

# FY 2025 PROPOSED ANNUAL OPERATING & CAPITAL BUDGET

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FISCAL YEAR  
**2024-2025**  
**PROPOSED  
OPERATING  
BUDGET**

PRESENTED TO CITY COUNCIL  
ON JULY 30, 2024



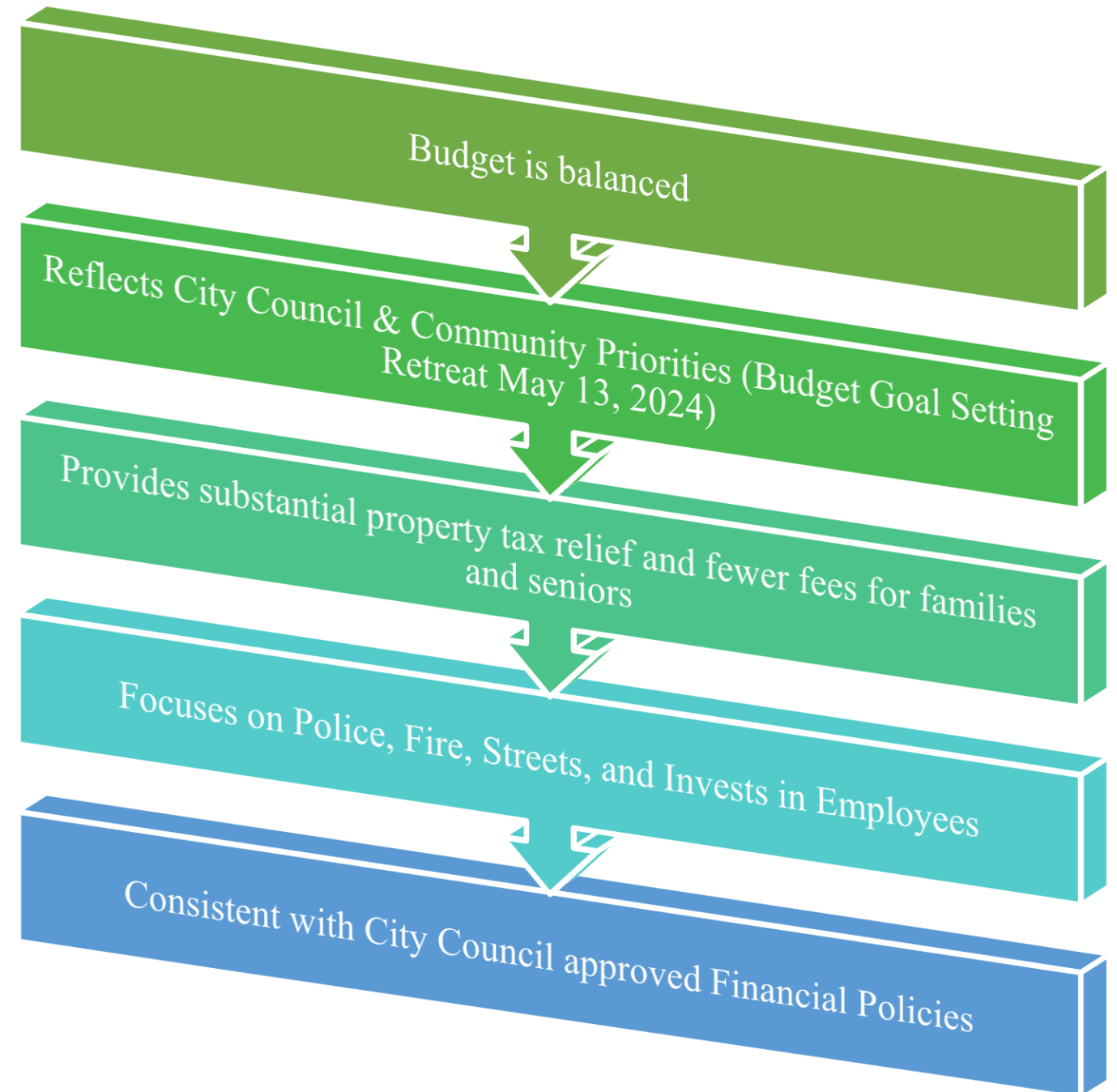
CITY OF CORPUS CHRISTI  
**CITY MANAGER  
PETER ZANONI**

Presented by:  
City Manager, Peter Zanoni

July 30, 2024

# FY 2025 PROPOSED BUDGET SUMMARY

(October 1, 2024 thru  
September 30, 2025)



# Budget Communication

## Proposed Budget Discussed with:

- Mayor & City Council
- Police Officer Association
- Fire Fighter Association
- City's Top 6 Boards & Committees
- Visit Corpus Christi
- OVG 360
- Regional Economic Development Corporation
- Downtown Management District
- Nueces County Appraisal District
- Air Quality Consortium
- Local Media Partners





# FY 2025 Proposed Budget Community Input Sessions

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**Mon. August 5 – 6:00 to 7:00 P.M.**

**District 1: Brewster Street - Downtown**

**Wed. August 7 – 6:00 to 7:00 P.M.**

**District 2: The Terrace Restaurant Bar**

**Thur. August 8 – 6:00 to 7:00 P.M.**

**District 3: Muelle 37**

**Wed. August 14 – 6:00 to 7:00 P.M.**

**District 5: Del Mar Oso Campus**

**Thur. August 15 – 6:00 to 7:00 P.M.**

**District 4: Funtrackers**

**Mon. August 19 – 6:00 to 7:00 P.M.**

**District 4 - Island: Doc's Seafood & Steaks**

**Wed. August 21 – 6:00 to 7:00 P.M.**

**District 1 - Calallen: Railroad Seafood & Brewery**





# FY 2025 Proposed Budget Community Input Sessions

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## **New Format / Locations:**

- **To attract even more citizen participation**
- **Open house format – chance for one-on-one conversations with City Council, Department Leads, and other City leaders**
- **Light refreshments to be provided, sponsored by hosting locations**
- **Casual / fun locations for better engagement**



# FY 2025 Proposed Budget City Council Workshops

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**Thursday, August 1**

**Thursday, August 8**

**Thursday, August 15**

**Thursday, August 22**

**Thursday, August 29**

9:00 A.M. to 1:00 P.M.

City Council Chambers, 1201 Leopard Street

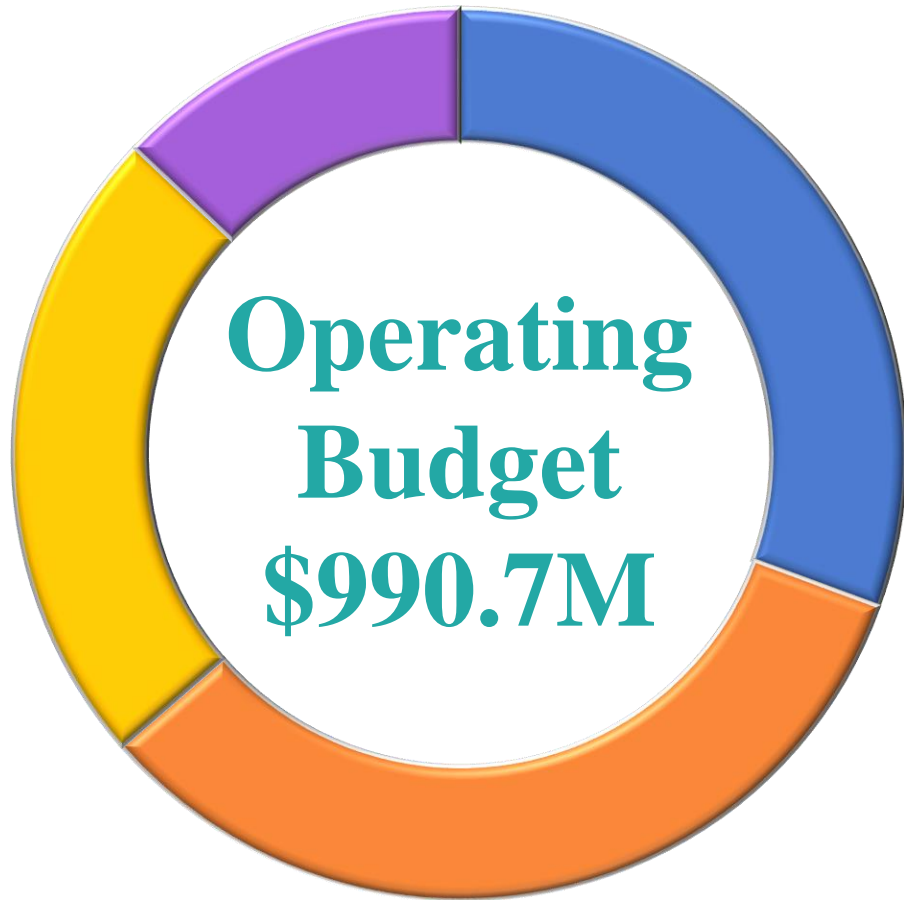
*August 1 meeting will be held at 10:00 A.M. to 2:00 P.M.*

# Budget Development Process

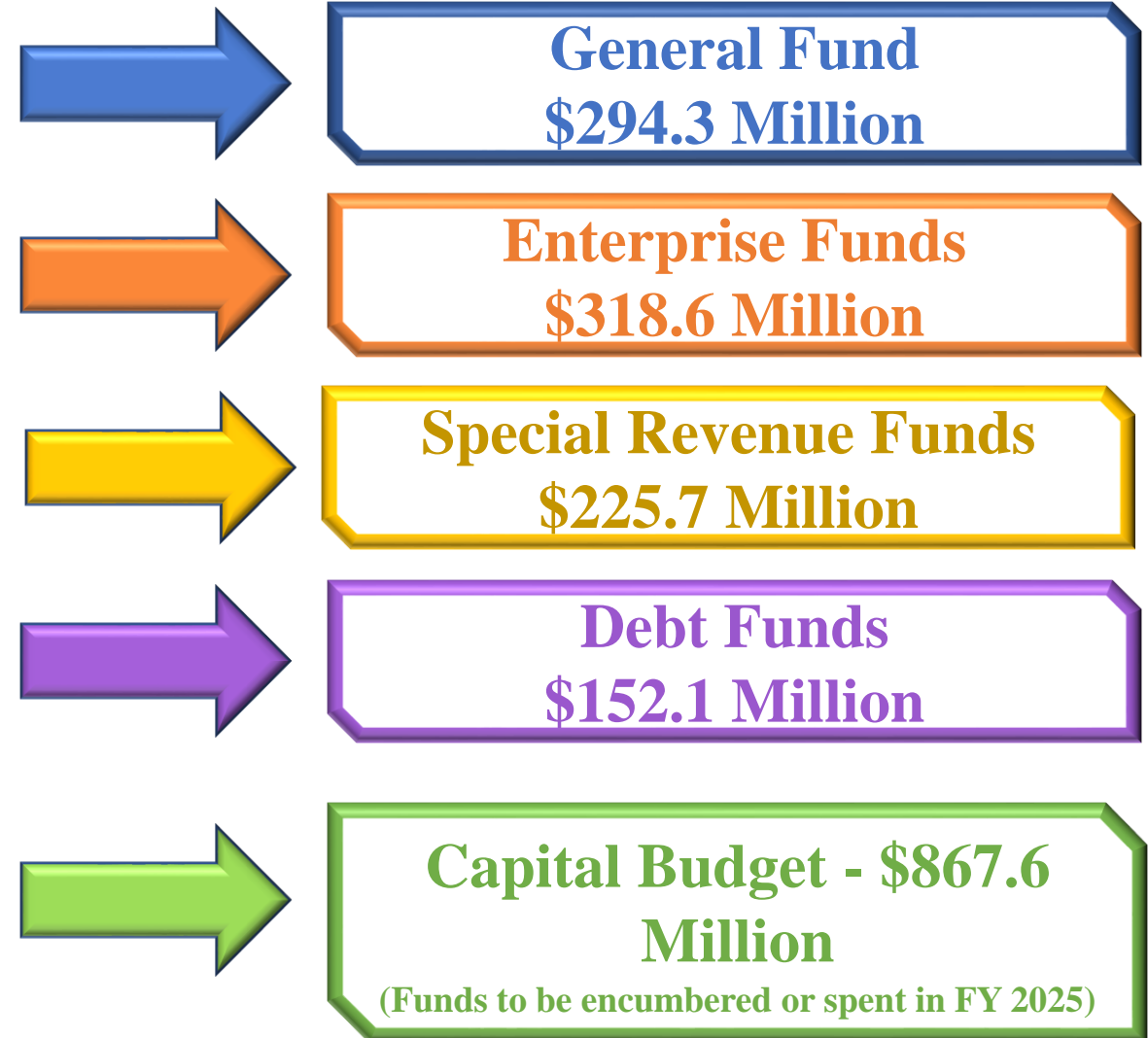
- **Establish base operating budget requirements and capital needs:** Office of Management and Budget in coordination with city departments establishes base operating budgets and capital needs for the new fiscal year
- **Departmental meetings to review, refine, and finalize budgets:** Once the base operating and capital budgets are established, the City Manager meets with all department directors and their teams to review, refine and finalize the operating budgets and capital projects based on department's professional recommendations and City Council priorities
- **Prepare proposed budget:** Based on City Manager's Executive Leadership Team review and final recommendation, the Office of Management and Budget prepares the Proposed Operating and Capital Budget for City Council review and consideration



# FY 2025 Proposed City Budget



**Total Operating and  
Capital \$1.8 Billion**



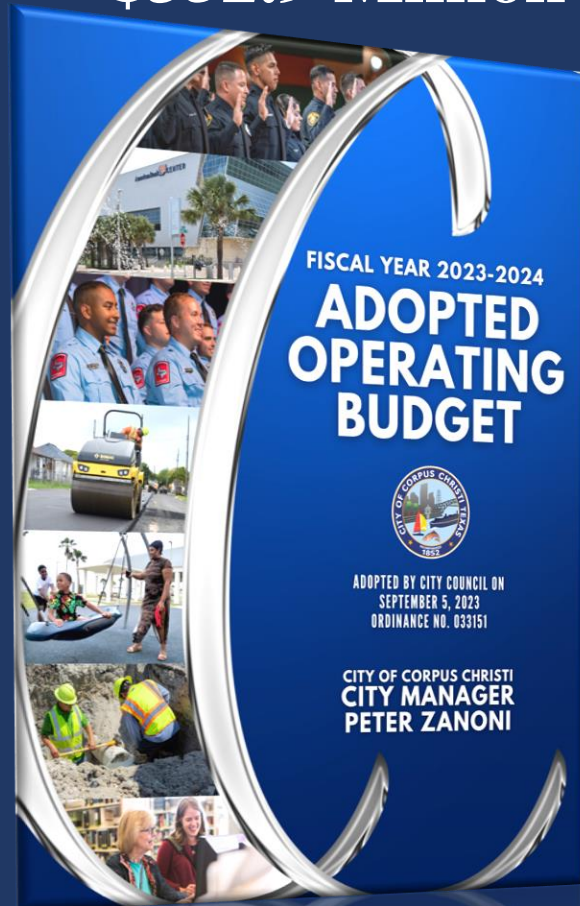
*Excludes transfers between funds and excludes internal service funds as budgets are included in listed funds.*



# General Fund FY 2025 Proposed Budget

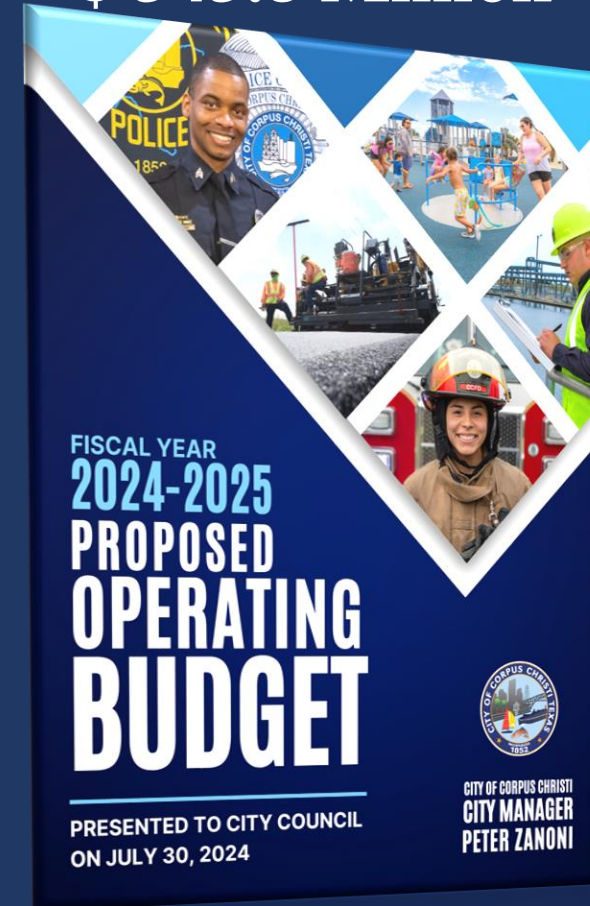
FY 2024 Adopted Budget

\$352.9 Million\*



FY 2025 Proposed Budget

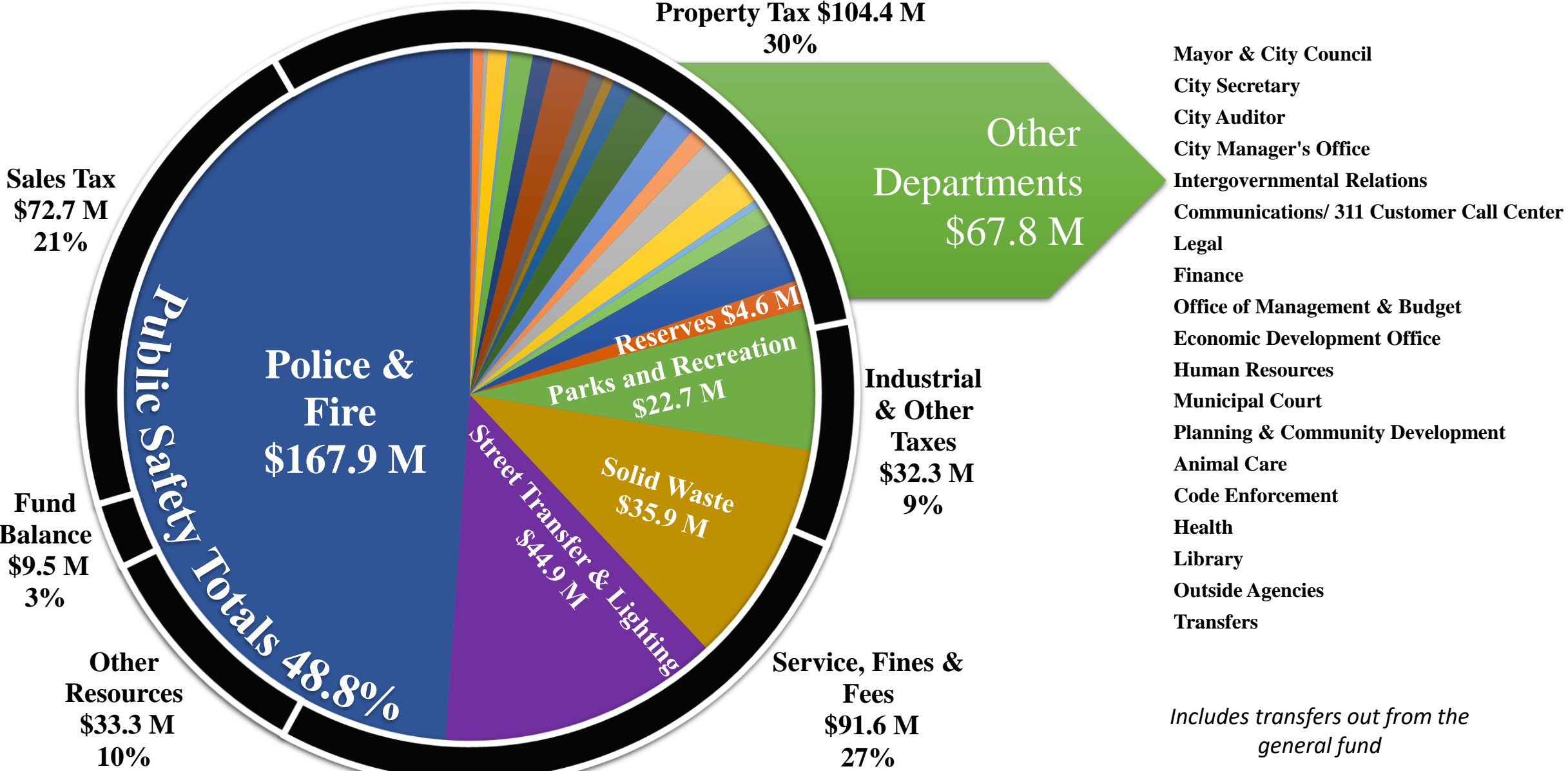
\$ 343.8 Million\*



2.6%  
Decrease

\* Includes transfers out from the  
general fund

# FY 2025 General Fund Budget: \$343.8 Million



# General Fund Revenue



Revenue Sources	Change over FY 2024 Adopted Budget	
	%	Amount
Property Tax	(1.2%)	(\$1.2M)
Sales Tax	2.1%	\$1.5M
All Other Revenues	5.5%	\$8.2M

- ❖ FY 2025 budget utilizes \$9.5M in one-time funding for residential streets from the FY 2023 ending balance and FY 2024 projected ending balance



# Taxable Property Value & Rate



	<b>FY 2024</b>	<b>FY 2025</b> (subject to change)
<b>Property Values</b> (Total Growth)	<b>13.64%</b>	<b>(.66%)</b>
<b>New Value</b>	<b>2.20%</b>	<b>2.05%</b>
<b>Reappraisals</b>	<b>11.44%</b>	<b>(2.71%)</b>
<b>Tax Rate</b>	<b>0.599774</b>	<b>0.599774</b>

- Assumes no change to FY 2025 Property Tax Rate
- Anticipate No-New-Revenue rate to be higher than the current tax rate
- Truth in Taxation calculation prepared by Tax Assessor/Collector and City staff
- State Law limits property tax revenue growth to 3.5% on reappraisals; budget meets requirement



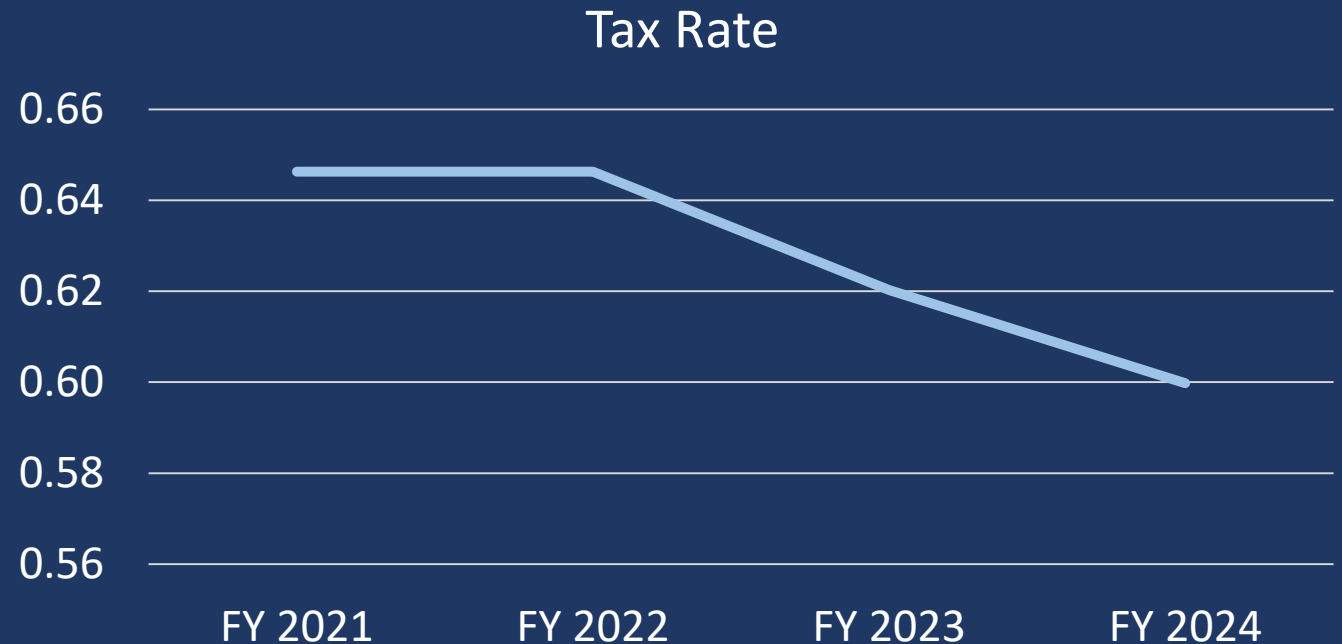
# City Property Tax Rate

Lowered 4.65¢ in Past 2 Fiscal Years



FY 2021 & 2022	FY 2023	FY 2024	Proposed FY 2025
\$0.646264	\$0.620261	\$0.599774	\$0.599774
	Reduction of 2.60¢	Reduction of 2.05¢	

❖ Tax Rate per \$100 of valuation



# City Property Tax Relief



## CITY OF CORPUS CHRISTI

	Tax Rate	Homestead Exemption	Over-65 / Disabled
<b>FY 2023</b>	\$0.620261	10%-\$5,000 Min	\$50,000
<b>FY 2024</b>	\$0.599774	10%-\$5,000 Min	\$50,000
<b>FY 2025</b>	\$0.599774	20%-\$5,000 Min	\$62,500

# Sample Tax Bill for City of Corpus Christi

## GENERAL HOMESTEAD EXEMPTION INCREASED FROM 10% TO 20%

FY 2024 Homestead Exemption	
Assessed Value for Average Homestead	\$201,922
Less: Homestead Exemption @ 10%	(20,192)
Net Assessed Value	\$181,730
Multiplied by the city tax rate	x\$0.599774/ \$100 valuation
Property Taxes	\$1,089.97

FY 2025 Homestead Exemption	
Assessed Value for Average Homestead	\$201,922
Less: Homestead Exemption @ 20%	(40,384)
Net Assessed Value	\$161,538
Multiplied by the city tax rate	x\$0.599774/ \$100 valuation
Property Taxes	\$968.86

\$121.11  
Annual Savings

# Sample Tax Bill for City of Corpus Christi

## INCREASE OF OVER-65/DISABLED & HOMESTEAD EXEMPTION

FY 2024 Over-65/Disabled Exemption		FY 2025 Over-65/Disabled Exemption	
Assessed Value for Average Homestead	\$201,922	Assessed Value for Average Homestead	\$201,922
Less: Homestead Exemption @ 10%	(20,192)	Less: Homestead Exemption @ 20%	(40,384)
Less: Over-65/Disabled Exemption	(50,000)	Less: Local Over-65/Disabled Exemption	(62,500)
Net Assessed Value	\$131,730	Net Assessed Value	\$99,038
Multiplied by the city tax rate	x\$0.599774 /\$100 valuation	Multiplied by the city tax rate	x\$0.599774 /\$100 valuation
Property Taxes	\$790.08	Property Taxes	\$594.00

\$196.08  
Annual Savings



STANDARD  
&POOR'S

FitchRatings

## General Fund Reserves & Financial Rating

- 20% Financial Reserve requirement \$66.8M
- In May 2024, the two major rating agencies Standard and Poor's and Fitch all reaffirmed the City's financial rating of AA and AA respectively
- These ratings are in the *high-grade* category

# FY 25 GENERAL FUND OVERVIEW

	POLICE	FIRE	PARKS & REC	ANIMAL CARE	MAYOR & COUNCIL CITY SECRETARY	CITY MANAGER	CITY AUDITOR	CITY ATTORNEY	SOLID WASTE	CODE ENFORCEMENT	PLANNING & COMMUNITY DEV	HUMAN RESOURCES	COMMUNICATIONS	INTERGOVERNMENTAL RELATIONS	FINANCE	ECONOMIC DEVELOPMENT	MUNICIPAL COURT	HEALTH	LIBRARY
MANDATED INCREASES	✓	✓	✓				✓		✓			✓		✓	✓	✓			
IMPROVEMENTS	✓	✓		✓								✓							
REDUCTIONS			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓
REVENUE CHANGES		✓	✓															✓	

# Police



## Police Officer Positions

- Total Police Officer count at 501
- One Police Academy Funded (July 2025)

## Police Vehicles

- Annual replacement of 35 marked vehicles
- Increase marked vehicle fleet by 40 vehicles (\$5.5M)

## Training Academy

- New Police Training Academy at Del Mar South opening November 2024  
Funding for maintenance and operations (full year - \$300K)





# Police Officer Positions

- 5-Year Staffing plan was developed beginning FY 2020
- Goal was to add 5 positions per year (total 25)
- Goal exceeded by two-times
- 55 Police Officer positions added

Year	Increase	Sworn Positions
2019		446
2020	+5	451
2021	+5	456
2022	+10	466
2023	+25	491
2024	+10	501
2025	0	501



# Fire



## Firefighter Positions

- Total Firefighter count is 455
- Withdrew application for SAFER grant
- Fire Academy funded and scheduled for January 2025
- Convert 6 Firefighter I positions to improve efficiency and span of control (\$355K)
  - 1 Deputy Chief
  - 2 Assistant Chiefs
  - 3 Captain positions to serve as Field Medical Officers

## Equipment

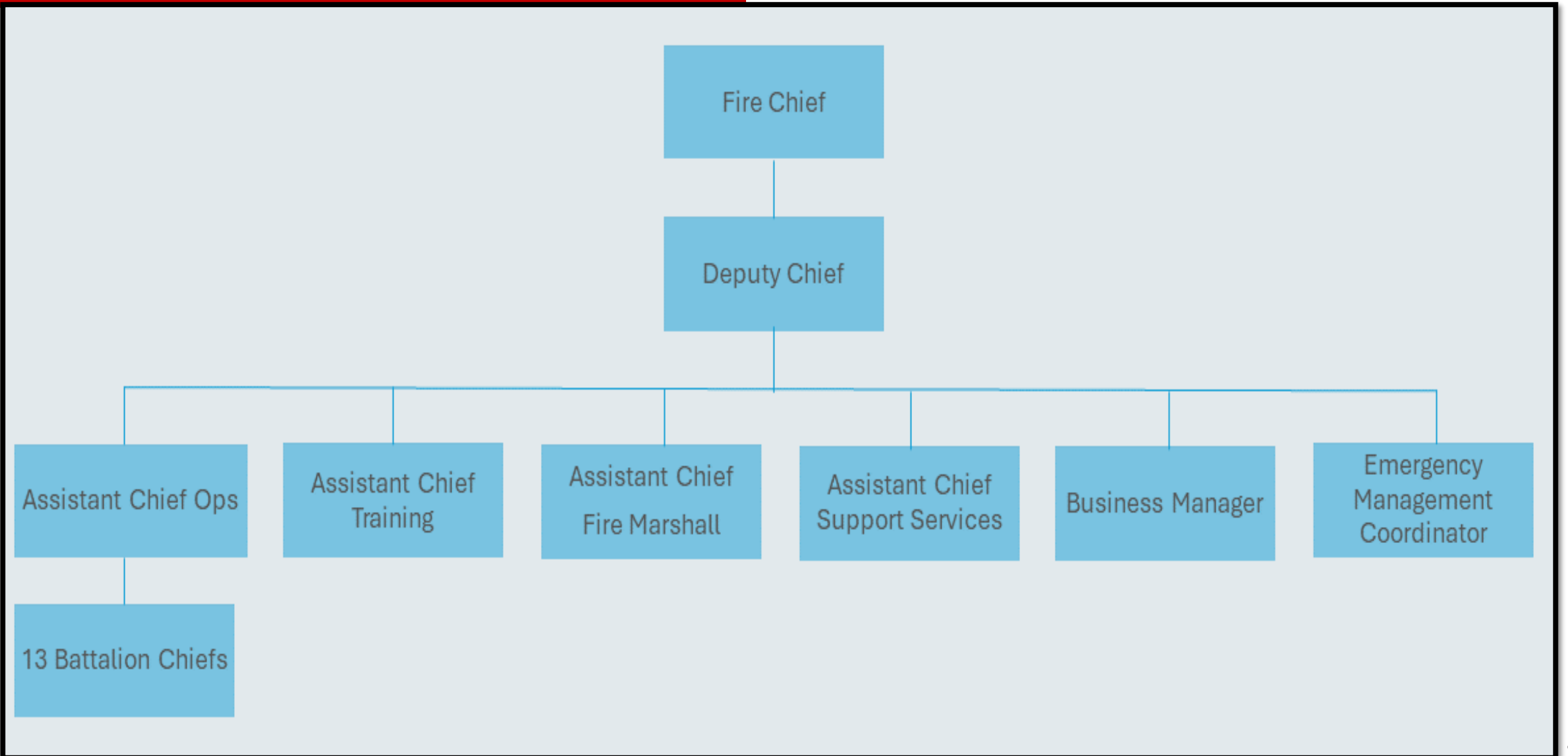
- Replace 2 Fire Pumpers (\$3M)
- Replace 3 Medic Units (\$1.3M)

## Support for Fire Station # 3

- Fire Station # 3 at Morgan for maintenance and operations (full year - \$50K, plus existing station budget)

# Fire

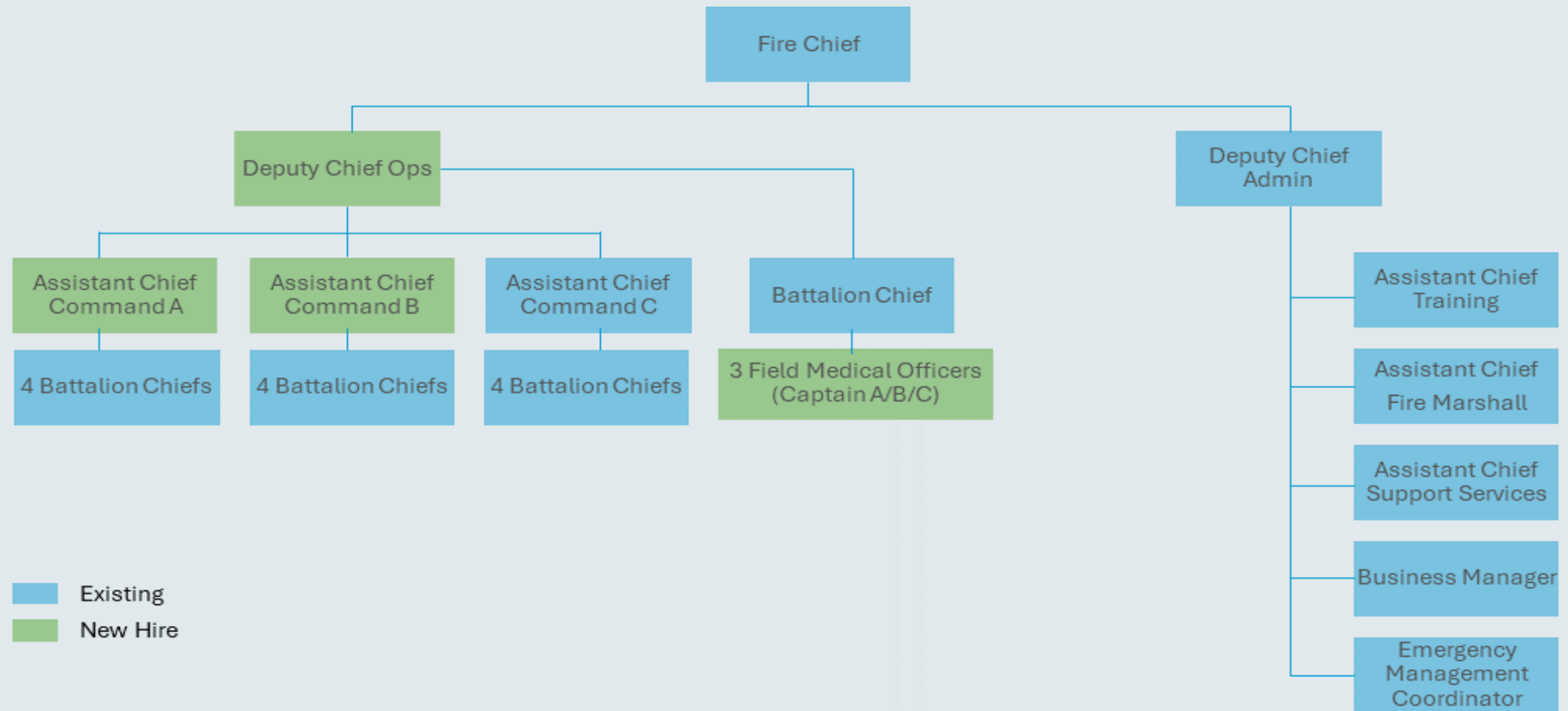
## Re-Org of Fire Department \*Current\*



# Fire

## Re-Org of Fire Department \*Proposed\*

### Re-org New



# Streets

- **FY 2025 budget does not include revenue from Street Maintenance Fee (sunset December 2023)**
- **Less property tax revenue available for streets**
- **Goal was to allocate \$19M for streets to make FY 2025 funding levels consistent with FY 2024 funding levels**
  - **General Fund balance**
  - **Cancellation of planned capital projects**
    - **No disruption in Rapid Pavement Program business model and progress**



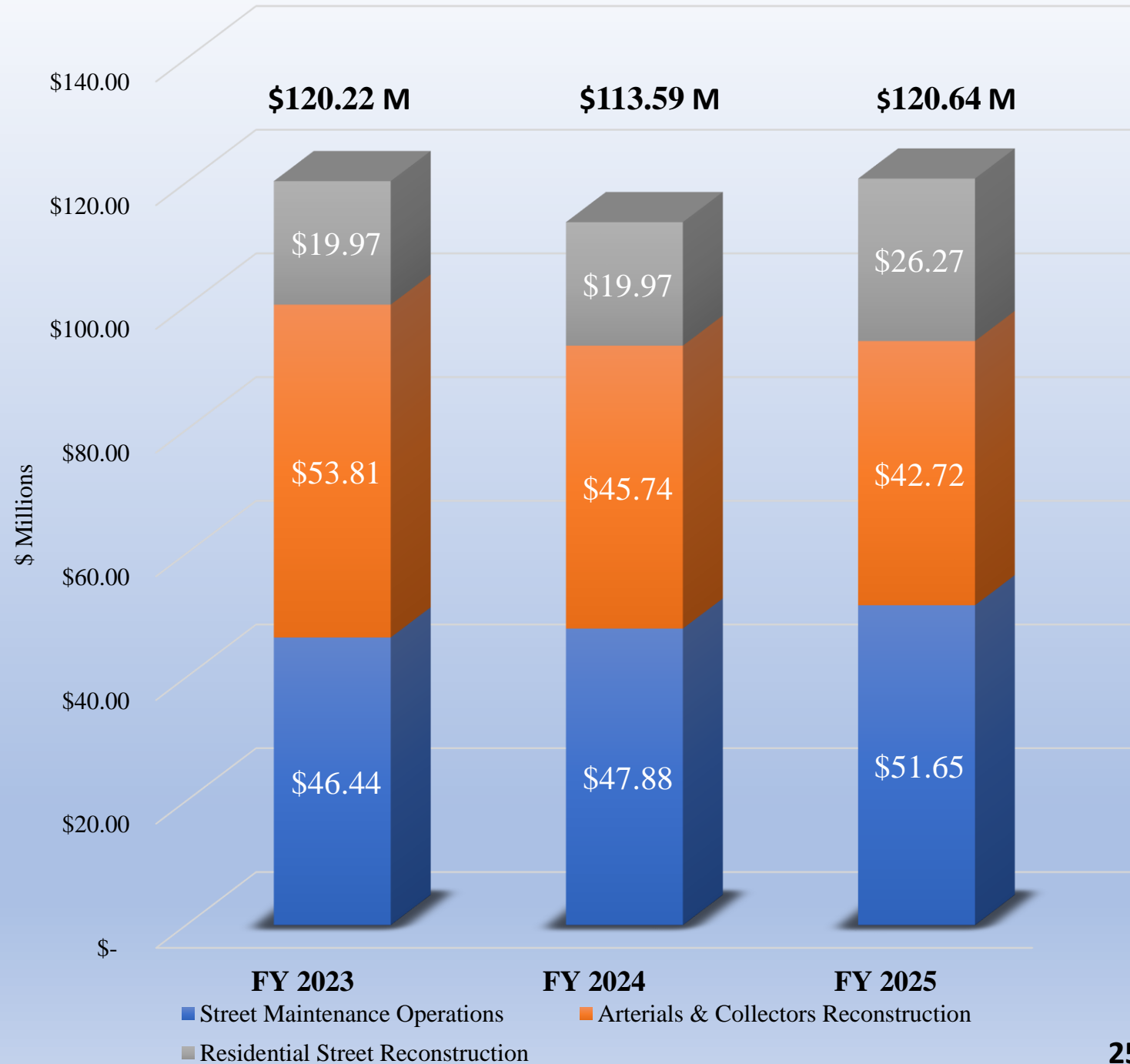




# Street Maintenance & Reconstruction

**\$120.6 Million in  
FY 2025**

**\$354.4 Million  
over Three Years**





# Parks & Rec



- Mandated Increases:**
- Bill Witt Aquatic Center (\$435K)  
(28 positions)
  - Water Garden (\$298K)  
(3 positions)
  - Cole Park Splash Pad (\$25K)
  - North Beach Restroom (\$200K)

## Improvement:

- Add 3 School sites for After Hour Kid Power
- 84 part-time / seasonal positions for new sites and increased enrollment at existing sites
- Program 100% cost recovery through user fees



# Parks & Rec

## Reductions:

- Due to under-spending reduce budget for Natatorium (\$127K)
- Reduce 1 Welder and 1 Park Planner position (\$120K)
- Reduce programming at Oso Bay Wetlands Preserve Learning Center (\$443K / 6 positions)
- Out-source Zavala and Greenwood Senior Centers (\$236K / 5 positions)
- Transfer Safe-Fun-Fit and Endurance Fest to Health Special Fund (\$49K)





# Library



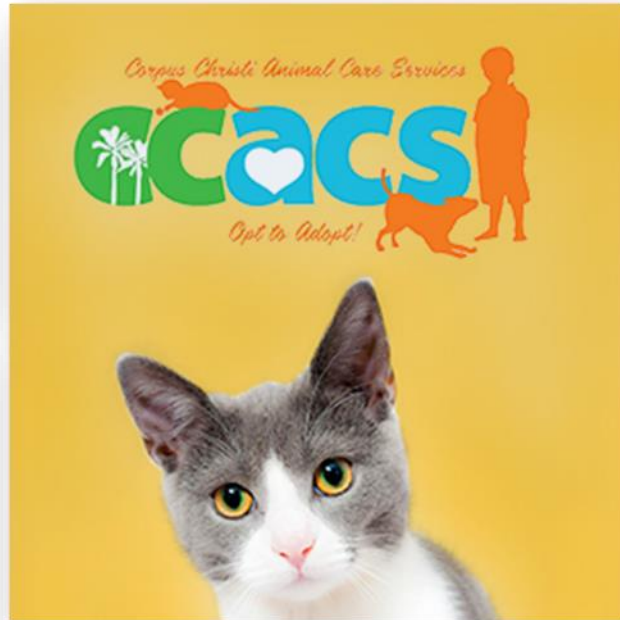
## Reductions:

- **Close Garcia Library (\$648K, 9 positions)**
  - **Outdated business model on school campus (Kaffie Middle School)**
  - **CCISD withdrew from location and dissolved joint agreement last year**
  - **Engineering design funds for new stand-alone library included in Bond 2024**

# Animal Care Services



- Continue \$250K Spay/Neuter program
- Design of new kennels projected to be completed in 2025 with funding included in FY 2024 budget



## Reductions:

- Eliminate 2 Kennel Tech position (11 Kennel Techs remaining) (\$90K)



# Health Department



➤ Nueces County voted in July to continue with current business model through November/December giving both sides more time to work on alternatives

- Budget includes full year funding for County Cooperative (\$1.8M)
- Health Department continues funding for Air Quality Consortium

# Solid Waste



- **No rate change proposed**
- **Continue Litter Critter Program**

## **Reductions:**

- **Reduce Brush/Bulky collection from 4 to 2 times per year (\$803K / 12 positions)**
- **Reduce Recycling Compliance program (\$703K / 6 positions)**
- **Eliminate Litter Crew (\$96K / 2 positions)**



# Code Enforcement / Planning & Community Development



## Reductions:

- Reduce 5 Code Enforcement Officers (\$296K / 5 positions)
- Reduce funds for grass abatement (\$400K)
- Reduce funds for demolition (\$200K)
- Eliminate Short Term Rental hotline (\$25K)
- Reduce 2 unused Short Term Rental positions (\$115K)
- Reduce funding for fair housing program (services are offered by the State) (\$142K / 2 positions)
- Reduce homeless program positions (\$280K / 3 positions)
- Postpone Area Development Plans (\$150K)
- Reduce 1 Planner position (\$105K)

# Municipal Court



## Improvements:

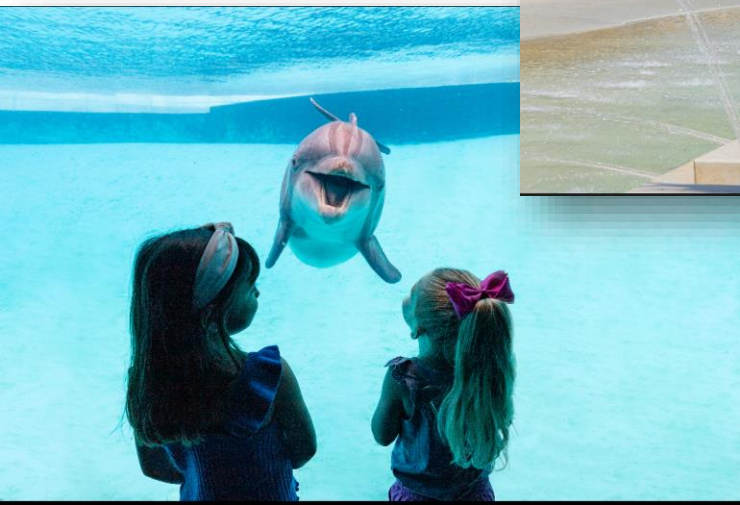
- Funding included for new Detention Center lease (\$106K) and finish out (\$2.2M)

## Reductions:

- Eliminate Chief Deputy Clerk position (\$90K)
- Consistent with performance report completed by consultant Judge Bull, Administration will report to Municipal Courts Presiding Judge



# Economic Development



- **Developer participation agreements (\$3.7M)**
- **Transfer Downtown Management District funding to TIRZ #3 (\$425K)**
- **Explore transfer of CCREDC funding to the Type B Corporation (\$221K)**
- **Transfer Sister City Funding to City Secretary (\$20K)**
- **Reduce Part Time Parking Meter Tech position (\$17K)**

# Mayor, City Council, City Secretary, and City Auditor



## Reductions:

- Reduce food and beverage provided for meetings (\$9.7K)
- Reduce unused travel (\$36.2K)
- Reduce temporary services (\$10K)
- Reduce other operating budgets (\$14K)
- Hold 1 Auditor position vacant for 12 months (\$65K)



# City Manager's Office



## Reductions:

- **Reduce funding for Executive Retreat (\$25K)**
- **Transfer cost of agenda system to IT (\$50K)**
- **Eliminate Strategic Planning & Innovation Staffing (\$400K / 3 positions)**

# FY 2025 Proposed Tax Notes

Description (\$s in Millions)	Amount
Replace Fire Equipment (Medic Units)	\$ 0.7
Police Marked Units	4.3
Parks & Rec 12 Yard Dump Truck	0.2
City Detention Center Build Out	2.2
Developer Participation Agreements	3.7
<b>Total Tax Notes</b>	<b>\$ 11.1</b>





# Tourism



## HOT Revenues Budget

FY 2024	FY 2025	Variance
\$21.5M	\$19.8M	(\$1.7M)

## FY 2025 Hotel Occupancy Tax (HOT) Budget

- Funding for Visit Corpus Christi maintained at current 44% of City's 7% HOT receipts (\$7.0M)
- Funding for Art Museum, Museum of Science & History, Botanical Garden and Texas State Aquarium (\$1.3M)
- Other available funding focused on critical capital improvements at the American Bank Center

# Water

- Operating budget for FY 2025 include no additional positions
- Short-Range Capital budget plan has cost escalations to some projects in FY 2025 primarily due to construction inflation and the new Inner Harbor Desalination Plant design contract estimate
- Rates are reviewed every year with rates effective January
- This budget proposes a rate structure that establishes better equity between rate classes



# Water

Fund 4010 Water	FY24 Budget	FY25 Budget	Variance FY24 vs FY25
Revenues	\$157.7	\$169.6	\$11.9
Expenditures	\$160.6	\$175.5	\$14.9

Operating costs less one-times: increase 3.5%



Positions	FY24	FY25	FY24 to FY25
Water	330	330	-

➤ Provide water services in 7 counties to over 500K people

➤ Serves 99.6K accounts

Customer Class	# Accounts
Residential	90,464
Commercial	9,138
Large Volume	13
Wholesale Treated	2
Wholesale Treated & Delivered	2
Raw Water Only	6
<b>Total</b>	<b>99,625</b>



# Water

## SAMPLE MONTHLY BILLS

Residential, ¾” meter, 6,000 gallons

Current	Proposed	\$ Decrease
\$ 39.06	\$ 37.29	\$ (1.77)

Commercial, 2” meter, 20,000 gallons

Current	Proposed	\$ Decrease
\$ 225.84	\$ 216.53	\$ (9.31)

Large Volume, 10” meter, 90 million gallons

Current	Proposed	\$ Decrease
\$ 443,109	\$ 438,167	\$ (4,942)

Wholesale Treated, 16” meter, 50 million gallons

Current	Proposed	\$ Increase
\$ 140,907	\$ 163,875	\$ 22,968





# Wastewater

- Operating budget for FY 2025 include no additional positions
- Short-Range Capital budget plan has cost escalations to some projects in FY 2025 primarily due to construction inflation and scope changes in the Williams Lift Station force main project
- Rates are reviewed every year with rates effective January
- This budget proposes a rate structure that establishes better equity between rate classes



# Wastewater

Fund 4200 Wastewater	FY24 Budget	FY25 Budget	Variance FY24 vs FY25
Revenues	\$85.7	\$98.6	\$12.9
Expenditures	\$85.3	\$113.5	\$28.2

Operating costs less one-times: increase 3.3%



Positions	FY24	FY25	FY24 to FY25
Wastewater	260	260	----

➤ **Maintain and operate 6 wastewater treatment plants**

➤ **Services 94K accounts**

➤ **Maintain and operate 107 lift stations**

Customer Class	# Accounts
Inside Residential	86,742
Inside Commercial	7,381
Outside Residential	18
Outside Commercial	27
<b>Total</b>	<b>94,168</b>

# Wastewater



## SAMPLE MONTHLY BILLS

### ➤ Residential, 5,000 gallons

Current	Proposed	\$ Increase
\$ 54.64	\$ 59.32	\$ 4.68

### ➤ Commercial, 20,000 gallons

Current	Proposed	\$ Increase
\$ 172.46	\$ 191.36	\$ 18.90

# Storm Water Fee

	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027
Base Program	\$ 20.04 M	\$ 22.97 M	\$ 29.63 M	\$ 34.37 M	\$ 38.12 M
Improvements	\$ 3.57 M	\$ 6.66 M	\$ 4.74 M	\$ 3.75 M	\$ 2.00 M
Total	\$ 23.61 M	\$ 29.63 M	\$ 34.37 M	\$ 38.12 M	\$ 40.12M

Residential Rate Tier 1	\$ 5.77	\$ 6.63	\$ 7.74	\$ 8.69	\$ 9.63
Residential Rate Tier 2	\$ 7.69	\$ 8.84	\$ 10.32	\$ 11.59	\$ 12.84
Residential Rate Tier 3	\$ 13.46	\$ 15.47	\$ 18.06	\$ 20.28	\$ 22.47
Non-Residential Rate	\$ 7.69 per ERU	\$ 8.84 per ERU	\$ 10.32 per ERU	\$ 11.59 per ERU	\$ 12.84 per ERU

\*Equivalent Residential Unit (ERU)



# Storm Water Program

**In FY 2022, City joined other major Texas cities and approved a Storm Water maintenance program. Overall goal is to reduce flooding and improve water quality.**

STORM WATER SERVICES		FY 2023	FY 2024	FY 2025	FY 2026	FY 2027
Storm Water Inlet Cleaning & Maintenance <sup>1</sup>		1.3 years	1.3 years	1.3 years	1.3 years	1.3 years
Vegetation Management - ROW Mowing <sup>2</sup>		20x	20x	20x	20x	20x
In-House Street Sweeping & Cleaning <sup>2</sup> (Non-existent prior to FY 2022)	Residential	2x	2x	3x	4x	4x
	Collectors	4x	6x	8x	10x	12x
	Arterials	8x	10x	10x	10x	12x
Minor Channel (“Bar Ditches”) Cleaning & Maintenance <sup>1</sup>		As Requested	6.0 years	3.0 years	3.0 years	3.0 years
Major Channel / Natural Creek Way Cleaning & Maintenance <sup>1</sup>		2.0 years	2.0 years	2.0 years	2.0 years	2.0 years

*Note: (1) Cycle length; (2) Cycles per year*

# Sample Utility Bill for Large Volume, Wholesale, and Commercial Customers

## Large Volume Customer Example:

Service	Current Charges	Proposed Charges	Change
Water <sup>1</sup>	\$ 443,109	\$ 438,167	(\$ 4,942)
<b>Per Month</b>	<b>\$ 443,109</b>	<b>\$ 438,167</b>	<b>(\$ 4,942)</b>
% decrease			(1.12%)

<sup>1</sup>Based on 10” meter, 90,000,000 gallons water usage

## Wholesale, Treated Customer Example:

Service	Current Charges	Proposed Charges	Change
Water <sup>1</sup>	\$ 278,907	\$ 325,375	\$ 46,468
<b>Per Month</b>	<b>\$ 278,907</b>	<b>\$ 325,375</b>	<b>\$ 46,468</b>
% decrease			16.66%

<sup>1</sup>Based on 16” meter, 100,000,000 gallons water usage

## Commercial Customer Example:

Service	Current Charges	Proposed Charges	Change
Water <sup>1</sup>	\$ 1,040.00	\$ 920.88	(\$ 119.12)
Wastewater	\$ 797.24	\$ 909.59	\$ 112.35
Storm Water <sup>2</sup>	\$ 1,776.84	\$ 2,074.32	\$ 297.48
<b>Per Month</b>	<b>\$ 3,614.08</b>	<b>\$ 3,904.79</b>	<b>\$ 290.71</b>

% increase 8.04%

<sup>1</sup>Based on 4” meter, 109,000 gallons water usage

<sup>2</sup>Based on 201 ERUs



# Sample Utility Bill for Residential Customer



Service	Current Fee	Proposed Fee	Change
Water <sup>1</sup>	\$ 39.06	\$ 37.29	(\$ 1.77)
Wastewater <sup>2</sup>	\$ 54.64	\$ 59.32	\$ 4.68
Storm Water	\$ 8.84	\$ 10.32	\$ 1.48
Natural Gas	\$ 18.60	\$ 18.60	\$ 0.00
Solid Waste	\$ 27.85	\$ 27.85	\$ 0.00
<b>Per Month</b>	<b>\$ 148.99</b>	<b>\$ 153.38</b>	<b>\$ 4.39</b>
% increase			2.94%

<sup>1</sup>Based on 6,000 gallons water usage

<sup>2</sup>Based on 5,000 gallons winter quarter average



# City Rates for Residential Customers



**Property Tax** – No tax rate adjustment assumed in proposed budget

City property tax relief

- Homestead Exemption 10% to 20%
- Over 65/Disabled-\$50,000 to \$62,500

**Water** – Proposed rate adjustment

**Wastewater** – Proposed rate adjustment

**Storm Water** – Proposed rate adjustment

**Gas** – No proposed rate adjustment

**Solid Waste** – No Proposed rate adjustment

**Street Maintenance Fee** – Eliminated 12-31-23

# Projected Fund Balance Comparison

(\$s in Millions)	FY 2024 Projected Ending Balance	FY 2025 Projected Ending Balance	Reserve Policy
General Fund	\$ 80.7	\$71.2	\$68.8 (20%)
Water Fund	49.8	43.9	43.9 (25%)
Wastewater Fund	43.3	28.4	28.4 (25%)
Storm Water Fund	12.7	11.7	8.4 (25%)
Gas Fund	7.0	5.8	9.1 (25%)
HOT Fund	5.1	0.4	No Reserve Policy
SHOT Fund	4.5	1.4	No Reserve Policy
Street Maintenance Fund	14.0	2.8	No Reserve Policy
Residential Street Fund	17.9	8.2	No Reserve Policy
Fire Employee Health Benefit Fund	11.3	4.0	1.0 (IBNR/Cat)
Police Employee Health Benefit Fund	7.3	3.5	1.4 (IBNR/Cat)
Citicare Employee Health Benefit Fund	13.0	7.5	3.1 (IBNR/Cat)

# FY 2025 Capital Budget \$1,008.7 Million



Funding Uses by Program	Amount (\$s in Millions)	% of Total
Water	\$ 517.2	51.3%
Wastewater	182.7	18.1%
Streets	78.8	7.8%
Parks & Rec / Marina	71.6	7.1%
Storm Water	52.1	5.2%
Economic Development	34.9	3.4%
Public Health & Safety	29.0	2.9%
Gas	26.9	2.7%
Public Facilities	12.1	1.2%
Airport	3.4	.3%
<b>Total FY 2025 Capital Uses</b>	<b>\$ 1,008.7</b>	<b>100%</b>



# Employee Compensation in FY 2025



Investment in Employees All Funds	Budget (\$s in Millions)
Police CBA	\$ 2.2
Fire CBA	5.3
Performance Pay (0 - 5%)	3.5
100-Level Critical Market Adjustments	0.8
Mandated FLSA Salary Adjustments	0.5
Additional HSA Contributions	2.7
<b>Total</b>	<b>\$ 15.0</b>



# Employee Compensation in FY 2025

- **Police CBA contract: Year 2 of 4**  
3% salary increase for all sworn positions beginning April 1,  
one-time payment of \$2,000 for all sworn on October 1
- **Fire CBA contract: Year 1 of 4**  
Average increase of 9% for all sworn personnel, one-time  
payment of \$2,000 to Firefighter I's on October 1
- **Performance Pay:**  
3% Average budgeted and awarded based on performance  
for all Civilian Employees (range 0-5%)



# Employee Health Benefits FY 2025

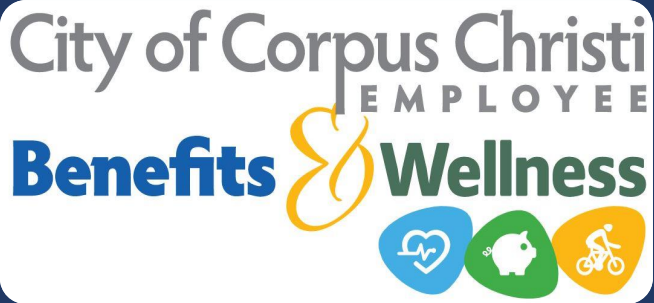
- **No premium increase** for the employees that use the Citicare CDHP
- 7% annual premium **increase** paid by employees that use the Citicare PPO
- All sworn Fire personnel moved to Fire CDHP; Fire PPO plan eliminated
- All sworn Police on CDHP; **No change** to \$0 premium for Sworn Police Officers



# Employee Health Benefits FY 2025



- 1. The City contributes to the Police and Fire Employee Health Benefits Funds with contributions coming from the General Fund
- 2. FY 2025 a focus on utilizing available balances in these funds resulted in lower contributions from the General Fund.
- 3. The resulting savings in the General fund for Public Safety benefits is utilized to purchase needed equipment; additional funds for equipment will be achieved through short-term debt.



(\$s in Millions)	Health Benefit Savings in GF	Short-Term Debt	Total
Fire – 2 Pumpers	\$ 2.8	\$ 0.0	\$ 2.8
Fire – 3 Medic Units	0.6	0.7	1.3
Police – 76 Marked Units	1.2	4.3	5.5
Total	\$ 4.6	\$ 5.0	\$ 9.6

# Employee Health Benefits FY 2025



- The City's contribution for civilian medical insurance projected to remain flat in FY 2025 for Citicare PPO Plan
- The City's contribution for civilian medical insurance projected to decrease utilizing fund balance for CDHP Plan



# One-Time HSA Payments to Employees in FY 2025

- Police sworn personnel enrolled in CDHP will receive one-time additional contribution of \$2,000 in January 2025 funded by Police Health Plan fund balance
- Fire sworn personnel enrolled in CDHP will receive one-time additional contribution of \$2,400 in January 2025 funded by Fire Health Plan fund balance
- Civilian personnel enrolled in CDHP will receive one-time additional contribution of \$1,000 (Employee Only) or \$2,000 (Employee + Family) in January 2025 funded by Citicare Health Plan fund balance



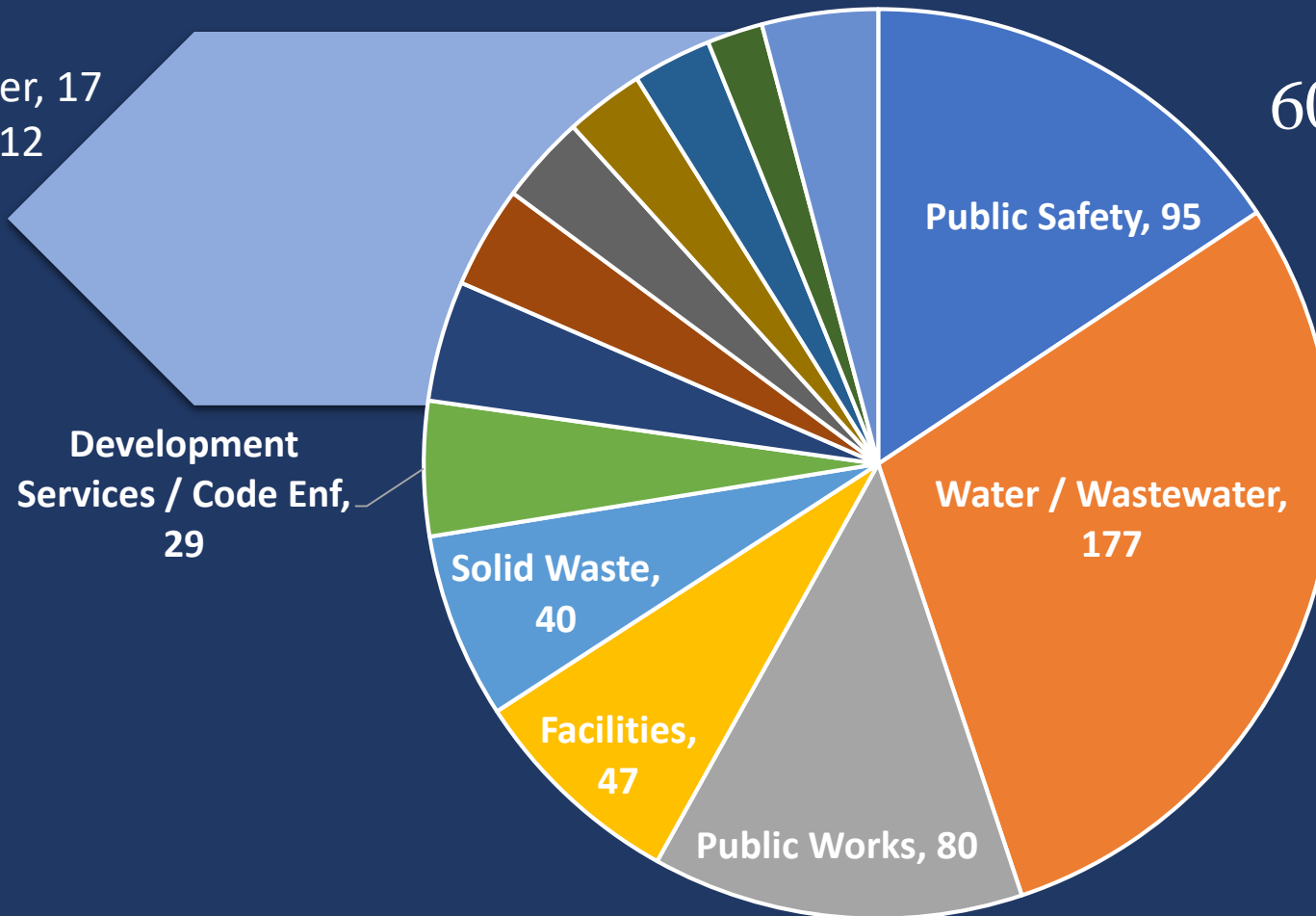
# Five Year Position Analysis

➤ Total positions in FY 2019 – 3,485

➤ Total positions in FY 2024 – 4,091

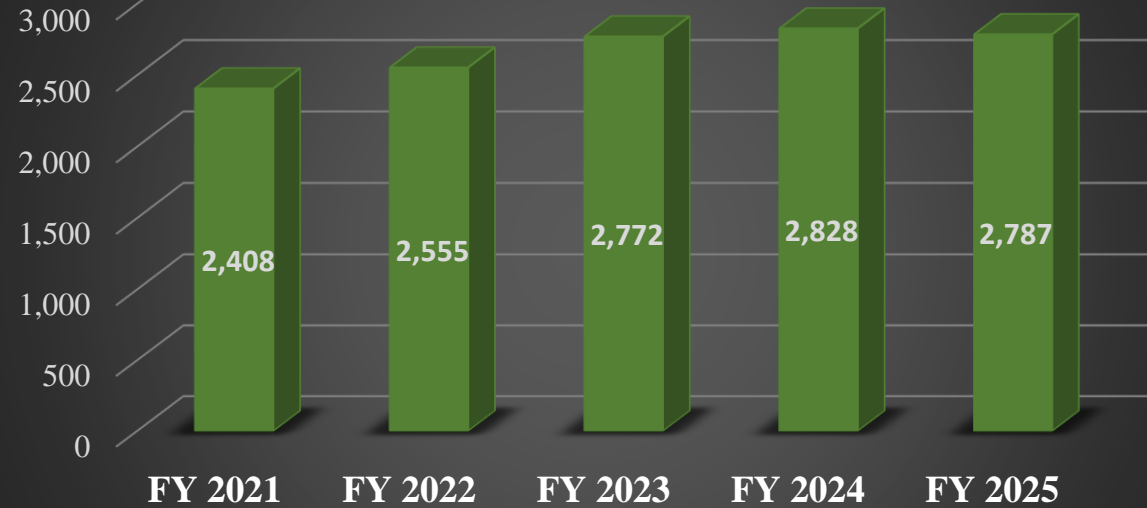
606 positions over 5 years

SHOT (Parks), 26  
Animal Care Services, 22  
Health Department, 19  
Gas, 17  
311 Call Center, 17  
Engineering, 12  
Other, 25

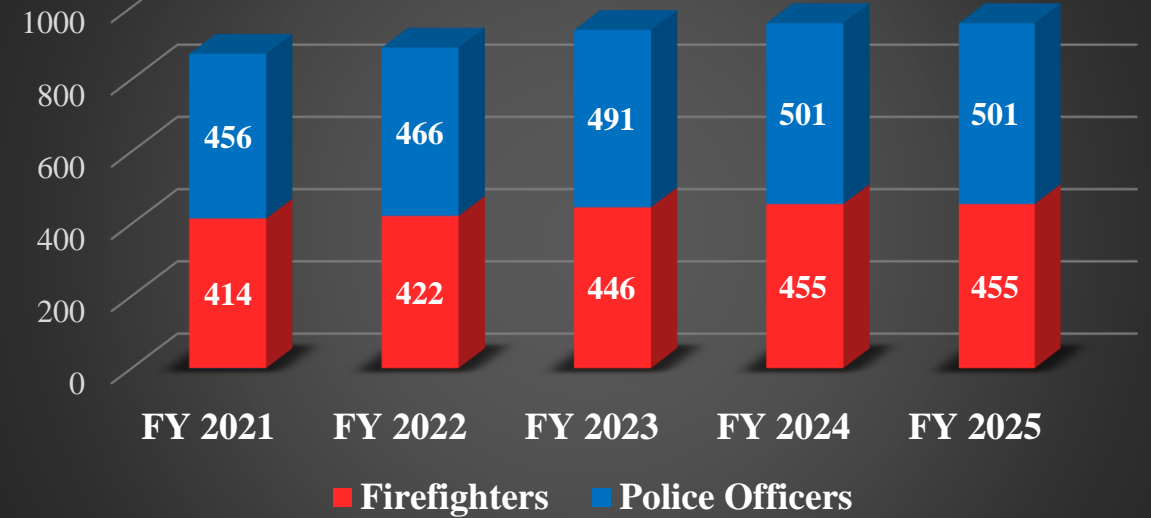


# FY 2025 Budgeted Positions

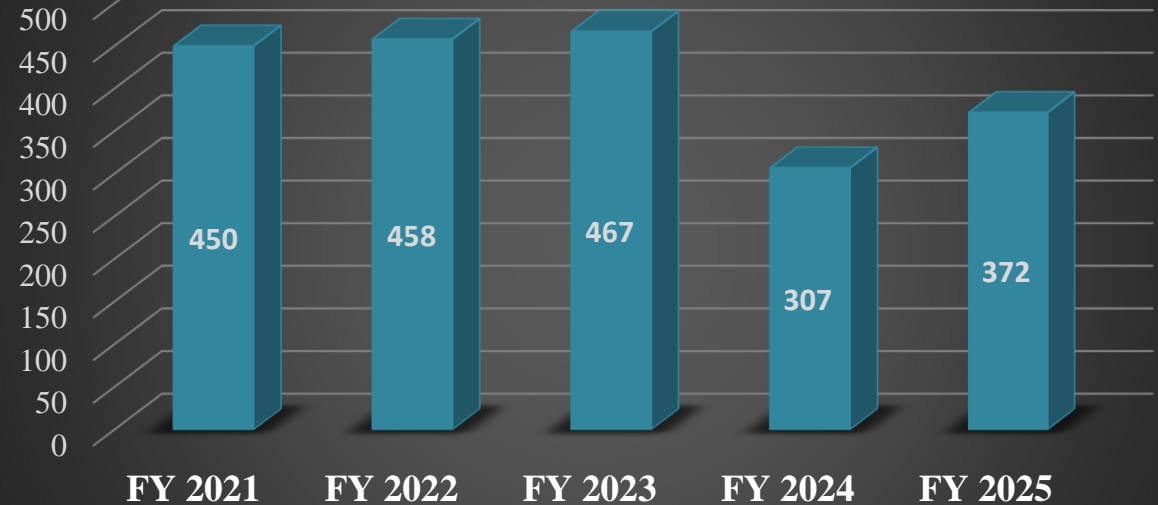
Full-Time Civilian Positions



Public Safety (Sworn) Positions



Part-Time Civilian Positions

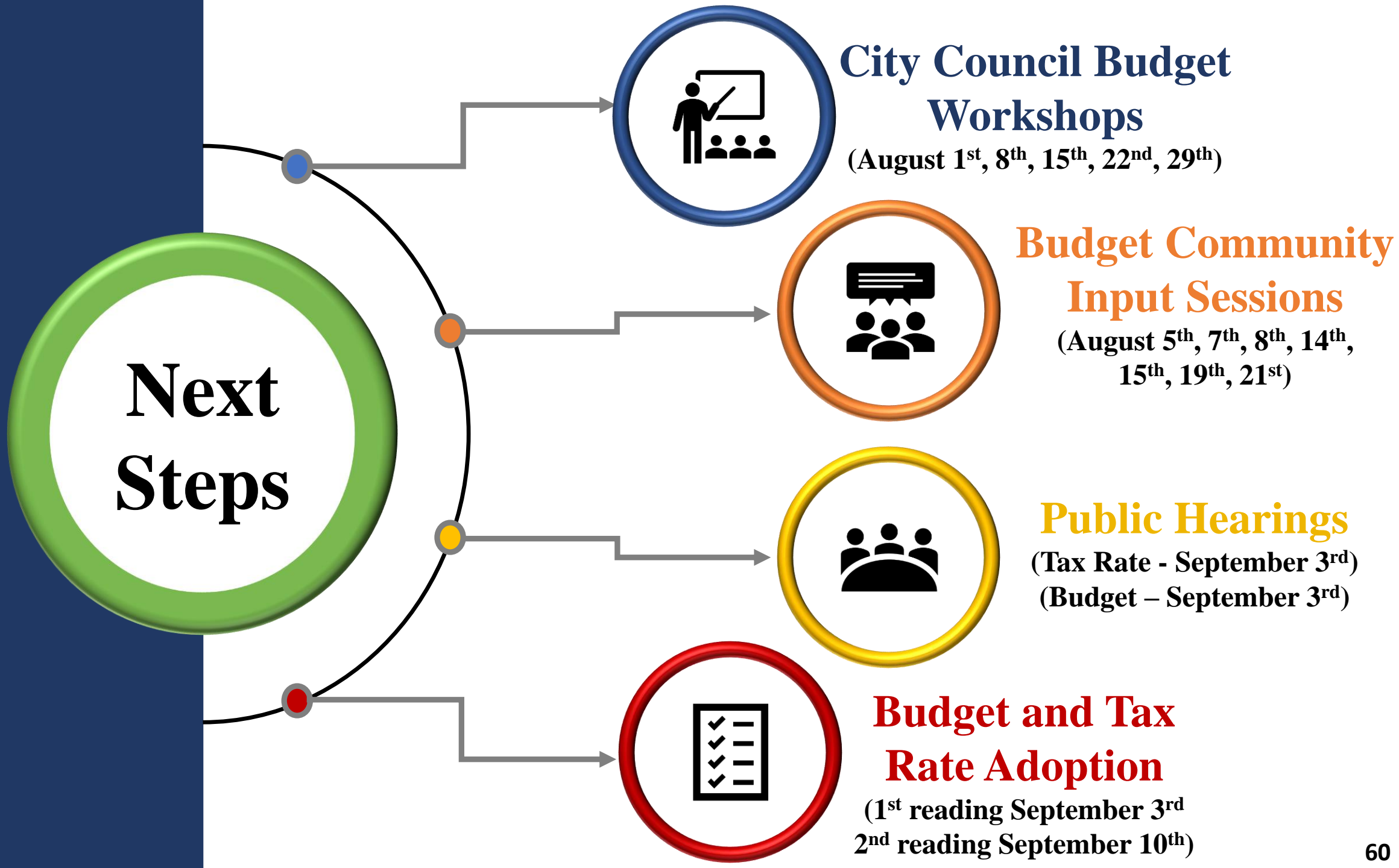


**78 positions reduced in proposed budget**

**Increase positions for Storm Water crews and Gas crews**

**Net full-time positions decrease by 41**

**After Hour Kid Power: 84 seasonal positions added for 3 new sites and increased enrollment at existing sites**





# FY 2025 PROPOSED ANNUAL OPERATING & CAPITAL BUDGET

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FISCAL YEAR  
**2024-2025**  
**PROPOSED  
OPERATING  
BUDGET**

PRESENTED TO CITY COUNCIL  
ON JULY 30, 2024



CITY OF CORPUS CHRISTI  
**CITY MANAGER  
PETER ZANONI**

July 30, 2024