



CITY OF
APPLETON

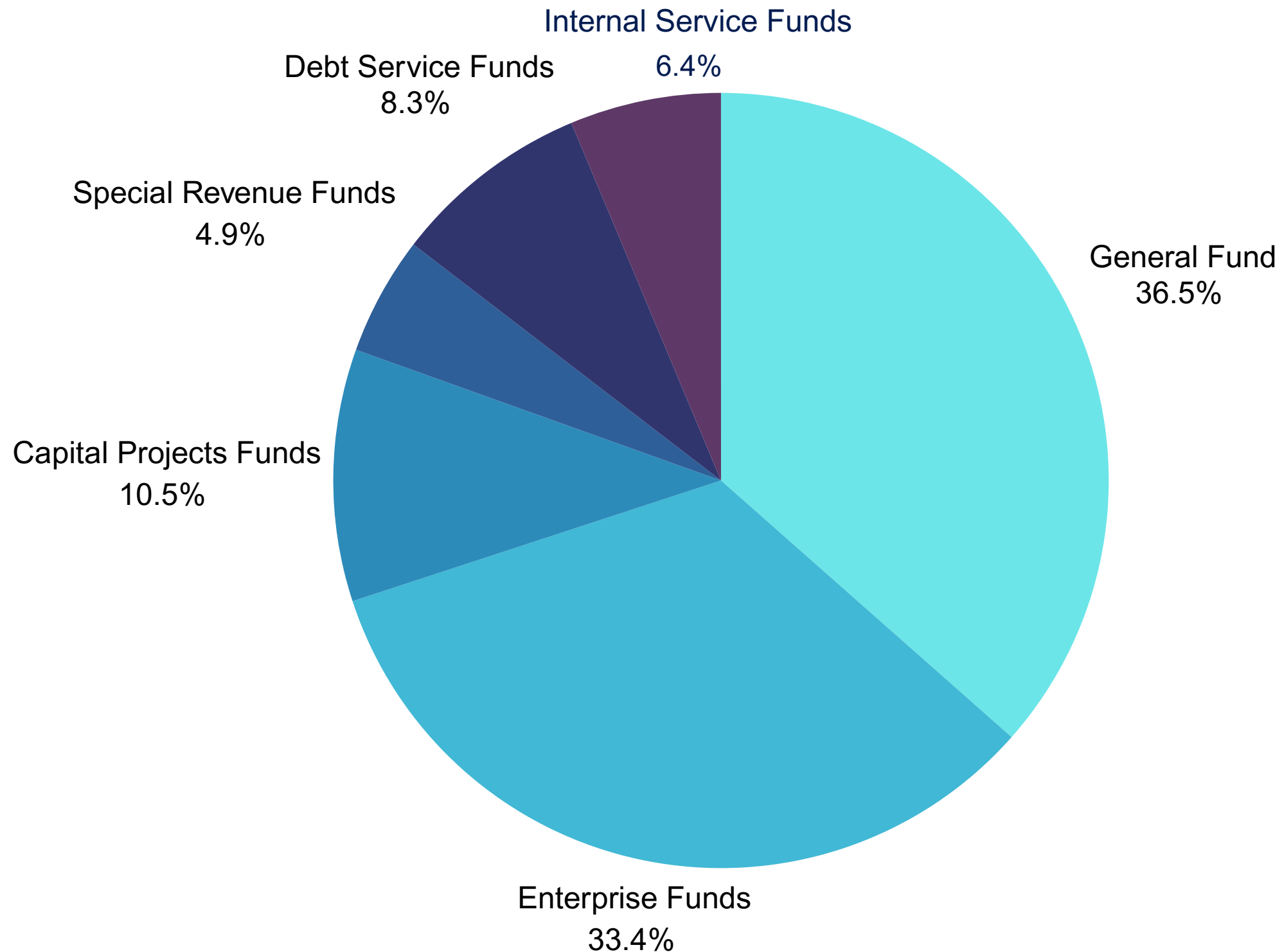
2025 Executive Budget & Service Plan

Overview - 2025 Executive Budget



- Services maintained or enhanced (including AFD service-level upgrade)
- Progress on employee compensation; excellent health insurance performance
- Infrastructure improvements continue, aided by new wheel tax funding
- Capital budget generally focused on maintenance; adheres to debt strategy
- Implementing incremental user-generated fee adjustments per Council direction
- ARPA funds fully obligated and/or designated; not anticipating returning any of these funds
- No major structural changes to the 2025 Executive Budget and Service Plan

Expenditures by Group

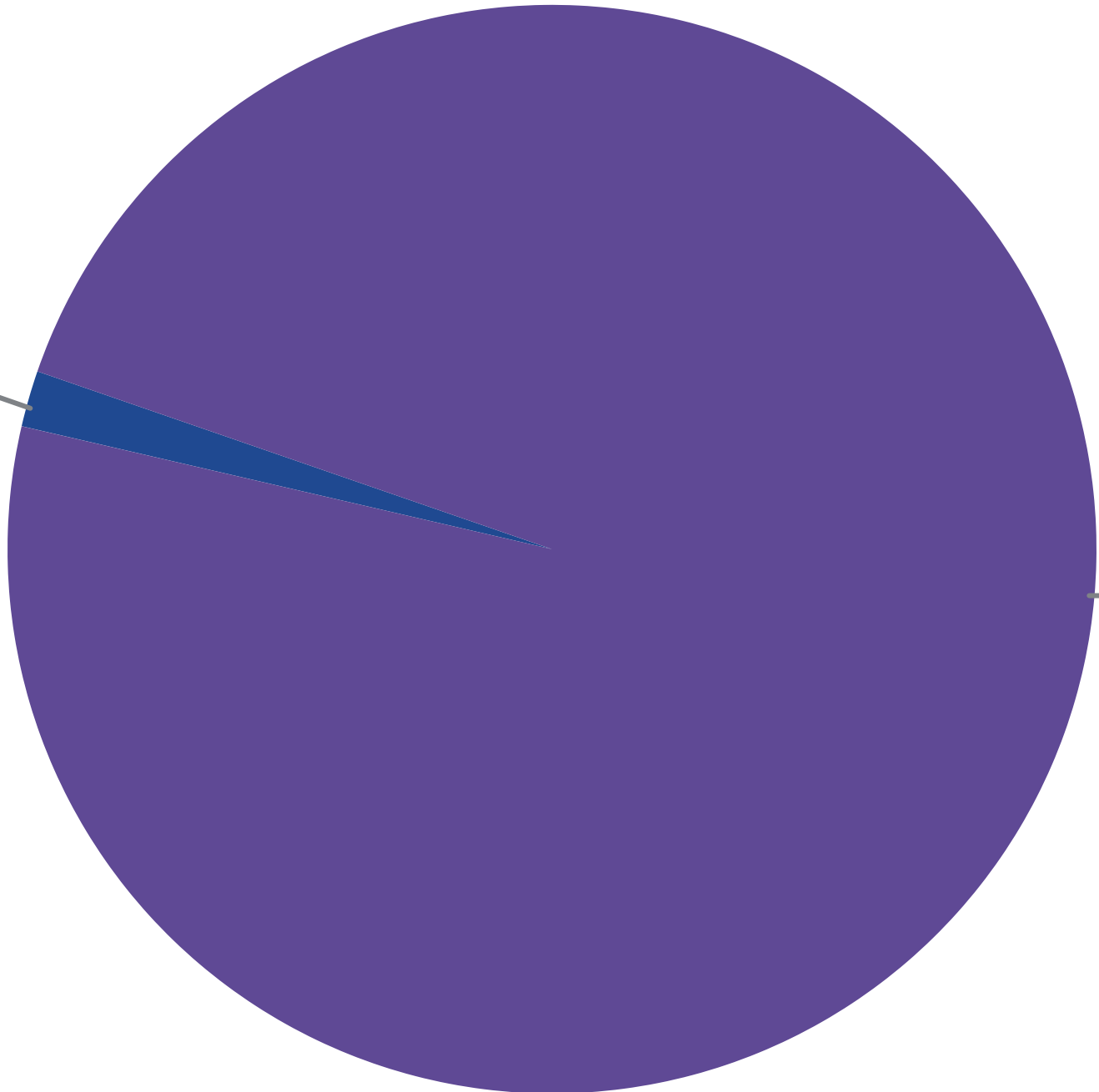


General Fund (payroll and operating costs)	\$ 72,957,308
Enterprise Funds (All Utilities)	\$ 66,820,447
Capital Projects Funds (TIFs and public works)	\$ 21,007,792
Special Revenue Funds (grants and wheel tax)	\$ 9,880,438
Debt Service Funds (bond payments)	\$ 16,525,750
Internal Service Funds (facilities and CEA)	\$ 12,602,584

2023 Net New Construction



Net New Construction
\$146,887,200
1.7%



Equalized Value
\$8,656,544,800

**CITY OF APPLETON
2025 BUDGET
Budgeted Full-Time-Equivalent Personnel Positions**



DEPARTMENT	2022	2023	Adopted 2024	Amended 2024	2025
Finance	8.20	9.20	9.20	9.20	9.20
Fire	96.00	96.00	96.00	96.00	96.00
Health	12.03	13.13	13.13	14.23	14.73
Health Grants	1.45	2.45	2.45	2.45	2.45
Information Technology	10.20	10.20	10.20	10.20	10.20
Legal Services	8.67	8.67	8.60	8.60	8.60
Library	45.00	45.00	45.00	45.00	47.00
Library Grants	0.50	0.50	0.50	0.50	-
Mayor	4.00	4.00	4.00	4.00	4.00
Facilities Management	10.26	10.26	10.26	10.26	10.26
Facilities Capital	1.68	1.68	1.68	1.68	1.68
Parks & Recreation	16.39	16.39	16.56	16.56	16.56
Reid Golf Course	2.70	2.70	2.90	2.90	2.90
Human Resources	6.15	6.15	6.15	6.15	6.15
Risk Management	2.98	2.98	2.98	2.98	2.98
Community & Economic Devel.	16.93	25.68	25.38	25.38	25.38
Housing, Homeless & Block Grants	2.35	2.35	2.35	2.35	2.35
Police	140.00	140.00	140.00	140.00	140.00
Public Works	61.69	52.94	43.99	43.99	43.99
Sanitation	17.80	17.80	17.80	17.80	17.80
CEA	14.88	14.88	14.88	14.88	14.88
Parking	10.54	10.54	10.54	10.54	10.54
Capital (TIF, Subdivision, etc.)	7.71	7.71	8.38	8.38	8.38
Stormwater Utility	20.46	20.46	29.41	29.41	29.41
Water Utility	35.00	35.00	35.38	35.38	35.38
Wastewater Utility	29.29	29.29	30.91	30.91	30.91
Valley Transit	61.10	61.10	61.10	61.10	61.10
Total Regular Employees	<u>643.94</u>	<u>647.04</u>	<u>649.71</u>	<u>650.81</u>	<u>652.81</u>

**2025
Budgeted
FTEs**

Compensation and Benefits



- **3% merit-based increase** for non-represented employees
- Health insurance cost increase of 3% for 2025, **outperforming average double-digit** trend increases across our benefit broker's book of business

Program highlights in 2024 include:

- The Connecting Care Clinic **successfully relocated** to a new location at a cost-savings
- The Connecting Care Clinic had a **return on investment of \$972,145** through June 30th
- Implemented a new specialty drug cost savings program through PrudentRx, achieving a **return on investment of \$73,108** through August 31st
- Implemented a new wellness and preventive care incentive program through Proximal. This program **encourages smart healthcare choices** and offers up to \$ 1,500 in cash incentives for selecting quality providers. The return on investment was 3.8x through September 30th for claims savings of \$285,000

Talent Challenges & Strategies



Generational Shifts in Workforce

- Strong competition for talent
- Average tenure trends shorter for incoming generations than outgoing (average City employee tenure is 12 years; average Gen Y tenure nationwide is 2.5 years (Source: Deloitte))

Top Challenges for the City

- Attracting talented, qualified employees
- Engaging and retaining top performers

Strategies

- Competitive compensation
- Expanding recruitment efforts
- Offering flexible work options
- Proactive planning for potential vacancies
- Developing leadership capacity through in-house and external training opportunities
- Building a culture that engages employees and recognizes achievements and excellence



Grant & Legislative Successes



Major Grant Awards Supporting City Priorities

- RAISE Grant - VT Transit Center - \$25,000,000
- FTA Bus Facilities Grant - VT Whitman - \$12,000,000
- PSC Energy Innovation Grant - WW - \$498,000
- Wisconsin Department of Transportation Traffic Safety Grants: \$219,000
- AFD - Firehouse Subs- \$24,000 for paramedic medical equipment

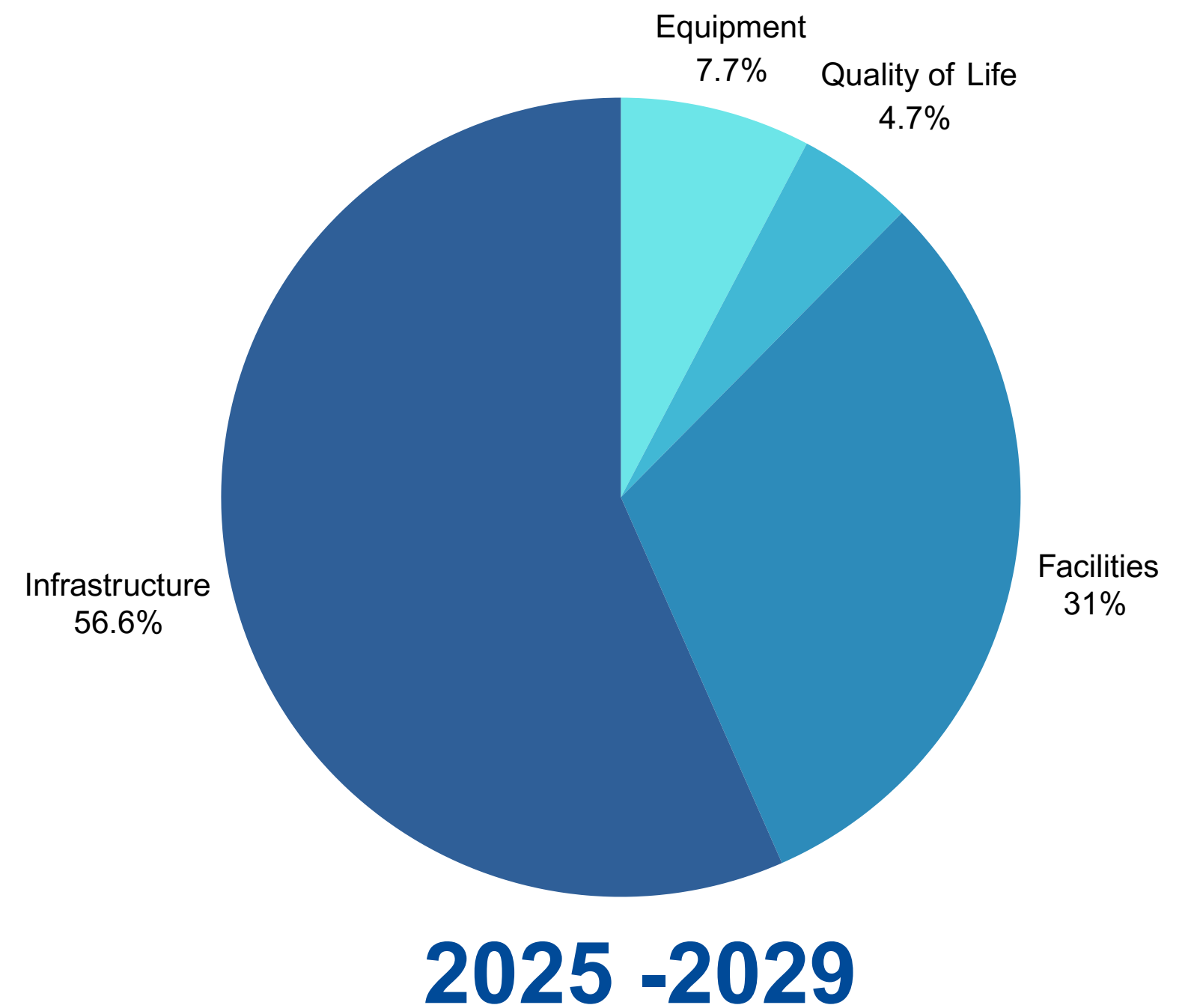
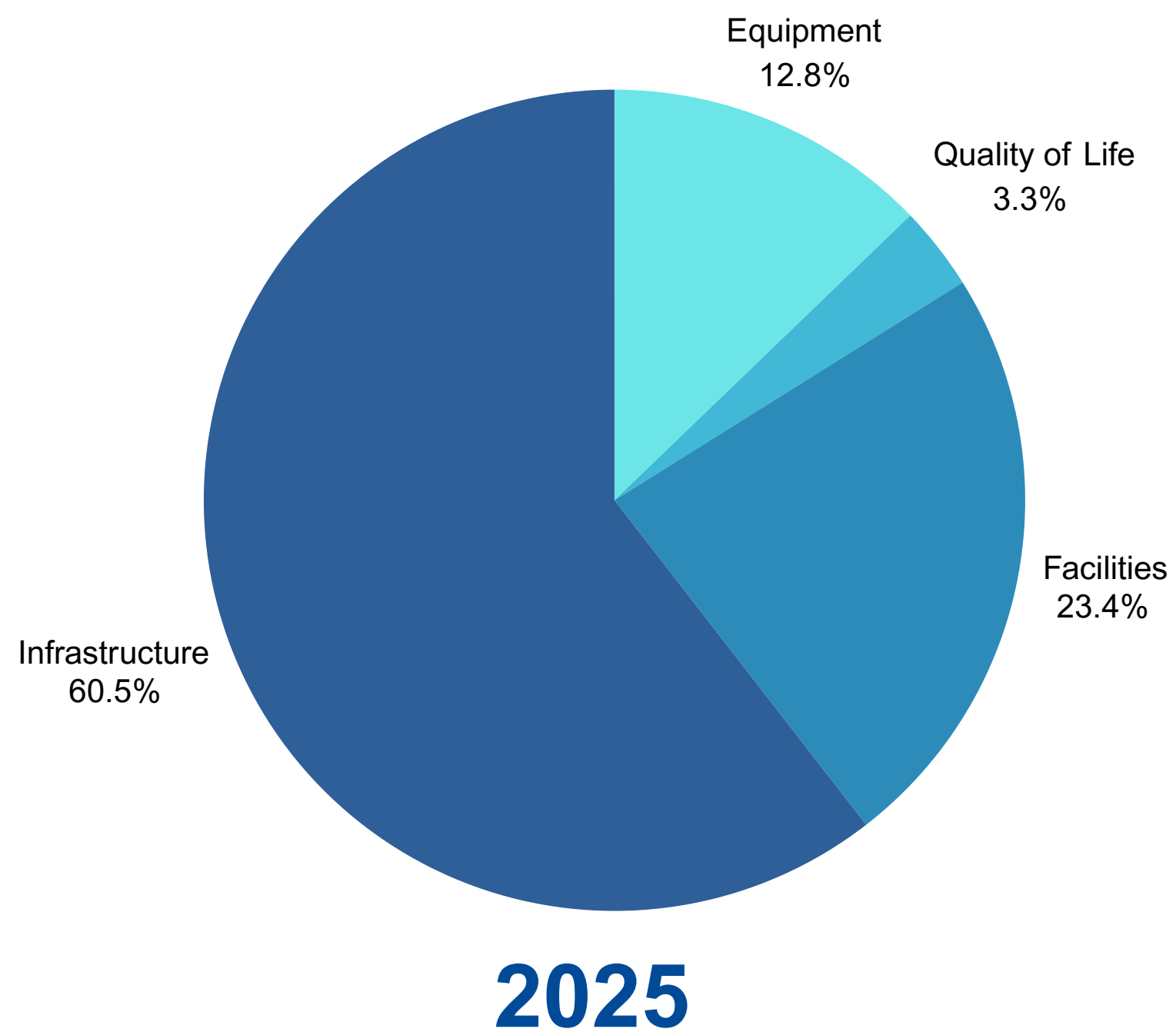
Legislative Successes

- Tactical EMS - SB829; providing statutory authority to properly equip non-law enforcement EMS providers who embed with tactical teams

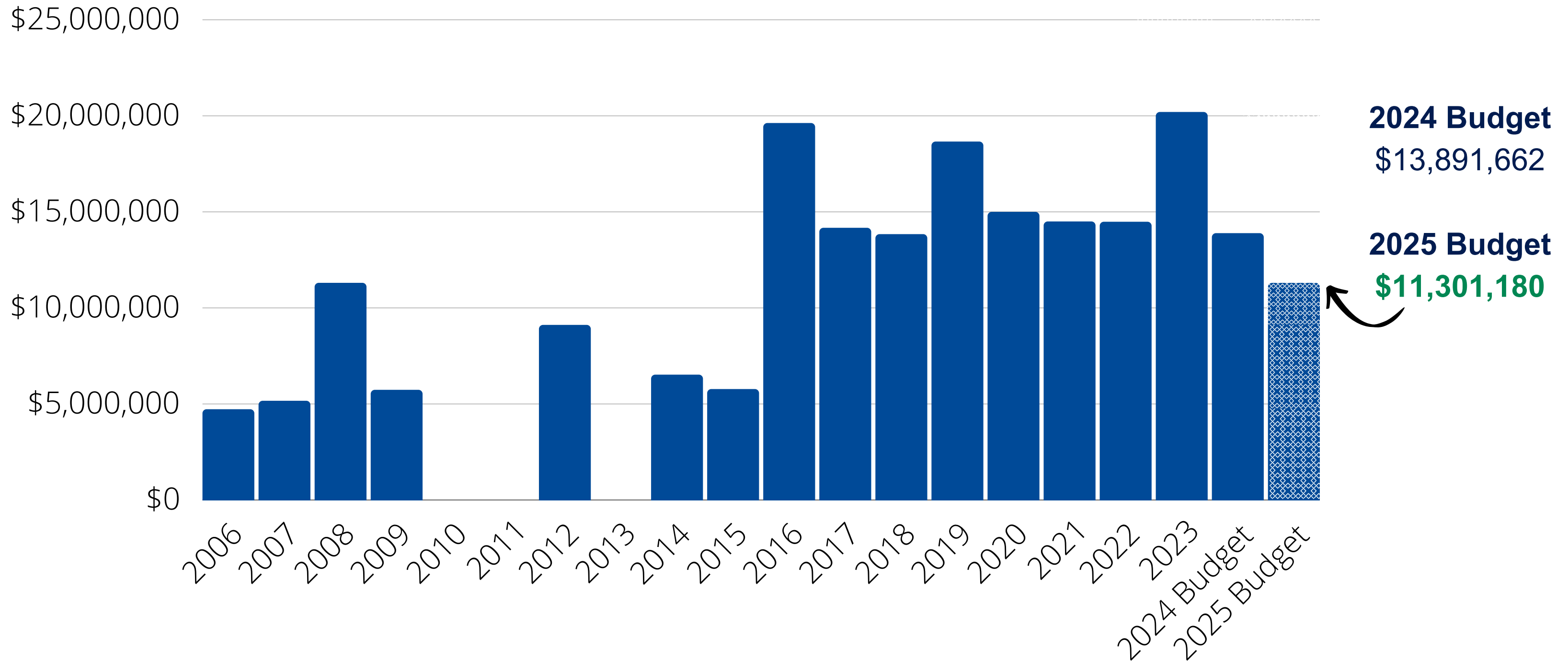


Valley Transit received the **RAISE Grant** and **FTA Bus Facilities Grant**

Capital Improvements Program



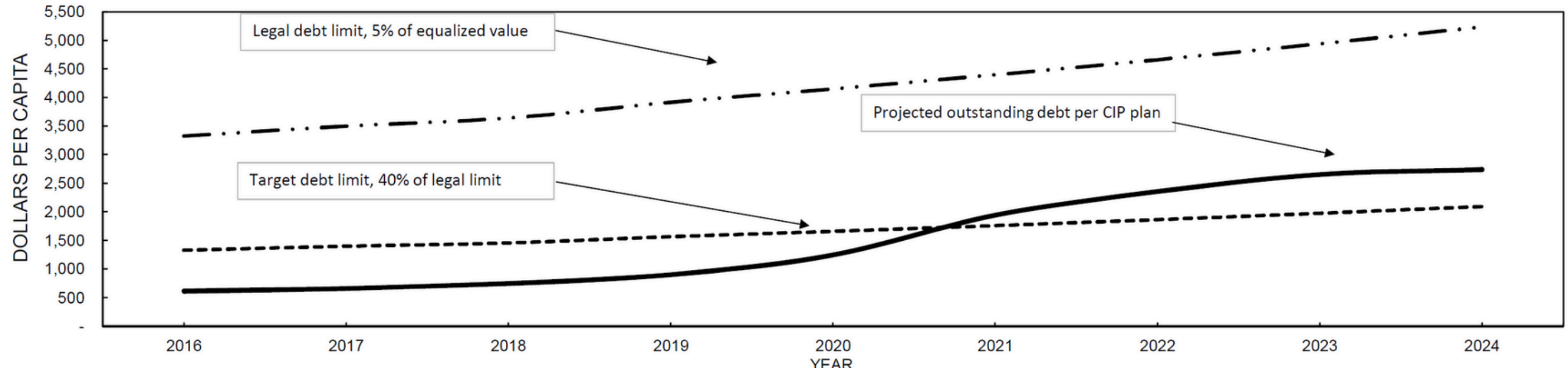
Borrowing Over Time



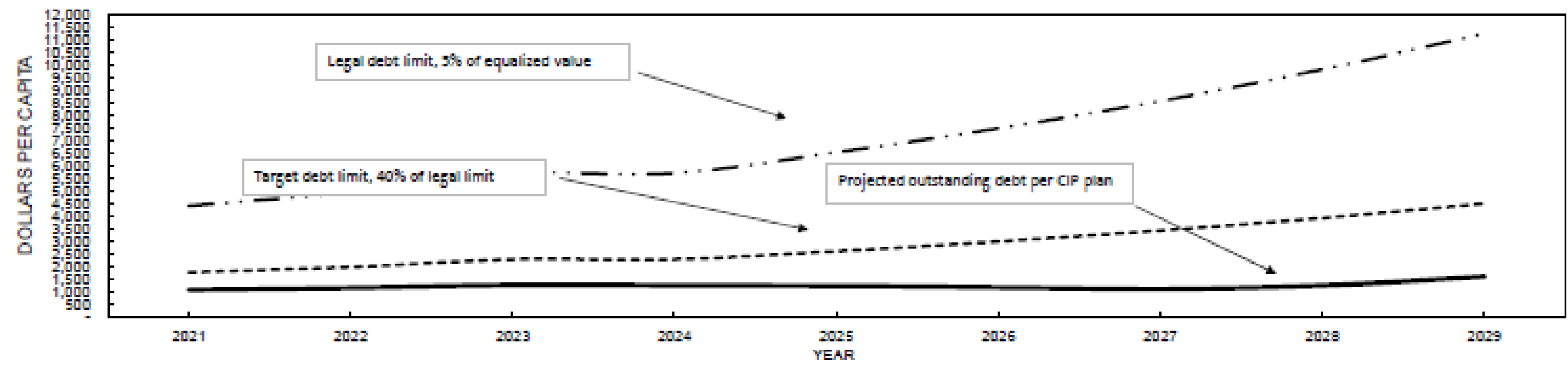
G.O. Debt Limit Analysis



2020



2025



Ongoing Challenges

- **Revenue vs. Expenses**
 - Constant challenge for municipal governments in Wisconsin; though glimmers of hope between increases in shared revenue and easing inflation
- **Volatility in Key Expense Areas**
 - Health insurance costs can swing dramatically from year-to-year
 - Goods and services pricing have been rising; this is of particular concern with subscription-based models
- **Prioritization of Infrastructure**
 - Balancing need to maintain existing while also being forced to grow to sustain infrastructure and services





IMPORTANT DATES

- Wednesday, October 16th @ 3:00-5:00pm – Mayor’s Budget Listening Session
- Saturday, November 2nd @ 8:00am – Budget Saturday
- Wednesday, November 6th @ 6:00pm – Public Hearing
- Wednesday, November 13th @ 6:00pm – Budget Adoption



Public Feedback Opportunities



Mayor's Budget Listening Session

Wednesday, Oct 16th
3:00 to 5:00 p.m.



Location

Appleton City Hall,
Council Chambers, 6th Floor,
100 N Appleton Street,
Appleton, Wi- 54911



Public Hearing

Wednesday, Nov 6
6:00 p.m.



Location

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CITY OF
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THANK YOU

