	7,378
68980 - Financial Consultant	0	0	0	0
950 - DMASWA -General				
68010 - Principal Payment	435,000	450,000	465,000	475,000
68020 - Interest Payments	225,609	210,459	198,609	156,065
68980 - Financial Consultant	900	18,000	7,500	7,500
68990 - Paying Agent Fees	2,000	2,900	2,000	2,900
6H - Debt Service Total	797,598	772,066	764,849	743,279
6I - Transfers				
110 - Road Use Tax				

Recommended Operating Expenditure Budget - Department Total				
54 - PUBLIC WORKS				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
69301 - Transfers Out to Street Const	0	0	0	0
69621 - Transfers Out to Storm Cap	0	0	0	0
69670 - Transfers Out to Refuse Op	0	0	0	0
69811 - Transfer Out To Garage	0	0	0	0
610 - Sanitary Sewer Operating				
69611 - Transfers Out to Sanitary Cap	0	146,760	0	0
670 - Refuse Collection Operating				
69100 - Transfers Out To General Fund	1,219,202	1,305,346	1,508,564	1,670,833
69671 - Transfers Out to Refuse Cap	0	0	325,000	100,000
950 - DMASWA -General				
69100 - Transfers Out To General Fund	440,255	477,980	524,622	596,912
6I - Transfers Total	1,659,457	1,930,086	2,358,186	2,367,745
PUBLIC WORKS - Total	20,008,980	23,421,278	22,897,195	24,247,035

Recommended Expenditure Budget Report by Activity & Funding Source

54 - PUBLIC WORKS

Fund/Activity	FY23 Actual Expense	FY24 Adopted Budget	FY25 Recomm'd Budget
5401 - Administration			
100 - General			
6A - Salaries & Wages	414,279	570,949	523,473
6B - Employee Benefits	135,933	191,197	182,778
6C - Staff Development	13,804	28,408	20,249
6D - Repair/Maint/Util	6,517	6,586	7,085
6E - Contractual Svcs	-519,920	-802,370	-833,990
6F - Commodities	4,669	7,407	3,857
6G - Capital Outlay	33,140	9,750	12,100
5401 - Administration Total	88,424	11,927	-84,448
5402 - Riverfront Management			
100 - General			
6A - Salaries & Wages	37,948	18,211	16,348
6B - Employee Benefits	15,438	5,540	8,746
6D - Repair/Maint/Util	20,322	31,338	17,998
6E - Contractual Svcs	6,784	11,211	12,047
6F - Commodities	1,380	5,908	6,508
6G - Capital Outlay	0	10,000	10,000
5402 - Riverfront Management Total	81,872	82,208	71,647
5403 - Floodwall Operations Maint			
100 - General			
6A - Salaries & Wages	84,601	40,602	43,807
6B - Employee Benefits	20,394	13,140	14,646
6D - Repair/Maint/Util	43,582	31,515	49,886
6E - Contractual Svcs	61,084	91,203	95,398
6F - Commodities	5,919	4,398	7,548
5403 - Floodwall Operations Maint Total	215,580	180,858	211,285
5404 - Street and Traffic Lighting			
100 - General			
6A - Salaries & Wages	128,592	208,003	210,394
6B - Employee Benefits	63,769	84,002	85,227
6C - Staff Development	2,875	5,300	6,592
6D - Repair/Maint/Util	23,662	33,329	22,658
6E - Contractual Svcs	25,833	27,242	34,713
6F - Commodities	34,828	66,282	81,419
6G - Capital Outlay	0	12,000	0
110 - Road Use Tax			
6C - Staff Development	44	0	0
6D - Repair/Maint/Util	835,627	786,900	837,081
6F - Commodities	1,706	0	0
5404 - Street and Traffic Lighting Total	1,116,935	1,223,058	1,278,084
5405 - Street Signs and Markings			
100 - General			
6A - Salaries & Wages	78,815	110,818	113,328

Recommended Expenditure Budget Report by Activity & Funding Source

54 - PUBLIC WORKS

Fund/Activity	FY23 Actual Expense	FY24 Adopted Budget	FY25 Recomm'd Budget
6B - Employee Benefits	31,054	44,872	46,493
6C - Staff Development	0	0	0
6D - Repair/Maint/Util	2,288	4,043	5,545
6E - Contractual Svcs	24,284	39,767	44,220
6F - Commodities	42,571	31,017	31,017
5405 - Street Signs and Markings Total	179,012	230,517	240,603
5406 - Street Maintenance			
100 - General			
6A - Salaries & Wages	0	0	0
6B - Employee Benefits	0	0	0
6E - Contractual Svcs	2	123	0
6F - Commodities	0	4,600	0
110 - Road Use Tax			
6A - Salaries & Wages	1,066,517	1,129,983	1,238,062
6B - Employee Benefits	489,554	491,860	536,106
6C - Staff Development	4,603	9,066	9,261
6D - Repair/Maint/Util	420,205	444,111	546,154
6E - Contractual Svcs	234,469	306,111	244,906
6F - Commodities	1,482,341	1,133,704	1,169,735
6G - Capital Outlay	92,610	0	75,000
6I - Transfers	0	0	0
5406 - Street Maintenance Total	3,790,300	3,519,558	3,819,224
5407 - Street Cleaning			
100 - General			
6A - Salaries & Wages	41	0	0
6B - Employee Benefits	23	0	0
110 - Road Use Tax			
6A - Salaries & Wages	197,172	271,129	274,600
6B - Employee Benefits	100,923	113,344	115,430
6D - Repair/Maint/Util	204,981	266,559	205,555
6E - Contractual Svcs	112,241	111,081	126,302
6F - Commodities	(305)	2,626	2,271
6G - Capital Outlay	350	2,700	107,000
5407 - Street Cleaning Total	615,426	767,439	831,158
5408 - Snow and Ice Control			
110 - Road Use Tax			
6A - Salaries & Wages	404,529	537,920	569,809
6B - Employee Benefits	181,751	203,985	214,364
6C - Staff Development	30,421	32,700	32,700
6D - Repair/Maint/Util	537,595	410,773	309,236
6E - Contractual Svcs	199,322	299,871	293,691
6F - Commodities	270,815	404,599	476,926
6G - Capital Outlay	3,338	0	0
5408 - Snow and Ice Control Total	1,627,770	1,889,848	1,896,726
5409 - One Call Location Service			

Recommended Expenditure Budget Report by Activity & Funding Source

54 - PUBLIC WORKS

Fund/Activity	FY23 Actual Expense	FY24 Adopted Budget	FY25 Recomm'd Budget
100 - General			
6E - Contractual Svcs	9,857	29,306	31,405
5409 - One Call Location Service Total	9,857	29,306	31,405
5410 - Port of Dubuque Maintenance			
100 - General			
6A - Salaries & Wages	51,983	105,464	110,786
6B - Employee Benefits	27,446	38,720	40,138
6C - Staff Development	0	0	200
6D - Repair/Maint/Util	61,463	48,036	54,254
6E - Contractual Svcs	73,886	59,801	60,263
6F - Commodities	4,757	5,172	16,503
5410 - Port of Dubuque Maintenance Total	219,536	257,193	282,144
5411 - Solid Waste Collection			
670 - Refuse Collection Operating			
6A - Salaries & Wages	787,431	723,087	745,297
6B - Employee Benefits	348,967	329,645	342,739
6C - Staff Development	2,149	3,615	4,289
6D - Repair/Maint/Util	343,587	240,450	384,636
6E - Contractual Svcs	644,553	636,868	679,536
6F - Commodities	606,931	341,479	21,715
6G - Capital Outlay	4,000	0	0
6I - Transfers	1,305,346	1,833,564	1,770,833
5411 - Solid Waste Collection Total	4,042,964	4,108,708	3,949,045
5412 - Yard Waste Collection			
670 - Refuse Collection Operating			
6A - Salaries & Wages	137,496	115,708	114,836
6B - Employee Benefits	51,214	55,133	54,677
6D - Repair/Maint/Util	28,715	20,944	31,530
6E - Contractual Svcs	55,693	65,683	69,243
6F - Commodities	10,070	11,356	12,398
5412 - Yard Waste Collection Total	283,188	268,824	282,684
5413 - Large Item Collection			
180 - Community Development			
6E - Contractual Svcs	0	0	0
670 - Refuse Collection Operating			
6A - Salaries & Wages	6,364	20,481	17,019
6B - Employee Benefits	3,826	6,366	6,853
6D - Repair/Maint/Util	15,479	10,012	16,249
6E - Contractual Svcs	40,104	75,853	58,834
6G - Capital Outlay	0	70,000	0
5413 - Large Item Collection Total	65,772	182,712	98,955
5414 - Recycling Collection			
670 - Refuse Collection Operating			
6A - Salaries & Wages	477,968	476,590	507,602
6B - Employee Benefits	224,285	221,888	234,852

Recommended Expenditure Budget Report by Activity & Funding Source

54 - PUBLIC WORKS

Fund/Activity	FY23 Actual Expense	FY24 Adopted Budget	FY25 Recomm'd Budget
6C - Staff Development	923	654	585
6D - Repair/Maint/Util	286,297	179,816	225,694
6E - Contractual Svcs	101,307	129,490	136,986
6F - Commodities	59,400	84,337	91,809
5414 - Recycling Collection Total	1,150,181	1,092,775	1,197,528
5415 - Garage Services			
811 - Garage Service			
6A - Salaries & Wages	813,404	822,184	872,932
6B - Employee Benefits	314,405	318,669	329,316
6C - Staff Development	4,466	12,738	13,494
6D - Repair/Maint/Util	239,284	147,339	180,400
6E - Contractual Svcs	76,421	167,559	184,003
6F - Commodities	1,692,251	1,037,866	1,416,796
6G - Capital Outlay	0	0	0
5415 - Garage Services Total	3,140,231	2,506,355	2,996,941
5416 - Sanitary Sewer Maintenance			
610 - Sanitary Sewer Operating			
6A - Salaries & Wages	289,484	324,466	334,785
6B - Employee Benefits	124,361	130,526	134,084
6C - Staff Development	5,070	8,030	8,000
6D - Repair/Maint/Util	114,924	54,944	66,303
6E - Contractual Svcs	86,642	87,413	108,268
6F - Commodities	116,175	124,322	185,887
6G - Capital Outlay	0	0	20,000
6I - Transfers	146,760	0	0
5416 - Sanitary Sewer Maintenance Total	883,416	729,701	857,327
5417 - Stormwater Maintenance			
620 - Stormwater Operating			
6A - Salaries & Wages	108,857	133,647	139,526
6B - Employee Benefits	47,146	52,742	54,971
6C - Staff Development	1,600	300	300
6D - Repair/Maint/Util	29,522	26,002	22,884
6E - Contractual Svcs	34,281	36,443	44,401
6F - Commodities	51,217	49,333	52,118
6G - Capital Outlay	0	0	0
5417 - Stormwater Maintenance Total	272,623	298,467	314,200
5418 - Salt Operations			
605 - Salt Operations			
6D - Repair/Maint/Util	424	0	0
6E - Contractual Svcs	12,035	17,408	20,960
6F - Commodities	63,297	87,900	110,886
5418 - Salt Operations Total	75,756	105,308	131,846
5419 - Landfill			
950 - DMASWA -General			
6A - Salaries & Wages	594,479	612,846	710,353

Recommended Expenditure Budget Report by Activity & Funding Source

54 - PUBLIC WORKS

Fund/Activity	FY23 Actual Expense	FY24 Adopted Budget	FY25 Recomm'd Budget
6B - Employee Benefits	264,591	267,159	285,418
6C - Staff Development	15,684	14,202	26,863
6D - Repair/Maint/Util	749,861	562,231	643,297
6E - Contractual Svcs	1,604,199	1,289,757	1,257,685
6F - Commodities	236,984	184,905	333,341
6G - Capital Outlay	460	0	56,500
6H - Debt Service	681,359	673,109	641,465
6I - Transfers	477,980	524,622	596,912
5419 - Landfill Total	4,625,598	4,128,831	4,551,834
5420 - Composting			
950 - DMASWA -General			
6A - Salaries & Wages	2,014	33,888	23,569
6B - Employee Benefits	9,411	14,711	11,549
6C - Staff Development	1,725	7,035	6,060
6E - Contractual Svcs	94,301	113,145	114,563
6F - Commodities	526	800	1,000
5420 - Composting Total	107,978	169,579	156,741
5421 - Household Hazardous Waste			
950 - DMASWA -General			
6A - Salaries & Wages	22,626	94,340	104,193
6B - Employee Benefits	31,264	41,623	47,487
6C - Staff Development	6,169	7,200	8,360
6D - Repair/Maint/Util	1,218	2,333	2,957
6E - Contractual Svcs	71,453	100,341	103,974
6F - Commodities	8,150	8,075	8,097
6G - Capital Outlay	0	0	0
5421 - Household Hazardous Waste Total	140,880	253,912	275,068
5422 - Education and Outreach			
950 - DMASWA -General			
6A - Salaries & Wages	2,841	12,226	13,332
6B - Employee Benefits	2,511	4,133	5,317
6C - Staff Development	833	17,021	11,919
6E - Contractual Svcs	145,664	186,475	160,299
6F - Commodities	4	225	225
5422 - Education and Outreach Total	151,853	220,080	191,092
5423 - E-Waste			
950 - DMASWA -General			
6A - Salaries & Wages	12,077	74,898	81,885
6B - Employee Benefits	23,173	32,077	37,449
6D - Repair/Maint/Util	0	1,300	1,300
6E - Contractual Svcs	53,229	65,744	67,845
6F - Commodities	58	1,041	1,541
5423 - E-Waste Total	88,536	175,060	190,020
5425 - Gas System			
950 - DMASWA -General			

Recommended Expenditure Budget Report by Activity & Funding Source

54 - PUBLIC WORKS

Fund/Activity	FY23 Actual Expense	FY24 Adopted Budget	FY25 Recomm'd Budget
6A - Salaries & Wages	5,815	26,802	29,168
6B - Employee Benefits	8,006	11,673	12,226
6C - Staff Development	282	1,227	288
6D - Repair/Maint/Util	43,686	14,955	4,779
6E - Contractual Svcs	19,096	37,369	39,575
6F - Commodities	1,165	7,016	1,165
5425 - Gas System Total	78,051	99,042	87,201
5426 - Rural Recycling			
950 - DMASWA -General			
6A - Salaries & Wages	4,315	17,083	18,639
6B - Employee Benefits	4,909	7,077	8,467
6E - Contractual Svcs	214,927	232,029	244,405
6F - Commodities	52,137	18,000	15,400
5426 - Rural Recycling Total	276,289	274,189	286,911
5427 - Street Parking Meters			
650 - Parking Operating			
6A - Salaries & Wages	53	0	0
6B - Employee Benefits	9	0	0
5427 - Street Parking Meters Total	62	0	0
5428 - Water Main Replacement			
600 - Water Operating			
6A - Salaries & Wages	2,128	0	0
6B - Employee Benefits	354	0	0
6G - Capital Outlay	0	0	0
5428 - Water Main Replacement Total	2,482	0	0
5429 - Parks Assistance			
100 - General			
6A - Salaries & Wages	0	0	0
6B - Employee Benefits	0	0	0
5429 - Parks Assistance Total	0	0	0
5480 - Debt Service			
200 - Debt Service			
6E - Contractual Svcs	0	0	0
6H - Debt Service	83,041	83,897	85,444
670 - Refuse Collection Operating			
6H - Debt Service	7,666	7,843	16,370
5480 - Debt Service Total	90,707	91,740	101,814
5499 - Pcard Clearing			
100 - General			
6F - Commodities	0	0	0
5499 - Pcard Clearing Total	0	0	0
PUBLIC WORKS TOTAL	23,421,278	22,897,195	24,247,035

CITY OF DUBUQUE, IOWA
DEPARTMENT DETAIL - PERSONNEL COMPLEMENT

54 PUBLIC WORKS DEPARTMENT

FD	JC	WP-GR	JOB CLASS	FY 2023		FY 2024		FY 2025	
				FTE	BUDGET	FTE	BUDGET	FTE	BUDGET
61010 Full Time Employee Expense									
250		GD-06	ASSISTANT HORTICULTURALIST	0.42	\$ 23,463	0.42	\$ 24,540	0.42	\$ 25,754
100	1490	GE-38	ASST PUBLIC WORKS DIRECTOR	1.00	\$ 97,669	1.00	\$ 107,809	—	\$ —
100		GE-37	DATA SCIENTIST	—	\$ —	1.00	\$ 84,560	1.00	\$ 91,664
940	2625	GE-36	DMASWA ADMINISTRATOR	1.00	\$ 85,034	1.00	\$ 95,140	1.00	\$ 104,141
940			ENVIRONMENTAL TECH	—	\$ —	1.00	\$ 56,610	1.00	\$ 64,826
810	3225	GE-35	EQUIP MAINT. SUPERVISOR	1.00	\$ 87,654	1.00	\$ 92,153	1.00	\$ 97,607
100	2375	GD-06	EQUIPMENT OPERATOR I	1.72	\$ 99,535	1.72	\$ 104,027	1.72	\$ 108,463
250	2375	GD-06	EQUIPMENT OPERATOR I	6.92	\$ 401,934	6.19	\$ 369,570	6.19	\$ 381,860
610	2375	GD-06	EQUIPMENT OPERATOR I	2.97	\$ 171,548	2.97	\$ 172,101	2.97	\$ 177,397
620	2375	GD-06	EQUIPMENT OPERATOR I	1.12	\$ 64,792	1.12	\$ 65,262	1.12	\$ 69,290
100	2300	GD-08	EQUIPMENT OPERATOR II	1.25	\$ 75,718	1.00	\$ 63,758	1.00	\$ 65,925
250	2300	GD-08	EQUIPMENT OPERATOR II	4.88	\$ 288,482	5.03	\$ 309,003	5.03	\$ 328,643
610	2300	GD-08	EQUIPMENT OPERATOR II	0.87	\$ 52,347	0.87	\$ 54,811	0.87	\$ 57,127
620	2300	GD-08	EQUIPMENT OPERATOR II	0.10	\$ 6,047	0.10	\$ 6,324	0.10	\$ 6,581
940	2300	GD-08	EQUIPMENT OPERATOR II	1.00	\$ 62,242	1.00	\$ 55,190	—	\$ —
100		GE-35	FIELD SUPERVISOR	0.10	\$ 7,436	0.10	\$ 7,778	0.10	\$ 10,147
250		GE-35	FIELD SUPERVISOR	0.90	\$ 82,833	0.90	\$ 86,642	1.90	\$ 167,345
100	2655	GD-11	MAINTENANCE SUPERVISOR	0.08	\$ 5,224	0.08	\$ 5,422	0.08	\$ 5,566
250	2655	GD-11	MAINTENANCE SUPERVISOR	4.18	\$ 270,568	4.18	\$ 283,250	4.18	\$ 293,462
610	2655	GD-11	MAINTENANCE SUPERVISOR	0.92	\$ 60,208	0.92	\$ 62,814	0.92	\$ 64,750
620	2655	GD-11	MAINTENANCE SUPERVISOR	0.82	\$ 54,122	0.82	\$ 55,175	0.82	\$ 55,428
940	2655	GD-11	MAINTENANCE SUPERVISOR	1.00	\$ 64,176	1.00	\$ 67,300	—	\$ —
940	2655	GD-11	LEAD LANDFILL OPERATOR	—	\$ —	—	\$ —	1.00	\$ 69,838
810		GE-27	FLEET INVENTORY/ACCOUNT CLERK	1.00	\$ 46,082	1.00	\$ 48,201	1.00	\$ 58,964
940		GD-08	LANDFILL EQUIP OPERATOR	4.00	\$ 229,224	4.00	\$ 248,977	5.00	\$ 315,046
940	2625	GE-35	LANDFILL SUPERVISOR	1.00	\$ 89,409	1.00	\$ 74,081	1.00	\$ 84,628
100		GE-28	LEAD ADMINISTRATIVE ASSISTANT	1.00	\$ 60,904	1.00	\$ 51,146	1.00	\$ 56,654
810	7250	GD-11	LEAD MECHANIC	2.00	\$ 130,103	2.00	\$ 136,451	2.00	\$ 141,073
670	2655	GD-11	LEAD SANITATION DRIVER	1.00	\$ 66,716	1.00	\$ 59,994	1.00	\$ 68,620
810	2525	GD-10	MECHANIC	7.00	\$ 428,559	7.00	\$ 452,835	7.00	\$ 473,780
940	2525	GD-11	MECHANIC	1.00	\$ 66,070	1.00	\$ 66,875	1.00	\$ 71,462
100	3325	GE-41	PUBLIC WORKS DIRECTOR	1.00	\$ 127,093	1.00	\$ 132,936	1.00	\$ 132,607
670	6100	GE-35	RESOURCE MGMT SUPERVISOR	1.00	\$ 70,824	1.00	\$ 77,615	1.00	\$ 84,872
670	1300	GD-06	SANITATION DRIVER	18.00	\$ 1,045,608	18.00	\$ 1,088,832	18.00	\$ 1,128,463
940	870	GD-04	SCALE HOUSE OPERATOR	2.00	\$ 105,733	2.00	\$ 112,996	2.00	\$ 117,362
100	225	GE-25	ADMINISTRATIVE ASSISTANT	2.00	\$ 99,712	3.00	\$ 152,094	4.00	\$ 214,514
810	835	GD-03	FLEET MNT PROCUREMENT SPECIALIST	1.00	\$ 52,073	1.00	\$ 48,572	1.00	\$ 57,637
250	2925	GD-12	TRAFFIC SIGNAL TECH II	0.12	\$ 8,408	0.12	\$ 8,214	0.12	\$ 8,340
100	2925	GD-12	TRAFFIC SIGNAL TECHNICIAN II	2.88	\$ 201,776	2.88	\$ 197,894	2.88	\$ 200,154
100		GD-05	UTILITY WORKER	—	\$ —	0.83	\$ 48,287	0.83	\$ 48,512
250		GD-05	UTILITY WORKER	9.87	\$ 539,283	9.87	\$ 570,978	9.87	\$ 597,299
610		GD-05	UTILITY WORKER	0.3	16092	0.3	17506	0.3	18347
250		NA-48	UTILITY WORKER APPRENTICE	1	41196	1	44248	1	46632
670		GD-06	YARD WASTE & SNOWFIGHTER	0.58	30168	0.58	32124	0.58	33817
250		GD-06	YARD WASTE & SNOWFIGHTER	0.42	22124	0.42	23263	0.42	24488
TOTAL				90.42	5538189	93.42	5923358	94.42	6229085

CITY OF DUBUQUE, IOWA
DEPARTMENT DETAIL - PERSONNEL COMPLEMENT

54 PUBLIC WORKS DEPARTMENT

FD	JC	WP-GR	JOB CLASS	FY 2023		FY 2024		FY 2025	
				FTE	BUDGET	FTE	BUDGET	FTE	BUDGET
61020 Part Time Employee Expense									
250		GD-03	CUSTODIAN I	0.38	\$ 19,400	0.38	\$ 20,292	0.38	\$ 19,532
670		GD-03	CUSTODIAN I	0.08	\$ 4,084	0.08	\$ 4,272	0.08	\$ 4,417
810		GD-03	CUSTODIAN I	0.15	\$ 7,658	0.15	\$ 8,010	0.15	\$ 8,281
100		GE-25	SECRETARY	0.67	\$ 26,314	0.67	\$ 32,295	—	\$ —
TOTAL PART TIME EMPLOYEES				1.28	\$ 57,456	1.28	\$ 64,869	0.61	\$ 32,230
61030 Seasonal Employee Expense									
670	1325	NA-26	SANITATION DRIVER	0.08	\$ 2,719	—	\$ —	—	\$ —
670		NA-38	RESOURCE MGMT INTERN	—	\$ —	0.30	\$ 11,512	0.30	\$ 9,234
940	1325	GD-26	EQUIPMENT OPERATOR	0.75	\$ 25,494	—	\$ —	—	\$ —
100	898	GD-21	LABORER-ST/W/WW-TEMP	0.63	\$ 20,922	0.61	\$ 21,198	0.61	\$ 21,358
250	898	GD-21	LABORER-ST/W/WW-TEMP	0.27	\$ 8,913	0.12	\$ 15,034	0.12	\$ 4,201
TOTAL SEASONAL EMPLOYEES				1.73	\$ 58,048	1.03	\$ 47,744	1.03	\$ 34,793
TOTAL PUBLIC WORKS DEPARTMENT				93.43	\$ 5,653,693	95.73	\$ 6,035,971	96.06	\$ 6,296,108

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

ACCT	FD	JC	WP-GR	POSITION CLASS	FY 2023		FY 2024		FY 2025		
					FTE	BUDGET	FTE	BUDGET	FTE	BUDGET	
Public Works Administration-FT											
10054100	61010	100	3325	GE-41	PUBLIC WORKS DIRECTOR	1.00	\$ 127,093	1.00	\$ 132,936	1.00	\$ 132,607
10054100	61010	100	1490	GE-38	ASST PUBLIC WORKS DIRECTOR	1.00	\$ 97,669	1.00	\$ 107,809	—	\$ —
10054100	61010	100		GE-28	LEAD ADMINISTRATIVE ASSISTANT	1.00	\$ 60,904	1.00	\$ 51,146	1.00	\$ 56,654
10054100	61010	100		GE-37	DATA SCIENTIST	—	\$ —	1.00	\$ 84,560	1.00	\$ 91,664
10054100	61010	100	225	GE-25	ADMINISTRATIVE ASSISTANT	2.00	\$ 99,712	3.00	\$ 152,094	4.00	\$ 214,514
					Total	5.00	\$ 385,378	7.00	\$ 528,545	7.00	\$ 495,439
Public Works Administration-Part-Time											
10054100	61020	100	225	GE-25	SECRETARY	0.67	\$ 26,314	0.67	\$ 32,295	—	\$ —
					Total	0.67	\$ 26,314	0.67	\$ 32,295	—	\$ —
Riverfront Management-FT General Fund											
10054330	61010	100	2375	GD-08	EQUIPMENT OPERATOR II	0.10	\$ 6,106	0.10	\$ 6,386	0.10	\$ 6,603
10054330	61010	100		GD-06	EQUIPMENT OPERATOR I	0.05	\$ 2,853	0.05	\$ 3,028	0.05	\$ 3,160
					Total	0.15	\$ 8,959	0.15	\$ 9,414	0.15	\$ 9,763
Riverfront Management-Seasonal General Fund											
10054330	61030	100	898	GD-21	LABORER-ST/W/WW-TEMP	0.08	\$ 2,766	0.08	\$ 5,011	0.08	\$ 2,801
					Total	0.08	\$ 2,766	0.08	\$ 5,011	0.08	\$ 2,801
Floodwall Oper./Maintenance											
10054340	61010	100	2300	GD-08	EQUIPMENT OPERATOR II	0.12	\$ 7,257	0.12	\$ 7,651	0.12	\$ 7,911
10054340	61010	100	2655	GD-11	MAINTENANCE SUPERVISOR	0.08	\$ 5,224	0.08	\$ 5,422	0.08	\$ 5,566
10054340	61010	100		GE-31	FIELD SUPERVISOR	0.10	\$ 7,436	0.10	\$ 7,778	0.10	\$ 10,147
10054340	61010	100	2375	GD-06	EQUIPMENT OPERATOR I	0.10	\$ 5,779	0.10	\$ 5,810	0.10	\$ 6,032
					Total	0.40	\$ 25,696	0.40	\$ 26,661	0.40	\$ 29,656
Floodwall Oper./Maintenance-Seasonal											
10054340	61030	100	898	GD-21	LABORER-ST/W/WW-TEMP	0.10	\$ 3,301	0.08	\$ 2,585	0.08	\$ 2,801
					Total	0.10	\$ 3,301	0.08	\$ 2,585	0.08	\$ 2,801
Street & Traffic Lighting-FT General Fund											
10054430	61010	100		GD-06	EQUIPMENT OPERATOR I	0.02	\$ 1,158	0.02	\$ 1,215	0.02	\$ 1,266
10054430	61010	100	2925	GD-12	TRAFFIC SIGNAL TECHNICIAN II	2.86	\$ 200,284	2.86	\$ 196,330	2.86	\$ 198,772
					Total	2.88	\$ 201,442	2.88	\$ 197,545	2.88	\$ 200,038
Street Signs & Markings-FT General Fund											
10054435	61010	100	2925	GD-12	TRAFFIC SIGNAL TECHNICIAN II	0.01	\$ 746	0.01	\$ 782	0.01	\$ 691
10054435	61010	100		GD-05	UTILITY WORKER	—	\$ —	0.83	\$ 48,287	0.83	\$ 48,512
10054435	61010	100	2375	GD-06	EQUIPMENT OPERATOR I	0.82	\$ 47,478	0.82	\$ 49,764	0.82	\$ 51,868
10054435	61010	100	2300	GD-08	EQUIPMENT OPERATOR II	0.40	\$ 23,890	0.15	\$ 9,487	0.15	\$ 9,809
					Total	1.23	\$ 72,114	1.81	\$ 108,320	1.81	\$ 110,880

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

ACCT	FD	JC	WP-GR	POSITION CLASS	FY 2023		FY 2024		FY 2025		
					FTE	BUDGET	FTE	BUDGET	FTE	BUDGET	
Port of Dubuque Maintenance-FT											
10054450	61010	100	2925	GD-12	TRAFFIC SIGNAL TECHNICIAN II	0.01	\$ 746	0.01	\$ 782	0.01	\$ 691
10054450	61010	100	2300	GD-08	EQUIPMENT OPERATOR II	0.63	\$ 38,465	0.63	\$ 40,234	0.63	\$ 41,602
10054450	61010	100	1475	GD-06	EQUIPMENT OPERATOR I	0.73	\$ 42,267	0.73	\$ 44,210	0.73	\$ 46,137
Total						1.37	\$ 81,478	1.37	\$ 85,226	1.37	\$ 88,430
Port of Dubuque Maintenance-Seasonal											
10054450	61030	100	898	GD-21	LABORER-ST/W/WW-TEMP	0.45	\$ 14,855	0.45	\$ 13,602	0.45	\$ 15,756
Total						0.45	\$ 14,855	0.45	\$ 13,602	0.45	\$ 15,756
Street Maintenance-FT Road Use Tax Fund											
25054400	61010	250		GD-06	ASSISTANT HORTICULTURALIST	0.25	\$ 13,966	0.25	\$ 14,607	0.25	\$ 15,330
25054400	61010	250		GD-06	YARD WASTE & SNOWFIGHTER	—	\$ —	0.25	\$ 13,847	0.25	\$ 14,576
25054400	61010	250		GD-05	UTILITY WORKER	6.46	\$ 349,307	6.46	\$ 370,973	6.46	\$ 389,046
25054400	61010			NA-48	UTILITY WORKER APPRENTICE	0.83	\$ 34,193	0.83	\$ 36,726	0.83	\$ 38,705
25054400	61010	250	2300	GD-08	EQUIPMENT OPERATOR II	1.94	\$ 116,180	2.09	\$ 129,165	2.09	\$ 135,672
25054400	61010	250	2375	GD-06	EQUIPMENT OPERATOR I	4.11	\$ 239,973	3.38	\$ 204,654	3.38	\$ 209,267
25054400	61010	250	2655	GD-11	MAINTENANCE SUPERVISOR	3.20	\$ 206,847	3.20	\$ 216,918	3.20	\$ 224,964
25054400	61010	250		GE-35	FIELD SUPERVISOR	0.73	\$ 67,187	0.73	\$ 70,277	1.53	\$ 134,891
Total						17.52	\$1,027,653	17.19	\$ 1,057,167	17.99	\$ 1,162,451
Street Maintenance-PT Road Use Tax Fund											
25054400	61020	250		GD-03	CUSTODIAN I	0.38	\$ 19,400	0.38	\$ 20,292	0.38	\$ 19,532
Total						0.38	\$ 19,400	0.38	\$ 20,292	0.38	\$ 19,532
Street Cleaning-Full Time Road Use Tax Fund											
25054410	61010	250		GD-05	UTILITY WORKER	1.56	\$ 89,254	1.56	\$ 93,549	1.56	\$ 96,540
25054410	61010	250	2375	GD-06	EQUIPMENT OPERATOR I	0.83	\$ 48,057	0.83	\$ 48,529	0.83	\$ 50,950
25054410	61010	250	2300	GD-08	EQUIPMENT OPERATOR II	1.77	\$ 102,603	1.77	\$ 107,319	1.77	\$ 116,373
Total						4.16	\$ 239,914	4.16	\$ 249,397	4.16	\$ 263,863
Street Cleaning-Seasonal-Road Use Tax Fund											
25054410	61030	250	898	GD-21	LABORER-ST/W/WW-TEMP	0.27	\$ 8,913	0.12	\$ 15,034	0.12	\$ 4,201
Total						0.27	\$ 8,913	0.12	\$ 15,034	0.12	\$ 4,201
Snow Removal-FT											
25054420	61010	250	2925	GD-12	TRAFFIC SIGNAL TECH II	0.12	\$ 8,408	0.12	\$ 8,214	0.12	\$ 8,340
25054420	61010	250		GD-05	UTILITY WORKER	1.85	\$ 100,722	1.85	\$ 106,456	1.85	\$ 111,713
25054400	61010	250		NA-48	UTILITY WORKER APPRENTICE	0.17	\$ 7,003	0.17	\$ 7,522	0.17	\$ 7,927
25054420	61010	250		GD-06	ASSISTANT HORTICULTURALIST	0.17	\$ 9,497	0.17	\$ 9,933	0.17	\$ 10,424
25054420	61010	250	2655	GD-11	MAINTENANCE SUPERVISOR	0.98	\$ 63,721	0.98	\$ 66,332	0.98	\$ 68,498
25054420	61010	250		GE-35	FIELD SUPERVISOR	0.17	\$ 15,646	0.17	\$ 16,365	0.37	\$ 32,454
25054420	61010	250	2300	GD-08	EQUIPMENT OPERATOR II	1.17	\$ 69,699	1.17	\$ 72,519	1.17	\$ 76,598

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

						FY 2023		FY 2024		FY 2025	
						FTE	BUDGET	FTE	BUDGET	FTE	BUDGET
ACCT	FD	JC	WP-GR	POSITION CLASS							
25054420	61010	250	2375	GD-06	EQUIPMENT OPERATOR I	1.98	\$ 113,904	1.98	\$ 116,387	1.98	\$ 121,643
25054420	61010	250		GD-06	YARD WASTE & SNOWFIGHTER	0.42	\$ 22,124	0.17	\$ 9,416	0.17	\$ 9,912
Total						7.03	\$ 410,724	6.78	\$ 413,144	6.98	\$ 447,509
Sanitary Sewer Maintenance-FT Sewer Use Fund											
61054300	61010	610	2375	GD-06	EQUIPMENT OPERATOR I	2.97	\$ 171,548	2.97	\$ 172,101	2.97	\$ 177,397
61054300	61010	610		GD-05	UTILITY WORKER	0.30	\$ 16,092	0.30	\$ 17,506	0.30	\$ 18,347
61054300	61010	610	2300	GD-08	EQUIPMENT OPERATOR II	0.87	\$ 52,347	0.87	\$ 54,811	0.87	\$ 57,127
61054300	61010	610	2655	GD-11	MAINTENANCE SUPERVISOR	0.92	\$ 60,208	0.92	\$ 62,814	0.92	\$ 64,750
Total						5.06	\$ 300,195	5.06	\$ 307,232	5.06	\$ 317,621
Storm Sewer Maintenance-FT Stormwater Fund											
62054310	61010	620	2300	GD-08	EQUIPMENT OPERATOR II	0.10	\$ 6,047	0.10	\$ 6,324	0.10	\$ 6,581
62054310	61010	620	2375	GD-06	EQUIPMENT OPERATOR I	1.12	\$ 64,792	1.12	\$ 65,262	1.12	\$ 69,290
62054310	61010	620	2655	GD-11	MAINTENANCE SUPERVISOR	0.82	\$ 54,122	0.82	\$ 55,175	0.82	\$ 55,428
Total						2.04	\$ 124,961	2.04	\$ 126,761	2.04	\$ 131,299
Refuse Collection-FT Refuse Fund											
67054500	61010	670	6100	GE-35	RESOURCE MGMT SUPERVISOR	0.40	\$ 28,330	0.40	\$ 31,046	0.40	\$ 33,949
67054500	61010	670	2655	GD-11	LEAD SANITATION DRIVER	0.40	\$ 26,686	0.40	\$ 23,998	0.40	\$ 27,448
67054500	61010	670	1300	GD-06	SANITATION DRIVER	10.15	\$ 595,359	10.15	\$ 618,174	10.15	\$ 637,360
Total						10.95	\$ 650,375	10.95	\$ 673,218	10.95	\$ 698,757
Refuse Collection-PT											
67054500	61020	670		GD-03	CUSTODIAN I	0.08	\$ 4,084	0.08	\$ 4,272	0.08	\$ 4,417
Total						0.08	\$ 4,084	0.08	\$ 4,272	0.08	\$ 4,417
Refuse Collection-Seasonal Refuse Fund											
67054500	61030	670		NA-38F	RESOURCE MGMT INTERN	—	\$ —	0.30	\$ 11,512	0.30	\$ 9,234
Total						—	\$ —	0.30	\$ 11,512	0.30	\$ 9,234
Yard Waste Collection-FT Refuse Fund											
67054510	61010	670	2655	GD-11	LEAD SANITATION DRIVER	0.10	\$ 6,672	0.10	\$ 5,999	0.10	\$ 6,862
67054510	61010	670	1300	GD-06	SANITATION DRIVER	1.15	\$ 67,796	1.15	\$ 71,338	1.05	\$ 67,418
67054510	61010	670		GD-06	YARD WASTE & SNOWFIGHTER	0.58	\$ 30,168	0.50	\$ 27,693	0.50	\$ 29,153
67054510	61010	670	6100	GE-35	RESOURCE MGMT SUPERVISOR	0.10	\$ 7,082	0.10	\$ 7,761	0.10	\$ 8,487
Total						1.93	\$ 111,718	1.85	\$ 112,791	1.75	\$ 111,920
Large Item Collection-FT Refuse Fund											
67054520	61010	670	2655	GD-11	LEAD SANITATION DRIVER	0.10	\$ 6,672	0.10	\$ 5,999	0.10	\$ 6,862
67054520	61010	670		GD-06	YARD WASTE & SNOWFIGHTER	—	\$ —	0.08	\$ 4,431	0.08	\$ 4,664
67054520	61010	670	6100	GE-35	RESOURCE MGMT SUPERVISOR	0.06	\$ 4,249	0.06	\$ 4,657	0.06	\$ 5,092
Total						0.16	\$ 10,921	0.24	\$ 15,087	0.24	\$ 16,618

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

ACCT	FD	JC	WP-GR	POSITION CLASS		FY 2023		FY 2024		FY 2025	
						FTE	BUDGET	FTE	BUDGET	FTE	BUDGET
Recycling Collection Program-FT Refuse Fund											
67054530	61010	670	6100	GE-35	RESOURCE MGMT SUPERVISOR	0.44	\$ 31,163	0.44	\$ 34,151	0.44	\$ 37,344
67054530	61010	670	2655	GD-11	LEAD SANITATION DRIVER	0.40	\$ 26,686	0.40	\$ 23,998	0.40	\$ 27,448
67054530	61010	670	1300	GD-06	SANITATION DRIVER	6.70	\$ 382,453	6.70	\$ 399,320	6.80	\$ 423,685
Total						7.54	\$ 440,302	7.54	\$ 457,469	7.64	\$ 488,477
Recycling Collection Program-Seasonal Refuse Fund											
67054530	61030	670	898	GD-26	SANITATION DRIVER	0.08	\$ 2,719	—	\$ —	—	\$ —
Total						0.08	\$ 2,719	—	\$ —	—	\$ —
City Garage-FT Service Fund											
81054600	61010	810	3225	GE-35	EQUIP MAINT. SUPERVISOR	1.00	\$ 87,654	1.00	\$ 92,153	1.00	\$ 97,607
81054600	61010	810	2525	GD-10	MECHANIC	7.00	\$ 428,559	7.00	\$ 452,835	7.00	\$ 473,780
81054600	61010	810		GE-27	FLEET INVENTORY/ACCOUNT CLERK	1.00	\$ 46,082	1.00	\$ 48,201	1.00	\$ 58,964
81054600	61010	810	835	GD-03	PROCUREMENT SPECIALIST	1.00	\$ 52,073	1.00	\$ 48,572	1.00	\$ 57,637
81054600	61010	810	7250	GD-11	LEAD MECHANIC	2.00	\$ 130,103	2.00	\$ 136,451	2.00	\$ 141,073
Total						12.00	\$ 744,471	12.00	\$ 778,212	12.00	\$ 829,061
City Garage-PT Service Fund											
81054600	61020	810	3056	GD-03	CUSTODIAN I	0.15	\$ 7,658	0.15	\$ 8,010	0.15	\$ 8,281
Total						0.15	\$ 7,658	0.15	\$ 8,010	0.15	\$ 8,281
Landfill-FT											
94054200	61010	940	2625	GE-36	DMASWA ADMINISTRATOR	0.45	\$ 38,469	0.45	\$ 42,813	0.45	\$ 46,864
94054200	61010	940	2625	GE-35	LANDFILL SUPERVISOR	0.60	\$ 53,645	0.60	\$ 44,449	0.60	\$ 50,776
94054200	61010	940	2655	GD-11	MAINTENANCE SUPERVISOR	0.60	\$ 38,504	0.60	\$ 40,380	—	\$ —
94054200	61010	940		GE-11	LEAD LANDFILL OPERATOR	—	\$ —	—	\$ —	0.60	\$ 41,900
94054200	61010	940	2525	GD-11	MECHANIC	1.00	\$ 66,070	1.00	\$ 66,875	1.00	\$ 71,462
94054200	61010	940	2300	GD-08	EQUIPMENT OPERATOR II	1.00	\$ 62,242	1.00	\$ 55,190	—	\$ —
94054200	61010	940	2948	GD-08	LANDFILL EQUIP OPERATOR	3.15	\$ 182,220	3.15	\$ 197,884	4.35	\$ 274,299
94054200	61010	940	870	GD-04	SCALE HOUSE OPERATOR	1.40	\$ 75,127	1.40	\$ 77,905	1.40	\$ 80,766
Total						8.20	\$ 516,277	8.20	\$ 525,496	8.40	\$ 566,067
Landfill-Seasonal											
94054200	61030	940	1325	GD-26	EQUIPMENT OPERATOR	0.75	\$ 25,494	—	\$ —	—	\$ —
Total						0.75	\$ 25,494	—	\$ —	—	\$ —
Composting-Landfill Program-FT											
94054210	61010	940	2625	GE-36	DMASWA ADMINISTRATOR	0.10	\$ 8,547	0.10	\$ 9,514	0.10	\$ 10,414
94054210	61010	940	2655	GD-11	MAINTENANCE SUPERVISOR	0.05	\$ 3,209	0.05	\$ 3,365	—	\$ —
94054200	61010	940		GE-11	LEAD LANDFILL OPERATOR	—	\$ —	—	\$ —	0.05	\$ 3,493

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

ACCT	FD	JC	WP-GR	POSITION CLASS	FY 2023		FY 2024		FY 2025	
					FTE	BUDGET	FTE	BUDGET	FTE	BUDGET
94054210	61010	940	2948	GD-08	LANDFILL EQUIP OPERATOR	0.20	\$ 10,824	0.20	\$ 12,401	— \$ —
94054210	61010	940	2625	GE-35	LANDFILL SUPERVISOR	0.10	\$ 8,940	0.10	\$ 7,408	0.10 \$ 8,462
Total					0.45	\$ 31,520	0.45	\$ 32,688	0.25	\$ 22,369
HHMRCC-Landfill Program-FT										
94054220	61010	940	2625	GE-36	DMASWA ADMINISTRATOR	0.10	\$ 8,547	0.10	\$ 9,514	0.10 \$ 10,414
94054220	61010	940	2625	GE-35	LANDFILL SUPERVISOR	0.05	\$ 4,471	0.05	\$ 3,704	0.05 \$ 4,232
94054220	61010	940	2655	GD-11	MAINTENANCE SUPERVISOR	0.05	\$ 3,209	0.05	\$ 3,365	— \$ —
94054200	61010	940		GE-11	LEAD LANDFILL OPERATOR	—	\$ —	—	\$ —	0.05 \$ 3,493
94054220	61010	940			ENVIRONMENTAL TECH	—	\$ —	0.50	\$ 28,305	0.50 \$ 32,413
94054220	61010	940	2948	GD-08	LANDFILL EQUIP OPERATOR	0.30	\$ 16,608	0.30	\$ 17,796	0.30 \$ 18,744
94054220	61010	940	870	GD-04	SCALE HOUSE OPERATOR	0.50	\$ 25,505	0.50	\$ 29,242	0.50 \$ 30,497
Total					1.00	\$ 58,340	1.50	\$ 91,926	1.50	\$ 99,793
Education & Communication-Landfill Program-FT										
94054230	61010	940	2625	GE-36	DMASWA ADMINISTRATOR	0.05	\$ 4,126	0.05	\$ 4,757	0.05 \$ 5,207
94054230	61010	940	2625	GE-35	LANDFILL SUPERVISOR	0.05	\$ 4,471	0.05	\$ 3,704	0.05 \$ 4,232
94054230	61010	940	2655	GD-11	MAINTENANCE SUPERVISOR	0.05	\$ 3,209	0.05	\$ 3,365	— \$ —
94054200	61010	940		GE-11	LEAD LANDFILL OPERATOR	—	\$ —	—	\$ —	0.05 \$ 3,493
Total					0.15	\$ 11,806	0.15	\$ 11,826	0.15	\$ 12,932
E-Scrap Recycling-Landfill Program-FT										
94054240	61010	940	2625	GE-36	DMASWA ADMINISTRATOR	0.10	\$ 8,251	0.10	\$ 9,514	0.10 \$ 10,414
94054240	61010	940	2625	GE-35	LANDFILL SUPERVISOR	0.05	\$ 4,471	0.05	\$ 3,704	0.05 \$ 4,232
94054240	61010	940	2655	GD-11	MAINTENANCE SUPERVISOR	0.10	\$ 6,418	0.10	\$ 6,730	— \$ —
94054200	61010	940		GE-11	LEAD LANDFILL OPERATOR	—	\$ —	—	\$ —	0.10 \$ 6,983
94054240	61010	940	2948	GD-08	LANDFILL EQUIP OPERATOR	0.30	\$ 16,608	0.30	\$ 17,796	0.30 \$ 18,744
94054240	61010	940		GD-08	ENVIRONMENTAL TECH	—	\$ —	0.50	\$ 28,305	0.50 \$ 32,413
94054240	61010	940	870	GD-04	SCALE HOUSE OPERATOR	0.10	\$ 5,101	0.10	\$ 5,849	0.10 \$ 6,099
Total					0.65	\$ 40,849	1.15	\$ 71,898	1.15	\$ 78,885
DMASWA Rural Recycling Program - FT										
94054250	61010	940	2625	GE-36	DMASWA ADMINISTRATOR	0.10	\$ 8,547	0.10	\$ 9,514	0.10 \$ 10,414
94054250	61010	940	2655	GD-11	MAINTENANCE SUPERVISOR	0.05	\$ 3,209	0.05	\$ 3,365	— \$ —
94054200	61010	940		GE-11	LEAD LANDFILL OPERATOR	—	\$ —	—	\$ —	0.05 \$ 3,493
94054250	61010	940	2625	GE-35	LANDFILL SUPERVISOR	0.05	\$ 4,471	0.05	\$ 3,704	0.05 \$ 4,232
Total					0.20	\$ 16,227	0.20	\$ 16,583	0.20	\$ 18,139
DMASWA Gas Collection - FT										
94054260	61010	940	2625	GE-36	DMASWA ADMINISTRATOR	0.10	\$ 8,547	0.10	\$ 9,514	0.10 \$ 10,414
94054260	61010	940	2625	GE-35	LANDFILL SUPERVISOR	0.10	\$ 8,940	0.10	\$ 7,408	0.10 \$ 8,462
94054260	61010	940	2655	GD-11	MAINTENANCE SUPERVISOR	0.10	\$ 6,418	0.10	\$ 6,730	— \$ —

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

ACCT	FD	JC	WP-GR	POSITION CLASS	FY 2023		FY 2024		FY 2025	
					FTE	BUDGET	FTE	BUDGET	FTE	BUDGET
94054200	61010	940		GE-11 LEAD LANDFILL OPERATOR	—	\$ —	—	\$ —	0.10	\$ 6,983
94054240	61010	940	2948	GD-08 LANDFILL EQUIP OPERATOR	0.05	\$ 2,964	0.05	\$ 3,100	0.05	\$ 3,259
Total					0.35	\$ 26,869	0.35	\$ 26,752	0.35	\$ 29,118
TOTAL PUBLIC WORKS DEPT.					93.43	\$5,653,693	95.73	\$ 6,035,971	96.06	\$ 6,296,108

Capital Improvement Projects by Department/Division					
PUBLIC WORKS					
Project Number	Capital Improvement Project Title	Department	Fund	Account	FY 25 Recomm'd Budget
5421000001	Curb Replacement Program	Public Works	301	64075	8,000
5421000001	Curb Replacement Program	Public Works	301	67990	42,000
5421000002	Curb Ramp Program	Public Works	301	67990	685,000
5421000002	Curb Ramp Program	Public Works	301	64075	65,000
5421000003	Asphalt Milling Program	Public Works	301	67990	99,530
5421000004	Concrete Street Sction	Public Works	301	67990	40,000
5421000004	Concrete Street Sction Repair	Public Works	301	64075	10,000
5424000001	Street Sign/Post Replacement	Public Works	301	65110	15,000
5429900002	Post-Flood Repair Program	Public Works	301	67990	10,000
5429900003	Solid Waste Vehicles	Public Works	671	67270	1,113,843
5429900006	Vehicle access door replcmnt	Public Works	301	67990	78,019
5429900008	Garage Electric Vehicle Chrg	Public Works	811	67230	160,186
5475000002	3205 3242 Replacement Bodies	Public Works	301	67230	200,000
5481500003	SANITARY SEWER ROOT FOAM	Public Works	611	64900	50,000
5481500004	Combination Jet/Vac Sewer Mainten	Public Works	621	67270	45,000
5481500004	Combination Jet/Vac Sewer Mainten	Public Works	611	67270	360,000
5484000009	Gas Field Well Leachate Pump Proje	Public Works	950	67270	25,000
8284000008	Landfill Detention Basin Cleanout P	DMASWA	950	67990	25,000
8284000009	Landfill UTV Replacement Project	DMASWA	950	67100	30,000
8284000010	Landfill Tarpomatic Replacement Pro	DMASWA	950	67270	70,000
8284000011	Landfill Waste Minimization Grant P	DMASWA	950	64135	75,000
8284000012	Weed Tractor Replacement 3457	DMASWA	950	67100	95,000
8284000013	Landfill Dozer Rebuild	DMASWA	950	67230	187,500
8284000014	Landfill Cell 10 Permitting Project	DMASWA	950	64185	400,000
PUBLIC WORKS	TOTAL				3,889,078

PRGRM/ DEPT	PROJECT DESCRIPTION	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	TOTAL	PAGE
PUBLIC WORKS								
Public Works								
	Asphalt Milling Program	\$ 99,530	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 299,530	100
	Curb Ramp Program	\$ 750,000	\$ 500,000	\$ 500,000	\$ 500,000	\$ 500,000	\$ 2,750,000	101
	Curb Replacement Program	\$ 50,000	\$ 25,000	\$ 25,000	\$ 50,000	\$ 50,000	\$ 200,000	102
	Concrete Street Section Repair Program	\$ 50,000	\$ 25,000	\$ 25,000	\$ 50,000	\$ 50,000	\$ 200,000	103
	Street Sign and Post Replacement	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 75,000	104
	Floodwall Post-Flood Repair Program	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 50,000	105
	58,000 Gross Vehicle Weight (GVW) Dump Truck Replacement	\$ —	\$ —	\$ —	\$ 560,000	\$ 866,000	\$ 1,426,000	106
	44,000 GVW Dump Truck Replacement	\$ 200,000	\$ 205,000	\$ 210,000	\$ 215,000	\$ 220,000	\$ 1,050,000	107
	Mechanical Sweeper Replacement Project	\$ —	\$ —	\$ 230,000	\$ —	\$ —	\$ 230,000	108
	Hawthorne Street Boat Ramp Repair	\$ —	\$ —	\$ 50,000	\$ 325,000	\$ —	\$ 375,000	109
	Backhoe Loader Purchase	\$ —	\$ 103,000	\$ —	\$ —	\$ —	\$ 103,000	110
	Municipal Service Center Vehicle Access Doors Replacement Project	\$ 78,019	\$ —	\$ —	\$ —	\$ —	\$ 78,019	111
	Wheel Loader Purchase	\$ —	\$ —	\$ 256,000	\$ 253,000	\$ —	\$ 509,000	112
	Vehicle Fuel Island Rehabilitation	\$ —	\$ 80,000	\$ —	\$ —	\$ —	\$ 80,000	113
	Sign Truck, Crane, Welder Replacement Project	\$ —	\$ —	\$ 275,000	\$ —	\$ —	\$ 275,000	114
	Aerial Bucket Truck Replacement #3230	\$ —	\$ —	\$ —	\$ —	\$ 318,000	\$ 318,000	115
	Combination Jet/Vac Sewer Maintenance Truck Replacement	\$ 405,000	\$ 45,000	\$ —	\$ —	\$ —	\$ 450,000	116
PUBLIC WORKS								
Business Type								
	Sanitary Sewer Root Foaming	\$ 50,000	\$ 50,000	\$ 38,768	\$ 39,737	\$ 40,731	\$ 219,236	117
	Solid Waste Collection Vehicles	\$1,113,843	\$ 585,840	\$ 440,750	\$ 451,500	\$ 814,614	\$ 3,406,547	118
	Heavy Vehicle Maintenance Lift Replacement Project	\$ 160,186	\$ —	\$ —	\$ —	\$ —	\$ 160,186	119
	Landfill Gas Field Well Leachate Pump	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ —	\$ 100,000	120
	Landfill Cell 9 Abutment Phase 2	\$ —	\$ 100,000	\$1,000,000	\$ —	\$ —	\$ 1,100,000	121
	Landfill Weed Tractor Replacement 3457	\$ 95,000	\$ —	\$ —	\$ —	\$ —	\$ 95,000	122
	Landfill Wheel Loader Replacement	\$ —	\$ 434,637	\$ —	\$ —	\$ —	\$ 434,637	123
	Landfill Dozer Rebuild	\$ 187,500	\$ —	\$ —	\$ —	\$ —	\$ 187,500	124

PRGRM/ DEPT	PROJECT DESCRIPTION	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	TOTAL	PAGE
PUBLIC WORKS								
	Landfill Compactor Rebuild 3471	\$ —	\$ —	\$ 450,000	\$ —	\$ —	\$ 450,000	125
	Landfill Gas System Air Compressor	\$ —	\$ 25,394	\$ —	\$ —	\$ —	\$ 25,394	126
	Landfill Alternative Energy Project	\$ —	\$ —	\$ —	\$ 50,000	\$ —	\$ 50,000	127
	Landfill - Permit Renewal Project	\$ —	\$ —	\$ 55,204	\$ —	\$ —	\$ 55,204	128
	Landfill Organics Management Project	\$ —	\$ 75,000	\$ —	\$ —	\$ —	\$ 75,000	129
	Landfill Plan Updates Project	\$ —	\$ —	\$ —	\$ 27,061	\$ —	\$ 27,061	130
	Landfill Title V (Emission) Permit Renewal Project	\$ —	\$ 20,000	\$ —	\$ —	\$ —	\$ 20,000	131
	Landfill Waste Minimization Grant Project	\$ 75,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 475,000	132
	Landfill Website Redesign Project	\$ —	\$ —	\$ 20,000	\$ —	\$ —	\$ 20,000	133
	Landfill Cell 10 Permitting Project	\$ 400,000	\$ —	\$ —	\$ —	\$ —	\$ 400,000	134
	Landfill Detention Basin Cleanout Project	\$ 25,000	\$ 25,000	\$ —	\$ —	\$ —	\$ 50,000	135
	Landfill Tarpomatic Replacement Project	\$ 70,000	\$ —	\$ —	\$ —	\$ —	\$ 70,000	136
	Landfill Half Ton Truck Replacement Project	\$ —	\$ —	\$ 50,000	\$ —	\$ —	\$ 50,000	137
	Landfill UTV Replacement Project	\$ 30,000	\$ —	\$ —	\$ —	\$ —	\$ 30,000	138
	Landfill Batwing Replacement Project	\$ —	\$ —	\$ 34,869	\$ —	\$ —	\$ 34,869	139
	TOTAL	\$3,889,078	\$2,498,871	\$3,860,591	\$2,721,298	\$3,034,345	\$ 16,004,183	

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Economic Development

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ECONOMIC DEVELOPMENT DEPARTMENT

Budget Highlights	FY 2023 Actual	FY 2024 Budget	FY 2025 Requested	% Change From FY 2024 Budget
<u>Expenses</u>				
Employee Expense	425,353	442,581	471,013	6.4%
Supplies and Services	3,137,883	2,843,925	2,997,372	5.4%
TIF Rebate Payments	2,530,608	2,880,121	2,880,121	0.0%
Equipment	3,893	4,315	—	0.0%
Subtotal	6,097,737	6,170,942	6,348,506	2.9%
Debt Service	2,902,684	2,992,153	3,412,514	14.0%
Total	9,000,421	9,163,095	9,761,020	6.5%
<u>Resources</u>				
TIF Charges	5,433,292	5,872,274	6,292,635	0.0%
TIF Land Sales/Reimbursements	332,507	286,275	339,150	18.5%
Hotel/Motel Tax (50%)	1,215,511	1,446,631	1,617,272	11.8%
Federal Grant	477,674	—	—	0.0%
Farmland Rent	123,984	51,186	57,060	11.5%
Miscellaneous Revenue	112,113	26,607	27,932	5.0%
Total	7,695,081	7,682,973	8,334,049	8.5%
Property Tax Support	1,305,340	1,480,122	1,426,971	(53,151)
Percent Increase (Decrease)				-3.6%
Personnel - Authorized FTE	3.75	3.75	3.75	

Improvement Package Summary

1 of 5

This improvement package request is for an intern (0.25 FTE, NA-38) to work 10 hours per week in order to update and manage the website domain and email hosting for the alltogetherdubuque.com webpage. In 2021, the City received a \$10,000 Iowa Tourism grant which was used, along with a \$5,000 match from the Arts & Cultural Affairs budget, to create the branding and website design with the intent to highlight Creatives and their work as well as to provide the community access to art in Dubuque. As part of the City's Master Plan, the working group "Branding and Communication" worked to create the alltogetherdubuque.com website and subsequent branding which aligns with the goals set out by the City's Arts and Culture Master Plan.

This request supports the City Council goal of "Partnership for a Better Dubuque: Building Our Community that is Viable, Livable, and Equitable" by creating connections and partnerships for artists, businesses and the community.

Related Cost:	\$10,236	Tax Funds	Recurring	Recommend - No
Related Revenue:	<u>\$ 6,628</u>	Administrative Overhead	Recurring	
Net Property Tax Cost:	\$ 3,608			
Property Tax Impact:	\$0.0014	0.01%		
Activity: Arts & Cultural Affairs				

2 of 5

This improvement package request is for the purchase of 3 additional brochure holders to be placed on the 3 existing Art on the River kiosks, additional printing costs for the brochures and translation services. These holders are for the purpose of adding new brochures in Spanish with the intent to be more inclusive of Dubuque's diverse population. This addition fits into the following goals of the City's Arts & Culture Master Plan and supports the City Council goal of "Diverse Arts, Culture, Parks, and Recreation: Experiences and Activities" by creating more opportunities for diverse communities to cultivate a deeper understanding and connection to the work, the artist and the community.

Related Cost:	\$ 2,500	Tax Funds	Recurring	Recommend - No
Related Cost:	<u>\$ 1,650</u>	Tax Funds	Non-Recurring	
Net Property Tax Cost:	\$ 4,150			
Property Tax Impact:	\$ 0.0016	0.02%		
Activity: Arts & Cultural Affairs				

3 of 5

This improvement package request is for an increase in the stipend paid to artists who are chosen to display sculptures on the riverfront. Raising the stipend will directly affect the ability of artists to secure materials, resulting in an increased number of diverse and minority artist participants. This request supports the City Council goal of "Diverse Arts, Culture, Parks, and Recreation: Experiences and Activities" by making the process more equitable and opening the exhibit to a more diverse audience.

Related Cost:	<u>\$ 2,200</u>	Tax Funds	Recurring	Recommend - No
Net Property Tax Cost:	\$ 2,200			
Property Tax Impact:	\$0.0009	0.01%		
Activity: Arts & Cultural Affairs				

4 of 5

This improvement package request from The Dream Center is for an additional \$187,000 to sponsor 20 Dream Center students for an entire year of programming. The Dream Center program provides students with year-round holistic services that include continued school day curriculum, healthy meals, skill/character development, and more. Academic success is largely built on skills and concepts students learn in grades K–3. High-quality assessments can pinpoint student trouble spots before they become problems with a long-lasting impact. The City of Dubuque's support would allow focus on continuing to impact children of low-income and working families. Becoming a licensed childcare facility means access to affordable childcare for working families. The program would be established to assist low-income families that do not meet the Department of Human Services requirements for financial childcare assistance but cannot afford the annual program fees. The City recently funded a \$276,000

funding gap for capital improvements and a \$15,000 planning grant for those improvements. The City currently funds a \$63,000 contracted service agreement. This request supports the City Council goal of "Partnership for a Better Dubuque: Building Our Community that is Viable, Livable, and Equitable."

Related Cost:	<u>\$187,000</u>	Tax Funds	Recurring	Recommend - No
Net Property Tax Cost:	\$187,000			
Property Tax Impact:	\$0.0736	0.73%		
Activity:	Administration			

5 of 5

This improvement package request from The Fountain of Youth Program is to provide \$37,000 in additional funding to the Fountain of Youth. The funding will be a continuation of the Partners in Change and Real Talk programming. This funding will assist with providing services to the low income populations of Dubuque and the surrounding communities. The City currently funds a \$63,000 contracted service agreement. This request supports the City Council goal of "Partnership for a Better Dubuque: Building Our Community that is Viable, Livable, and Equitable."

Related Cost:	<u>\$37,000</u>	Tax Funds	Recurring	Recommend - No
Net Property Tax Cost:	\$37,000			
Property Tax Impact:	\$0.0146	0.15%		
Activity:	Administration			

Significant Line Items

Employee Expense

- 1. FY 2025 employee expense reflects a 5.00% wage package increase.
- 2. The Iowa Public Employee Retirement System (IPERS) City contribution of 9.44% is unchanged from FY 2024. The employee contribution of 6.29% is unchanged from FY 2024.
- 3. The City portion of health insurance expense is unchanged from \$1,119 in FY 2024 to \$1,119 in FY 2025 per month, per contract, which results in an annual cost unchanged of \$0 or 0.0%.

Supplies and Services

- 4. Payments to Other Agencies provide for TIF backed economic development grants. Rebate payments count against the City's statutory debt limit unless there is a non-appropriation clause approved in the development agreement and in that case only the current annual payment counts against the City's statutory debt limit. The City began using non-appropriation clauses in development agreements beginning in January 2013.

The grant estimates totaling \$1,720,291 in FY 2025 in the Greater Downtown TIF district are to:

Greater Downtown TIF Rebate Payments		
253 Main St.	\$ 3,094	Last payment FY 2027
Roshek Building	\$ 515,175	Last payment FY 2030
Dupaco Community Credit Union	\$ 63,415	Last payment FY 2039
Roussetot, Inc.	\$ 21,484	Last payment FY 2025
Hotel Julien	\$ 276,979	Last Payment FY 2026
Barker Financial	\$ 13,820	Last payment FY 2027
44 Main	\$ 81,952	Last payment FY 2027
Franklin Investment	\$ 21,280	Last payment FY 2028
Caradco (Schmid Innovation Center)	\$ 134,268	Last payment FY 2028
Bonson Block	\$ 9,833	Last payment FY 2028
Plastic Center	\$ 6,721	Last payment FY 2028
Linseed Oil Paintworks	\$ 17,274	Last payment FY 2030
Novelty Iron Works	\$ 204,402	Last payment FY 2031
Spahn and Rose	\$ 124,882	Last payment FY 2027
Metx	\$ 182,914	Last payment FY 2031
Marquette Hall, LLC	\$ 4,863	Last payment FY 2031
Three Amigos , LLC	\$ 7,055	Last payment FY 2031
210 Jones, LLC	\$ 21,295	Last payment FY 2031
Prairie Farms Dairy, Inc.	\$ 9,585	Last payment FY 2031
Total		<u>\$1,720,291</u>

The grant estimates totaling \$2,478,967 in FY 2025 in the Dubuque Industrial Center West TIF district are to:

Dubuque Industrial Center TIF Rebate Payments		
Giese	\$ 415,000	Last payment FY 2034
Medline	\$ 416,629	Last payment FY 2031
Simmons Pet Food	\$ 436,111	Last payment FY 2030
Duluth Trading	\$ 543,368	Last payment FY 2035
Green Industrial Supply	\$ 105,391	Last payment FY 2023
Tri-State Quality Metals	\$ 73,975	Last payment FY 2026
Hormel Foods	\$ 271,915	Last payment FY 2026
Roasting Solutions	\$ 72,924	Last payment FY 2028
Rite Hite	\$ 143,654	Last payment FY 2029
Total		<u>\$2,478,967</u>

The grant estimates totaling \$49,426 in FY 2025 in Tech Park TIF district are to:

Technology Park TIF Rebate Payments		
Rockfarm Holdings	\$ 49,426	Last payment FY 2027
Total	<u>\$ 49,426</u>	

The grant estimates in FY 2025 in the North Cascade Road Housing TIF district:

\$0 will be generated for public improvements and \$1,230,000 for low and moderate-income projects (last payment in 2027).

The grant estimates in FY 2025 in the English Ridge Housing TIF district are to:

\$371,400 will be generated for public improvements and \$228,600 for low and moderate-income projects.

The grant estimates in FY 2025 in the South Pointe Housing TIF district are to:

Dubuque South Pointe LLC \$119,643 (last payment in 2030). In addition, \$142,349 will be generated for public improvements and \$120,000 for low and moderate-income projects.

The grant estimates in FY 2025 in the Rustic Point Housing TIF district are to:

Derby Grange LLC \$54,672 (last payment in 2030). In addition, \$74,282 will be generated for public improvements and \$76,697 for low and moderate-income projects.

5. Meetings and Conferences is unchanged from \$55,880 in FY 2024 to \$55,880 in FY 2025. This line item represents the budget for Federal Initiatives (\$24,000), the Diversity Summit Sponsorship (\$5,000), the Diversity Summit registration for leadership team (\$5,000), the Growing Sustainable Communities Conference (\$825), the ICMA (\$2,700), the IMMI (\$700), Dubuque Night (\$160), the Pro Developers of Iowa Conference (\$670), the THINC Iowa Conference (\$1,200), the Americans for the Arts Conference (\$3,000), the Iowa Women's Leadership Conference (\$410), the Iowa Arts Summit (\$600), the Creative Placemaking Leadership Summit (\$1,800), IEDC (\$5,500), and an allocation for additional meetings and conferences (\$4,315).
6. Programming is unchanged from \$38,414 in FY 2024 to \$38,414 in FY 2025. This line item represents Art on the River. Art on the River has been a mainstay of the community for over 10 years. It remains one of the only public art endeavors that the City has initiated and is publicly accessible. It provides exhibition opportunities for local and regional artists and has become a popular/competitive exhibition space. It has been a model upon which other cities have built their public art programs and attracts at least 10,000 visitors to the Mississippi River Walk annually and remains a well-loved recreational space for residents as well. It has also been repeatedly featured in multiple local publications and on the Travel Dubuque promotional materials.
7. Other Contractual Services is increased from \$2,348,562 in FY 2024 to \$2,519,203 in FY 2025 based on FY 2024 budget. Fifty percent (50%) of the hotel/motel tax is paid to Travel Dubuque. The following service agreements are budgeted in Economic Development in FY 2025:

Contracted Services Agency	FY 2024	FY 2025	Change	%
Travel Dubuque	\$ 1,446,631	\$ 1,617,272	\$ 170,641	12 %
Dubuque Area Labor Management Council	\$ 35,000	\$ 35,000	\$ —	— %
Dubuque Main Street	\$ 96,211	\$ 96,211	\$ —	— %
Dubuque Winter Farmers Market	\$ 15,000	\$ 15,000	\$ —	— %
Fountain of Youth	\$ 63,000	\$ 63,000	\$ —	— %
Dubuque Dream Center	\$ 63,000	\$ 63,000	\$ —	— %
Greater Dubuque Development Corporation	\$ 456,500	\$ 456,500	\$ —	— %
Prosperity Eastern Iowa	\$ 5,085	\$ 5,085	\$ —	— %
Access Dubuque	\$ 8,135	\$ 8,135	\$ —	— %
Inclusive Dubuque	\$ 75,000	\$ 75,000	\$ —	— %
Project Hope	\$ 85,000	\$ 85,000	\$ —	— %
Total	\$ 2,348,562	\$ 2,519,203	\$ 170,641	6.77 %

These contracted services for Economic Development are expenses that the City would have within its organization regardless of who provides the services.

Debt Service

8. The FY 2025 annual debt service includes (\$3,412,514):

Amount	Debt Series	Source	Purpose	Final Payment	Call Date
\$ 34,246	G.O. 2011B	DICW	S. Siegert	2026	2026
\$ 132,850	G.O. 2017A	DICW	N. Siegert	2029	2025
\$ 206,805	G.O. 2017A	GDTIF	Housing Incentives	2030	2025
\$ 197,250	G.O. 2017A	GDTIF	Millwork Parking	2030	2025
\$ 300,844	IFA loan	GDTIF	Caradco	2030	
\$ 354,432	G.O. 2021A	GDTIF	1-Way to 2-Way (9th & 11th St)	2034	2028
\$ 475,500	G.O. 2021A	GDTIF	Intermodal	2034	2028
\$ 125,628	G.O. 2021A	GDTIF	Bus Storage/Bluff Restrooms	2034	2028
\$ 256,048	G.O. 2021B	DICW	S. Siegert	2031	2028
\$ 49,711	G.O. 2021B	GDTIF	Washington Neighborhood	2031	2028
\$ 31,695	G.O. 2019C	DICW	S. Siegert	2032	2026
\$ 9,572	G.O. 2021A	DICW	Land Acquisition	2034	2028
\$ 103,200	G.O. 2021B	DICW	Land Acquisition	2031	2028
\$ 12,500	G.O. 2021B	GDTIF	DT Loan Pool	2031	2028
\$ 116,100	G.O. 2019A	GDTIF	Colts Building Renovation	2039	2026
\$ 50,000	Lease Buyout	GDTIF	Bowling & Beyond	2032	
\$ 10,700	G.O. Series 2021A	GDTIF	Jackson Park & Clock Tower	2034	2028
\$ 114,100	G.O. Series 2021B	GDTIF	DT Parking Ramp & Docks	2031	2028
\$ 86,683	Rep/DT Ramp	GDTIF	Smart Parking	2041	

Amount	Debt Series	Source	Purpose	Final Payment	Call Date
\$ 83,100	2021A	DICW	Chavenelle Road	2034	2028
\$ 81,453	G.O. 2022	GDTIF	Downtown Parking Ramp	2042	2029
\$ 61,668	G.O. 2022	GDTIF	Docks/Prop Acq	2042	2029
\$ 329,513	G.O. 2022B	DICW	2022B DICW Webber	2042	2029
\$ 103,121	Planned	DICW	McFadden Property	2045	
\$ 15,610	Planned	GDTIF	Ramp Major Mnt	2045	
\$ 70,186	Planned	GDTIF	Smart Parking	2045	
<u>\$ 3,412,515</u>	Total Economic Development Annual Debt Service				

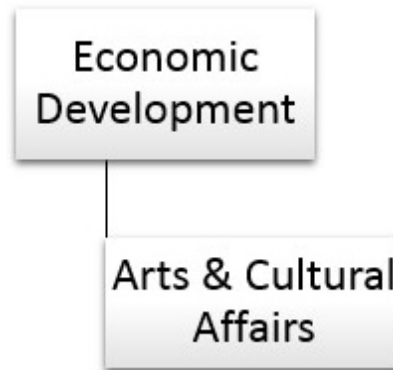
In addition, Greater Downtown TIF will transfer to the Debt Service fund as reflected in other departmental budgets (\$2,891,930): Port of Dubuque Parking Ramp (\$2,011,250) and the Intermodal Facility (\$603,780). The Port of Dubuque Parking Ramp debt is reimbursed by the Diamond Jo through a minimum assessment agreement and an annual shortfall payment.

Revenue

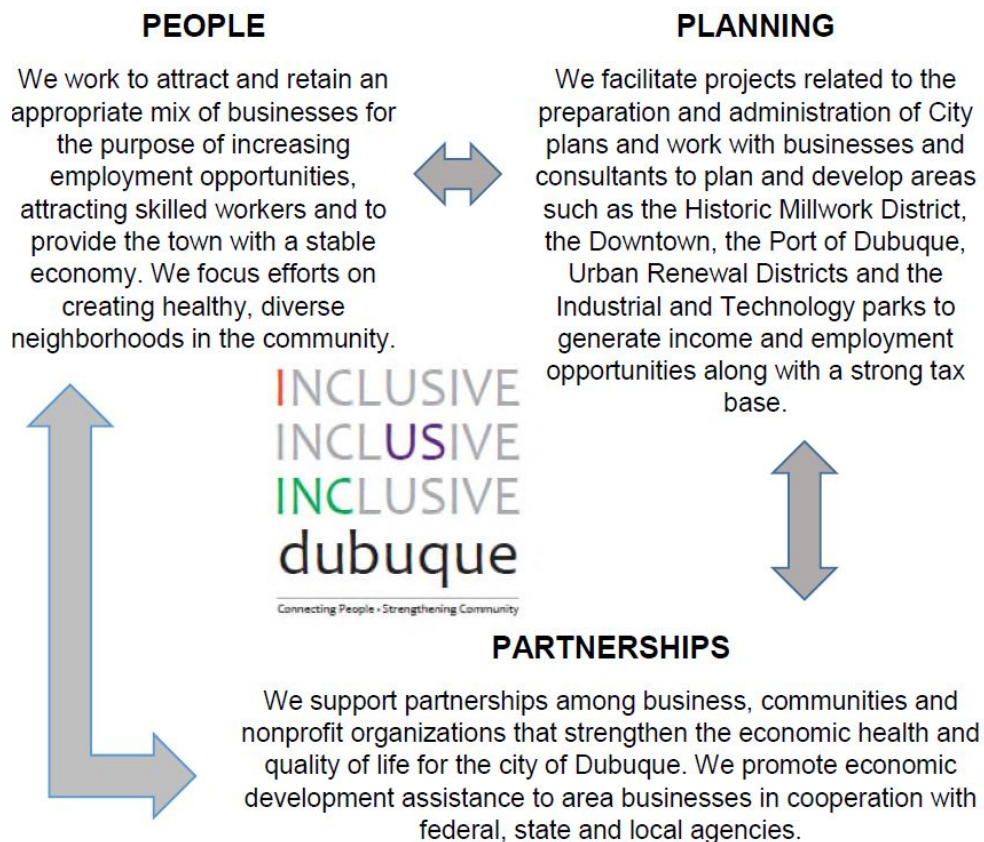
9. The payment from Dubuque Initiatives for processing of payments has increased from \$25,661 in FY 2024 to \$27,781 in FY 2025 based on a projected 3% increase of the current contract. FY 2023 Actual was \$24,725. This line item represents payments made by Dubuque Initiatives for contracted services performed by city staff. Payments are made to both the Economic Development and the Finance departments; however, this line item only reflects the Economic Development portion.
10. Farmland Rent increased from \$51,186 in FY 2024 to \$57,060 in FY 2025 based on lease agreement terms. This line item represents rent of farmland in Dubuque Industrial Center West that remains acquired but not yet developed.

ECONOMIC DEVELOPMENT

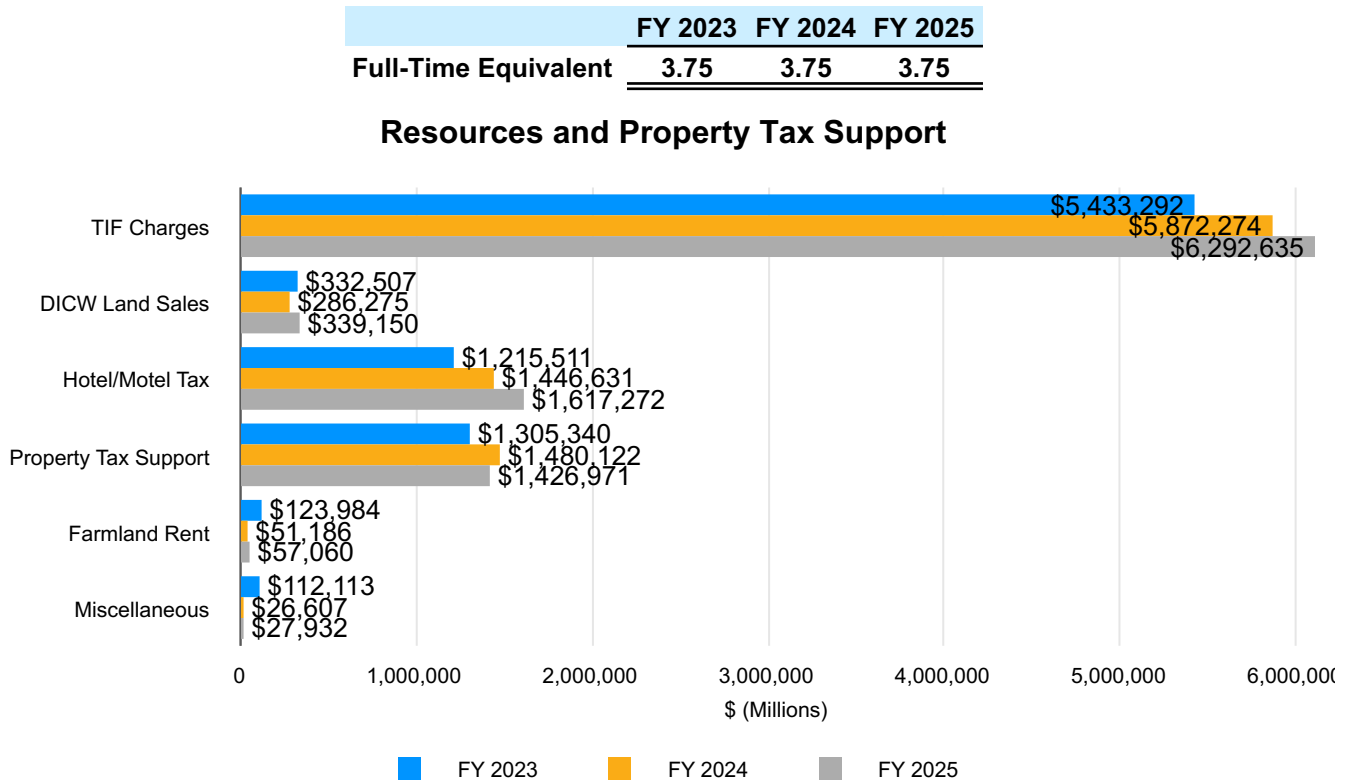
Economic Development formulates and implements strategies which retain and create jobs, enhance the tax base, stabilize the local economic base and encourage economic self-sufficiency, working primarily in the areas of downtown, Historic Millwork District, and riverfront and industrial park development – thus improving the community's overall quality of life.



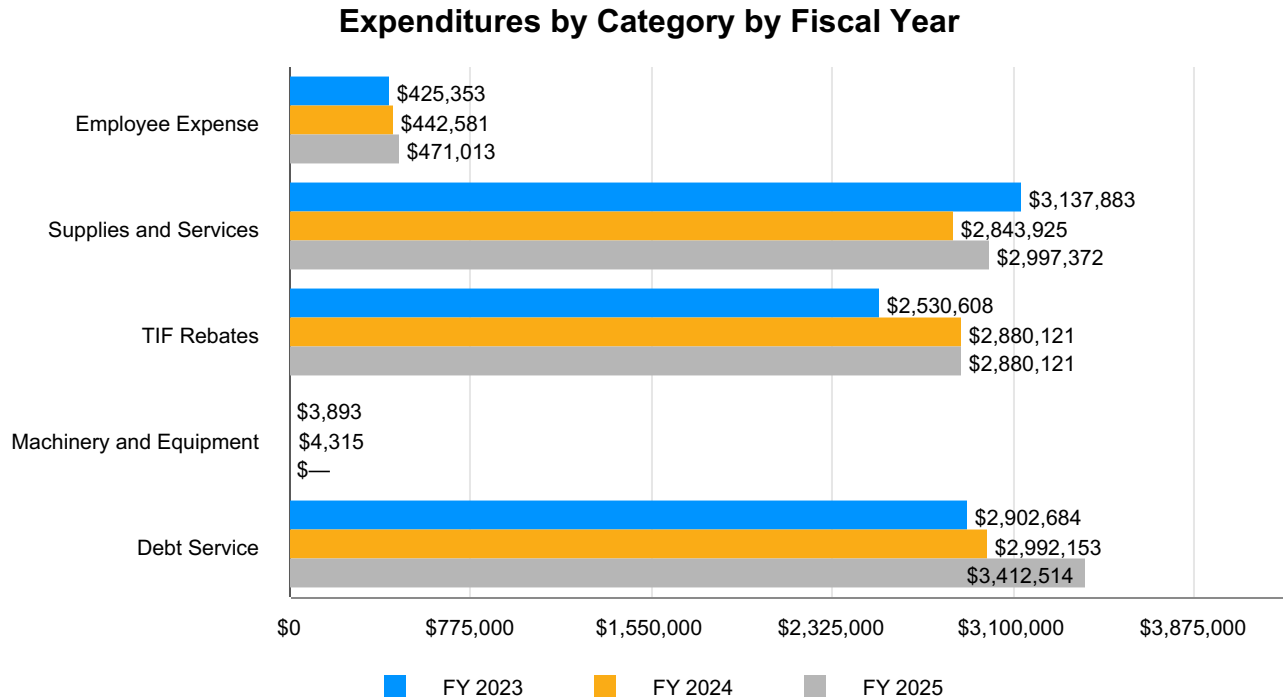
SUCCESS IS ABOUT PLANNING, PARTNERSHIPS AND PEOPLE LEADING TO OUTCOMES



ECONOMIC DEVELOPMENT



The Economic Development Department is supported by 3.75 full-time equivalent employees.



ECONOMIC DEVELOPMENT

Administration

Mission & Services

Economic Development provides [tools](#) for developers to contribute to the redevelopment of Dubuque's downtown through building improvements. We also have [incentive programs](#) to facilitate the attraction and expansion of businesses within the City. These efforts contribute to a [Robust Local Economy and a Vibrant Community](#) - an Equitable Community of Choice.

Administration Funding Summary			
	FY 2023 Actual	FY 2024 Budget	FY 2025 Recomm'd
Expenditures	7,959,975	8,698,739	9,284,064
Resources	3,384,049	3,356,221	3,836,656

Administration Position Summary	
	FY 2025
Economic Development Director	1.00
Assistant Economic Development Director	1.00
Confidential Account Clerk	0.50
Intern	0.25
Total FT Equivalent Employees	2.75

Performance Measures

	Performance Measure (KPI)	Target	FY22 Actual	FY23 Actual	FY 2024 Estimated	Performance Indicator
City Council Goal: Robust Local Economy: Diverse Businesses and Jobs with Economic Prosperity						
1	Department Objective: Expand equitable job opportunities					
	# New Jobs Committed through Incentives	35	26	48	35	Goal Met
	# of Minority-Owned Businesses Registered as Targeted Small Business with State of Iowa	10	10	10	10	Goal Met
	# of Businesses Applying for High Quality Jobs Program	1	1	1	1	Goal Met
	# of Participants Graduating from Workforce Development Programming	80	118	80	200	Goal Met
2	Department Objective: Attract and retain residents by offering attractive and interesting housing options.					
	# of Projects Assisted with Rehab Grants	6	6	6	6	Goal Met
	# of Housing Units Created	50	16	119	386	Goal Met
3	Department Objective: Increase revenue by expanding the economic tax base, leveraging private investment, and increasing property values.					
	Private Sector Investments as a Result of City Agreements	\$38 M	\$18 M	\$42 M	\$75.5 M	Goal Met
	Increase in Overall Property Values in TIF Districts	\$365 M	\$465 M	\$500 M	\$443 M	Goal Met

ECONOMIC DEVELOPMENT

Arts & Cultural Affairs

Mission & Services

The Office of Arts & Cultural Affairs, with support from the Arts and Cultural Affairs Advisory Commission, plays an essential role in cultivating a vibrant and equitable community of choice by dedicating time and securing resources to foster diverse, accessible, and inclusive creative and cultural programming throughout the community. We harness the power of creativity and culture in partnership and collaboration with nonprofits, [businesses](#), and individuals to improve the quality of life for all residents of Dubuque, attract and retain a talented workforce, and create opportunities that lift up diverse voices and stories. Specifically, the Office of Arts & Cultural Affairs manages the annual [Art on the River](#) public art program, administers [City grant programs](#) to support arts, culture, and humanities-focused community engagement, and oversees the implementation of Dubuque's 2016 [Arts and Culture Master Plan](#).

Arts & Cultural Affairs Funding Summary			
	FY 2023 Actual	FY 2024 Budget	FY 2025 Recomm'd
Expenditures	\$ 1,040,446	\$ 464,356	\$ 476,956
Resources	\$ 564,912	\$ —	\$ —

Arts and Cultural Affairs Position Summary	
	FY 2025
Arts & Cultural Affairs Manager	1.00
Total FT Equivalent Employees	1.00

Performance Measures

City Council Goal: Diverse Arts, Culture, Parks & Recreation: Experiences & Activities

	Performance Measure (KPI)	Target	FY22 Actual	FY23 Actual	FY 2024 Estimated	Performance Indicator
1	Activity Objective: Cultivate equitable access to arts and cultural experiences that prioritize representation and engagement of diverse audiences.					
	Level of funding need met	80%	72%	74%	66%	Goal Not Met
	# successful applicants	36	27	36	36	Goal Met
2	Activity Objective: Expand income-generating opportunities in the arts, culture, and creative sector.					
	% increase from prior year in employment opportunities supported by arts grantees	2%	N/A	N/A	21%	Goal Met

City Council Goal: Partnership for a Better Dubuque: Building Our Community that is Viable, Livable, and Equitable

1	Activity Objective: Leverage public resources through the Arts & Culture Special Projects program to increase private and other investment in fostering arts and cultural activities and programs.					
	Amount of private, other pledged, matching City funds for arts grantee projects (cash / in-kind)	\$180,000	\$76,954	\$201,970	\$176,934	Goal Not Met

Recommended Operating Revenue Budget - Department Total				
60 - ECONOMIC DEVELOPMENT				
Fund/Account/Account Title	FY22 Actual Revenue	FY23 Actual Revenue	FY24 Adopted Budget	FY25 Recomm'd Budget
100 - General				
4A - Charges for Services				
41360 - Public Right-of-Way Permit	0	0	0	0
41900 - Miscellaneous Licenses	(152)	0	(152)	0
43100 - Leases - Building/Land	0	0	0	0
43125 - Lease - Farmland	(51,186)	(123,984)	(51,186)	(57,060)
45245 - Dbq Initiative	(25,661)	(24,725)	(25,661)	(27,781)
45440 - Events	0	0	0	0
47100 - Reimbursements	(794)	(1,260)	(794)	(151)
47150 - Refunds	(1,332)	0	0	0
4A - Charges for Services Total	(79,124)	(149,969)	(77,793)	(84,992)
4B - Grants/Contrib				
44000 - Federal Grants	(22,500)	(477,674)	0	0
44400 - State Grants	0	(10,000)	0	0
47050 - Contrib - Private Sources	0	(59,329)	0	0
4B - Grants/Contrib Total	(22,500)	(547,003)	0	0
4M - Gain on Disposal				
48000 - Sale of Real Property	0	0	0	0
48100 - Sale of Personal Property	0	(14,776)	0	0
4M - Gain on Disposal Total	0	(14,776)	0	0
4N - Transfers				
49125 - Transfer in DICW TIF	(290,689)	(326,994)	(283,361)	(329,150)
49126 - Transfer in GDTIF	(8,719)	(5,513)	(2,914)	(10,000)
4N - Transfers Total	(299,408)	(332,507)	(286,275)	(339,150)
4O - Eliminated for GW				
47115 - Sales Tax Collection	0	(2,023)	0	0
4O - Eliminated for GW Total	0	(2,023)	0	0
200 - Debt Service				
4A - Charges for Services				
43015 - Principal - Loans	(207,052)	(213,174)	(219,674)	(226,314)
4A - Charges for Services Total	(207,052)	(213,174)	(219,674)	(226,314)
4K - Unrest Invest Earn				
43010 - Interest - Loans	(93,857)	(87,601)	(81,170)	(74,530)
4K - Unrest Invest Earn Total	(93,857)	(87,601)	(81,170)	(74,530)
4N - Transfers				
49100 - Transfer In General Fund	—	150,353	—	—
49125 - Transfer in DICW TIF	(624,642)	(892,807)	(872,487)	(1,083,345)
49126 - Transfer in GDTIF	(1,825,325)	(1,859,454)	(1,818,822)	(2,028,325)
4N - Transfers Total	(2,449,967)	(2,601,909)	(2,691,309)	(3,111,670)
4O - Eliminated for GW				
48200 - Proceeds from GO Debt	—	—	—	—
48205 - Bond Discount/Premium	—	—	—	—
4O - Eliminated for GW Total	—	—	—	—
ECONOMIC DEVELOPMENT - Total	(3,151,909)	(3,948,961)	(3,356,221)	(3,836,656)

Recommended Operating Expenditure Budget - Department Total				
60 - ECONOMIC DEVELOPMENT				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
6A - Salaries & Wages				
100 - General				
60100 - Salaries-Regular Full Time	262,405	266,365	307,761	331,510
60200 - Salaries - Regular Part Time	22,545	50,041	25,465	26,846
60300 - Hourly Wages - Temp/Seasonal	7,243	9,284	9,593	10,067
60400 - Overtime	0	0	0	0
60640 - Special Pay - Vacation Payout	0	3,531	0	0
60760 - Spec Pay - Moving Allowance	0	0	0	0
6A - Salaries & Wages Total	292,193	329,221	342,819	368,423
6B - Employee Benefits				
100 - General				
61100 - FICA - City Contribution	21,509	24,383	26,226	27,449
61300 - IPERS - City Contribution	27,250	30,600	32,363	33,869
61510 - Health Insurance	39,096	40,269	40,269	40,269
61540 - Life Insurance	156	132	138	138
61600 - Workers' Compensation	664	749	766	865
61992 - Physicals	0	0	0	0
6B - Employee Benefits Total	88,676	96,132	99,762	102,590
6C - Staff Development				
100 - General				
62100 - Association Dues	250	30	1,445	31
62200 - Subscriptions	0	992	50	1,012
62325 - Mileage	230	402	846	846
62400 - Meetings & Conferences	15,381	35,993	55,880	55,880
62500 - Education Reimbursement	3,105	1,350	2,555	2,595
6C - Staff Development Total	18,965	38,768	60,776	60,364
6D - Repair/Maint/Util				
100 - General				
63100 - Building Maintenance	0	0	0	0
63730 - Telecommunications	2,026	2,638	2,026	3,362
63742 - Stormwater	131	134	140	150
6D - Repair/Maint/Util Total	2,158	2,772	2,166	3,512
6E - Contractual Svcs				
100 - General				
64020 - Advertising	1,630	3,066	1,780	2,522
64050 - Recording Fees	877	786	877	3,108
64062 - Refunds	0	0	0	0
64070 - Engineering - Outsourced	(52,859)	0	10,000	1,000
64080 - Insurance - Property	14,164	16,539	17,729	0
64081 - Insurance - Liability	1,614	2,409	2,153	3,215
64110 - Legal	6,462	5,425	0	4,500
64115 - Special Events	500	475	3,600	3,600
64130 - Payments to Other Agencies	53,062	48,592	45,650	45,650
64135 - Grants	258,400	769,189	250,000	250,000
64140 - Printing	10	1,077	1,522	1,099

Recommended Operating Expenditure Budget - Department Total				
60 - ECONOMIC DEVELOPMENT				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
64145 - Copying	487	432	904	432
64160 - Rental - Land/Bldgs/Parking	702	495	1,702	702
64180 - Sales Tax Expense	0	0	0	0
64182 - Property Tax	318	1,463	318	1,492
64190 - Technology Services	37,253	37,674	40,506	40,506
64191 - IT Recharges	0	22,592	22,985	23,544
64850 - Consulting Engineers	0	0	0	0
64900 - Other Professional Service	22,425	88,263	30,000	30,500
64980 - Technology Equip Maint Cont	22,024	0	0	0
64987 - Lawn Care Contract	0	0	0	0
64990 - Other Contractual Service	1,949,183	2,096,361	2,348,900	2,519,541
125 - TIF Dubuque Industrial Ctr				
64130 - Payments to Other Agencies	1,154,877	1,340,428	1,459,748	1,459,748
126 - TIF Downtown				
64130 - Payments to Other Agencies	1,448,115	1,170,839	1,299,741	1,299,741
127 - TIF Technology Park				
64130 - Payments to Other Agencies	42,160	0	39,073	39,073
128 - TIF Lake Ridge				
64130 - Payments to Other Agencies	18,345	19,341	19,360	19,360
129 - TIF N Cascade Housing				
64130 - Payments to Other Agencies	0	0	0	0
130 - TIF English Ridge				
64130 - Payments to Other Agencies	0	0	0	0
131 - TIF South Pointe				
64130 - Payments to Other Agencies	0	0	31,373	31,373
132 - TIF Rustic Point				
64130 - Payments to Other Agencies	0	0	30,826	30,826
134 - TIF N Grandview				
64130 - Payments to Other Agencies	14,736	0	0	0
200 - Debt Service				
64110 - Legal	0	0	0	0
64900 - Other Professional Service	0	0	0	0
6E - Contractual Svcs Total	4,994,485	5,625,447	5,658,747	5,811,532
6F - Commodities				
100 - General				
65030 - Merchandise for Resale	0	0	0	0
65045 - Technology Equipment	3,574	3,893	4,315	0
65060 - Office Supplies	481	1,127	731	490
65080 - Postage/Shipping	120	91	126	95
65110 - Signage	0	0	0	0
65935 - Employee Recognition	337	286	1,500	1,500
6F - Commodities Total	4,511	5,397	6,672	2,085
6G - Capital Outlay				
100 - General				
67210 - Furniture/Fixtures	0	0	0	0
67300 - Land	0	0	0	0

Recommended Operating Expenditure Budget - Department Total				
60 - ECONOMIC DEVELOPMENT				
Fund/Account/Account Title	FY22 Actual Expense	FY23 Actual Expense	FY24 Adopted Budget	FY 25 Recomm'd Budget
67990 - Other Capital Outlay	0	0	0	0
6G - Capital Outlay Total	0	0	0	0
6H - Debt Service				
200 - Debt Service				
68010 - Principal Payment	2,136,957	2,036,280	2,119,787	2,430,979
68020 - Interest Payments	631,941	866,404	872,366	981,535
68980 - Financial Consultant	0	0	0	0
68990 - Paying Agent Fees	0	0	0	0
6H - Debt Service Total	2,768,899	2,902,684	2,992,153	3,412,514
6I - Transfers				
125 - TIF Dubuque Industrial Ctr				
69125 - Transfers Out To DICW	0	0	0	0
6I - Transfers Total	0	0	0	0
ECONOMIC DEVELOPMENT - Total	8,169,886	9,000,421	9,163,095	9,761,020

Recommended Expenditure Budget Report by Activity & Funding Source

60 - ECONOMIC DEVELOPMENT

Fund/Activity	FY23 Actual Expense	FY24 Adopted Budget	FY25 Recomm'd Budget
6001 - Administration			
100 - General			
6A - Salaries & Wages	244,062	262,674	276,831
6B - Employee Benefits	68,601	72,460	73,307
6C - Staff Development	36,980	54,115	52,901
6D - Repair/Maint/Util	1,844	1,529	2,569
6E - Contractual Svcs	2,162,892	2,414,167	2,569,561
6F - Commodities	4,285	5,858	1,610
6G - Capital Outlay	—	—	—
6001 - Administration Total	2,518,664	2,810,803	2,976,779
6002 - Arts and Cultural Affairs			
100 - General			
6A - Salaries & Wages	85,159	80,145	91,592
6B - Employee Benefits	27,531	27,302	29,283
6C - Staff Development	1,787	6,661	7,463
6D - Repair/Maint/Util	793	497	793
6E - Contractual Svcs	924,063	348,937	347,350
6F - Commodities	1,112	814	475
6G - Capital Outlay	—	—	—
6002 - Arts and Cultural Affairs Total	1,040,446	464,356	476,956
6003 - Economic Development			
100 - General			
6D - Repair/Maint/Util	134	140	150
6E - Contractual Svcs	7,884	15,522	14,500
125 - TIF Dubuque Industrial Ctr			
6E - Contractual Svcs	1,340,428	1,459,748	1,459,748
6I - Transfers	—	—	—
126 - TIF Downtown			
6E - Contractual Svcs	1,170,839	1,299,741	1,299,741
127 - TIF Technology Park			
6E - Contractual Svcs	—	39,073	39,073
128 - TIF Lake Ridge			
6E - Contractual Svcs	19,341	19,360	19,360
129 - TIF N Cascade Housing			
6E - Contractual Svcs	—	—	—
130 - TIF English Ridge			
6E - Contractual Svcs	—	—	—
131 - TIF South Pointe			
6E - Contractual Svcs	0	31,373	31,373
132 - TIF Rustic Point			
6E - Contractual Svcs	0	30,826	30,826
134 - TIF N Grandview			
6E - Contractual Svcs	0	0	0

Recommended Expenditure Budget Report by Activity & Funding Source

60 - ECONOMIC DEVELOPMENT

Fund/Activity	FY23 Actual Expense	FY24 Adopted Budget	FY25 Recomm'd Budget
6003 - Economic Development Total	2,538,626	2,895,783	2,894,771
6080 - Debt Service			
200 - Debt Service			
6E - Contractual Svcs	0	0	0
6H - Debt Service	2,902,684	2,992,153	3,412,514
6080 - Debt Service Total	2,902,684	2,992,153	3,412,514
6099 - Pcard Clearing			
100 - General			
6F - Commodities	0	0	0
6099 - Pcard Clearing Total	0	0	0
ECONOMIC DEVELOPMENT TOTAL	9,000,421	9,163,095	9,761,020

CITY OF DUBUQUE, IOWA
DEPARTMENT DETAIL - PERSONNEL COMPLEMENT

60 ECONOMIC DEVEL DEPT

FD	JC	WP-GR	JOB CLASS	FY 2023		FY 2024		FY 2025	
				FTE	BUDGET	FTE	BUDGET	FTE	BUDGET
61010 Full Time Employee Expense									
100	5900	GE-43	ECONOMIC DEVELOP DIRECTOR	1.00	\$ 128,650	1.00	\$ 134,538	1.00	\$ 141,792
100	5900	GE-36	ASST ECONOMIC DEVELOP DIRECTOR	1.00	\$ 84,388	1.00	\$ 93,078	1.00	\$ 98,126
100	1210	GE-30	ARTS & CULTURAL AFFAIRS COORD	1.00	\$ 72,620	1.00	\$ 80,145	1.00	\$ 91,592
TOTAL FULL TIME EMPLOYEES				3.00	\$ 285,658	3.00	\$ 307,761	3.00	\$ 331,510
61020 Part Time Employee Expense									
100	225	GE-25	ACCOUNT CLERK CONFIDENT	0.50	\$ 25,228	0.50	\$ 25,465	0.50	\$ 26,846
TOTAL PART TIME EMPLOYEES				0.50	\$ 25,228	0.50	\$ 25,465	0.50	\$ 26,846
61030 Seasonal Employee Expense									
100	225	NA-38	ECONOMIC DEVELOP INTERN	0.25	\$ 7,188	0.25	\$ 9,593	0.25	\$ 10,067
TOTAL SEASONAL EMPLOYEES				0.25	\$ 7,188	0.25	\$ 9,593	0.25	\$ 10,067
TOTAL ECONOMIC DEVEL DEPT				3.75	\$ 318,074	3.75	\$ 342,819	3.75	\$ 368,423

**CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY**

ACCT	FD	JC	WP-GR	POSITION CLASS	FY 2023		FY 2024		FY 2025		
					FTE	BUDGET	FTE	BUDGET	FTE	BUDGET	
Economic Development-FT General Fund											
10060700	61010	100	5900	GE-43	ECONOMIC DEVELOP DIRECTOR	1.00	\$ 128,650	1.00	\$ 134,538	1.00	\$ 141,792
10060700	61010	100		GE-36	ASST ECONOMIC DEVELOP DIRECTOR	1.00	\$84,388	1.00	\$ 93,078	1.00	\$ 98,126
Total						2.00	\$ 213,038	2.00	\$ 227,616	2.00	\$239,918
Economic Development-PT General Fund											
10060700	61020	100	225	GE-25	ACCOUNT CLERK CONFIDENT	0.50	\$ 25,228	0.50	\$ 25,465	0.50	\$ 26,846
Total						0.50	\$ 25,228	0.50	\$ 25,465	0.50	\$ 26,846
Economic Development-Seasonal General Fund											
10060700	61030	100		NA-38	ECONOMIC DEVELOP INTERN	0.25	\$ 7,188	0.25	\$ 9,593	0.25	\$ 10,067
Total						0.25	\$ 7,188	0.25	\$ 9,593	0.25	\$ 10,067
Arts and Cultural Affairs - FT General Fund											
10072500	61010	100	1210	GE-33	ARTS & CULTURAL AFFAIRS COORD	1.00	\$ 72,620	1.00	\$ 80,145	1.00	\$ 91,592
Total						1.00	\$ 72,620	1.00	\$ 80,145	1.00	\$ 91,592
TOTAL ECONOMIC DEV. DEPT						3.75	\$ 318,074	3.75	\$ 342,819	3.75	\$368,423

Capital Improvement Projects by Department/Division					
ECONOMIC DEVELOPMENT					
Project Number	Capital Improvement Project Title	Department	Fund	Account	FY 25 Recomm'd Budget
6052000001	Workforce Development	Economic Development	305	64130	371,500
6052000002	Downtown Rehab Grant Program	Economic Development	305	64135	200,000
6052000004	DT Housing Creation Grant	Economic Development	305	64135	500,000
6052000009	Central Ave Housing Loan	Economic Development	305	64134	150,000
6052000028	Green Space HMD	Economic Development	305	67990	300,000
6052000032	Small Business Grant Administration	Economic Development	305	64135	12,000
ECONOMIC DEVELOPMENT TOTAL					1,533,500

PRGRM/ DEPT	PROJECT DESCRIPTION	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	TOTAL	PAGE
ECONOMIC DEVELOPMENT								
Community and Economic Development								
	Greater Downtown Housing Creation Grant Program	\$ 500,000	\$ 500,000	\$ 500,000	\$ 500,000	\$ —	\$ 2,000,000	258
	Small Business Grant Administration	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 60,000	259
	Workforce Development	\$ 371,500	\$ 371,500	\$ 371,500	\$ 371,500	\$ 371,500	\$ 1,857,500	260
	Downtown Rehab Grant Program	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	\$ 1,000,000	261
	Green Space HMD	\$ 300,000	\$ —	\$ —	\$ —	\$ —	\$ 300,000	262
	Central Avenue Housing Forgivable Loan	\$ 150,000	\$ 150,000	\$ 150,000	\$ 150,000	\$ 150,000	\$ 750,000	263
	Low Income Small Business Grant	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 250,000	264
	TOTAL	\$1,583,500	\$ 1,283,500	\$1,283,500	\$1,283,500	\$783,500	\$ 6,217,500	