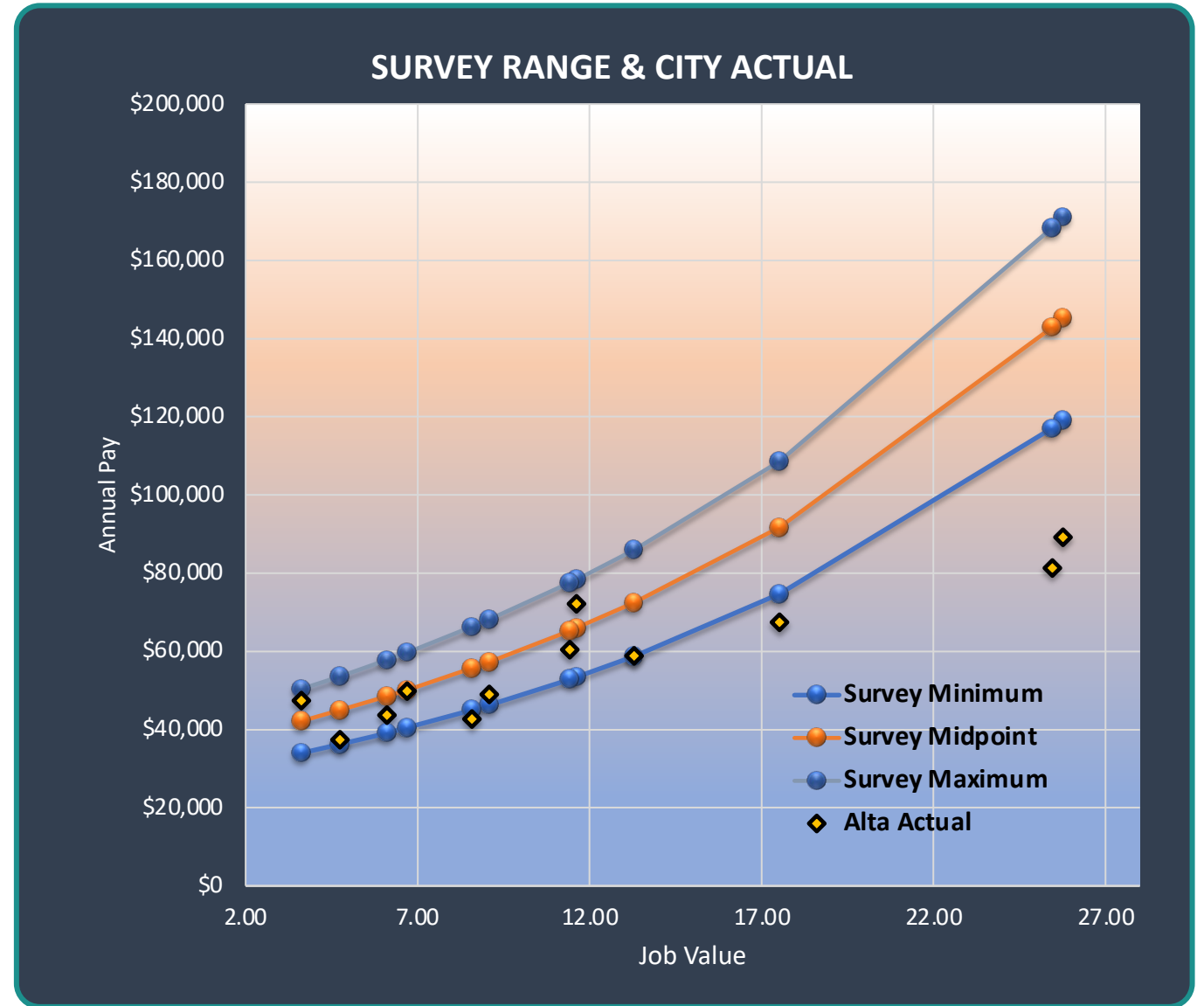


# April 2023 Budget Committee

# Agenda

- Refresher on Mike Swallow work
- Recommendation on payroll increase
- Recommendation on transition capacity increase
- Analysis of income and budget trends
- Potential new income sources
- Next steps in budget

In December Mike Swallow presented the preliminary results of his position benchmarking revealing we were significantly out of line in our top positions (over \$150k for the top four positions alone)



Further work with Mike continued in February, and March with the final recommended salary adjustments (by department) distributed in your packet

Department Totals	Current Base Wage	FY23 Budget	Mayor's Proposal FY24 Budget	% Change Btwn FY 23 / 24 Budgets
Alta Marshal's Department	529,420	690,897	777,784	13%
Summer Program, Parks Rec	3,527	4,500	4,685	4%
Building Maintenance	37,809	24,000	25,647	7%
Sewer	3,360	7,175	7,175	0%
Water	0	6,515	0	0%
Post Office	25,456	26,245	27,414	4%
Court	16,350	20,740	20,689	0%
Town Office	259,722	278,000	369,429	33%
<b>TOTAL</b>	<b>875,644</b>	<b>1,058,072</b>	<b>1,232,822</b>	<b>17%</b>

Total recommended increase of \$174,750

# As expected the recommended salary range adjustments were concentrated in the top positions

Position	Current Salary	Proposed	Difference	% Difference
Town Manager	89,232	154,314	65,082	73%
Town Marshal	81,390	136,490	55,099	68%
Town Clerk	67,496	80,657	13,161	19%
Assistant Town Administrator	58,885	66,290	7,405	13%

Comparison to mid point	Comments
2%	target midpoint for new hire
-13%	minimum and/or tenure consideration
-20%	minimum and/or tenure consideration
-15%	minimum and/or tenure consideration

Market Data from Mike		
Min Annual	Midpoint Annual	Max Annual
126,387	151,664	176,941
128,595	154,314	180,032
80,657	96,788	112,920
63,435	76,122	88,809

Total Difference for top four **\$140,746.60**

Total Difference for all **\$174,750.04**

*Top four position comprise 80% of total adjustments*

## We previously discussed the Town Administrator transition

- Roger hopes that John Guldner will continue as a contractor for the Town of Alta
- The total expense for that contract position has not yet been discussed
- This is money spent to ensure a smooth and easy transition between the Town Administrator to Town Manager hand over period
- The contract expense will be submitted for approval, if it can be agreed, and is not included in the previous total

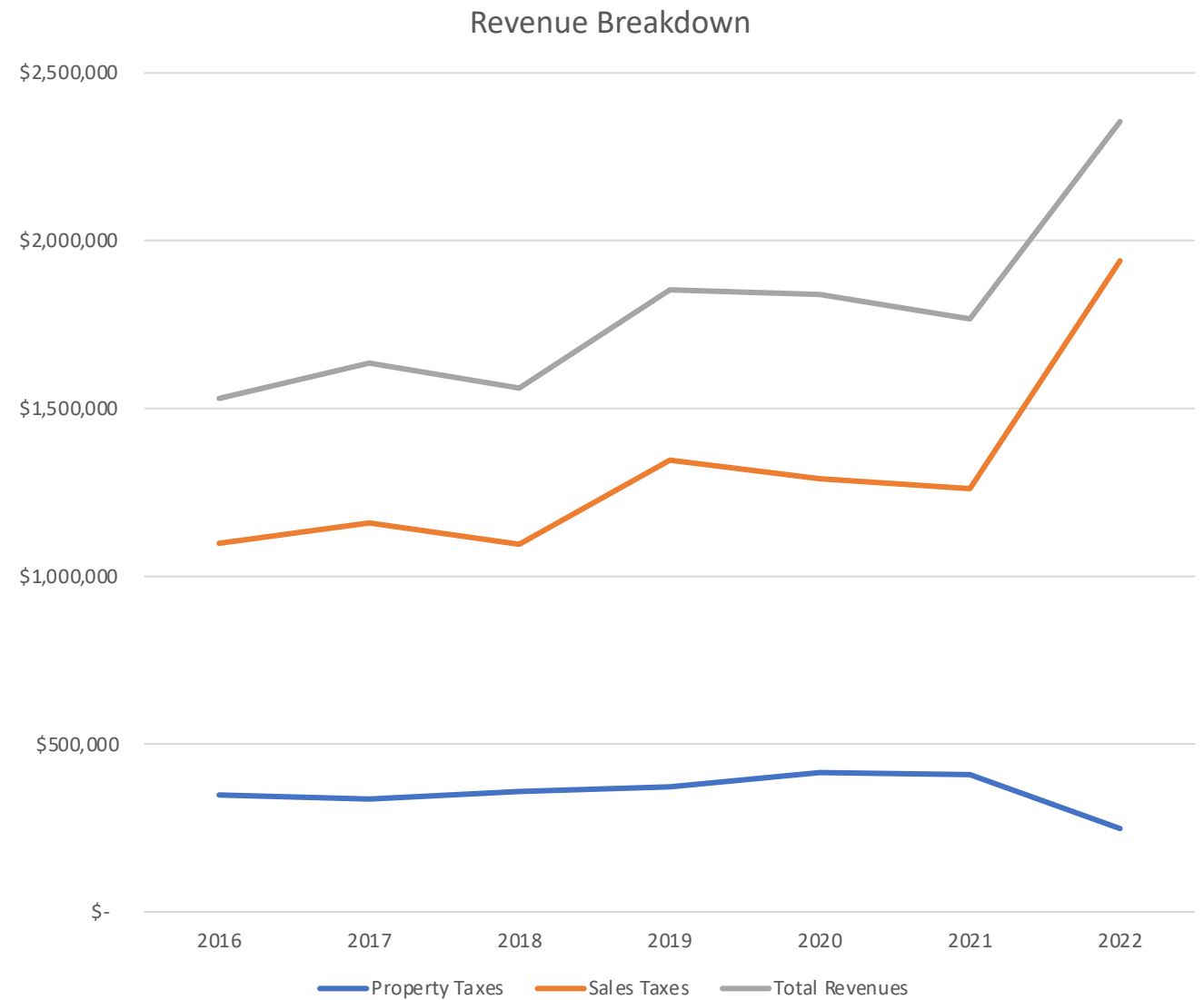
Can we /should we afford this increase  
in payroll

# Here is some data from 2016 - 2022

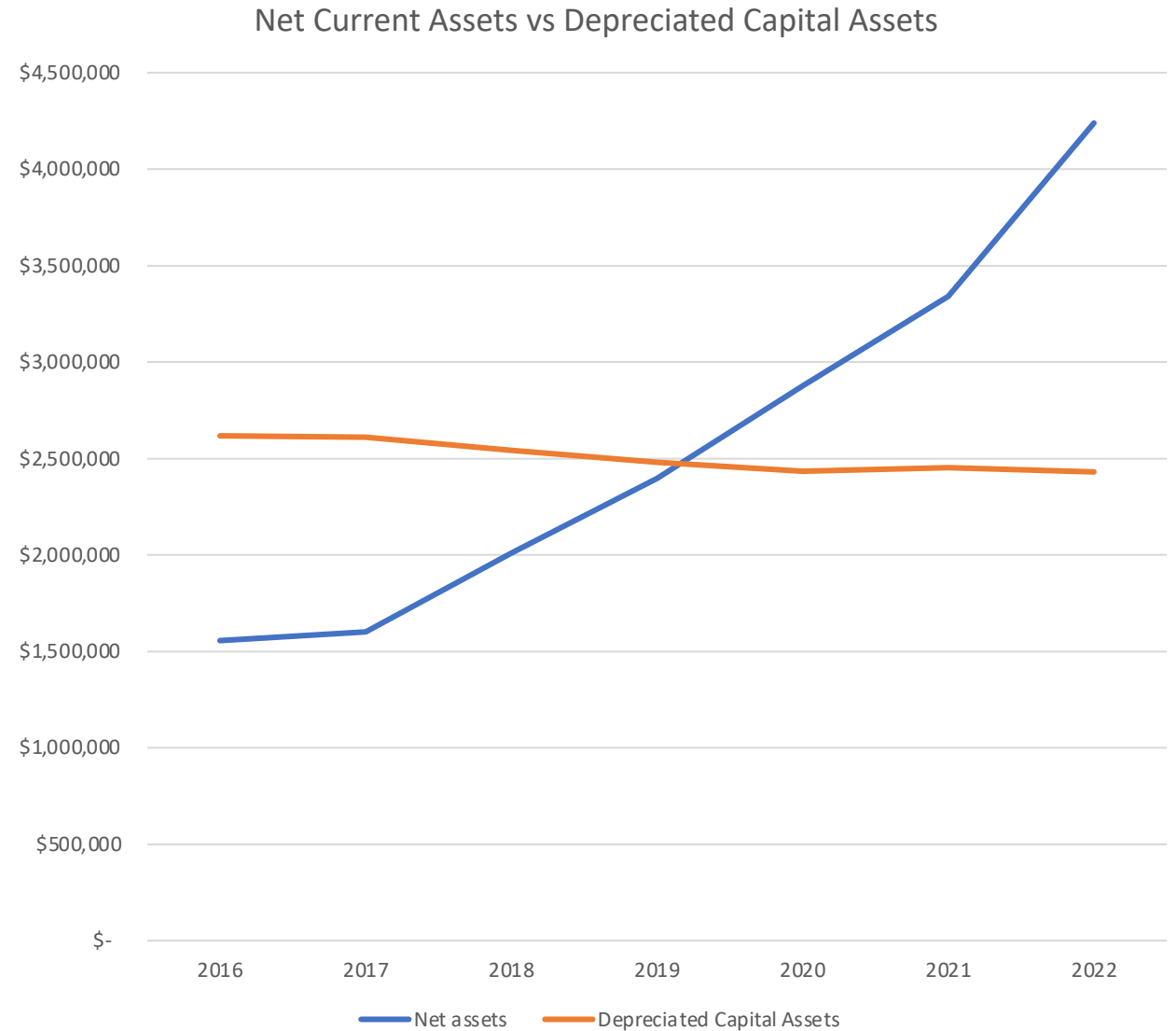
Year:	2016	2017	2018	2019	2020	2021	2022
From Statement of Net Positions							
Total current assets	\$ 1,979,235	\$ 2,109,239	\$ 2,427,264	\$ 2,916,792	\$ 3,245,560	\$ 3,537,748	\$ 4,494,767
Total Liabilities	\$ 423,717	\$ 507,959	\$ 417,632	\$ 521,404	\$ 368,137	\$ 197,284	\$ 255,938
Total current assets minus liabilities	\$ 1,555,518	\$ 1,601,280	\$ 2,009,632	\$ 2,395,388	\$ 2,877,423	\$ 3,340,464	\$ 4,238,829
Capital assets, net of accumulated depreciation	\$ 2,617,339	\$ 2,608,891	\$ 2,543,453	\$ 2,478,959	\$ 2,433,203	\$ 2,451,885	\$ 2,430,117
From Statement of Activities							
Property taxes	\$ 348,256	\$ 337,014	\$ 358,912	\$ 372,078	\$ 415,177	\$ 408,741	\$ 248,348
General sales and use tax	\$ 1,098,089	\$ 1,159,800	\$ 1,095,464	\$ 1,346,088	\$ 1,291,483	\$ 1,261,929	\$ 1,940,210
Total general revenues	\$ 1,529,953	\$ 1,635,414	\$ 1,560,406	\$ 1,853,667	\$ 1,839,387	\$ 1,767,051	\$ 2,355,011
Property and sales tax as % of total revenue	95%	92%	93%	93%	93%	95%	93%
YoY sales rev growth		6%	-6%	23%	-4%	-2%	54%
YoY total rev growth		7%	-5%	19%	-1%	-4%	33%



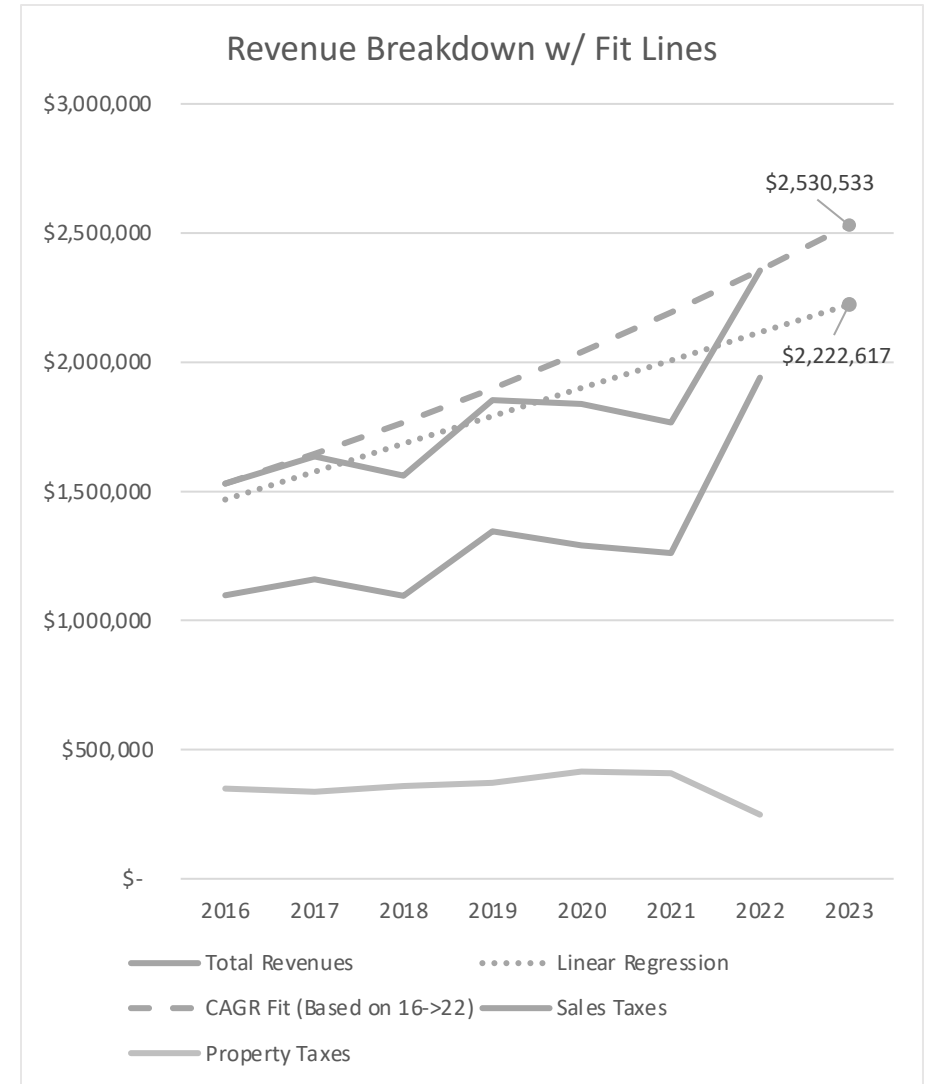
Revenue reveals a general uptrend even with last years decline in property revenue



Despite a steady accumulation of cash reserves we are not even keeping up with depreciation – while increasing number of daily skiers will put significant pressure on our basic infrastructure



Up until April 1, I would have confidently predicted at least the same revenue as last year when we added \$900k to cash reserves – but after April 1 ....???



# Sources of comfort

- Over the last six years our total cash reserves have increased by a total of 2,683k and an average of 447k per year (last year was nearly 900k)
- We expect to complete the truth in taxation revenue this year increasing our potentially revenues (\$400K?)
- In addition we are researching an increase in the municipal transient room tax that might generate nearly an additional \$200k

# Summary of payroll recommendations

## Refresher on Mike Swallow work

- ✓ *December review indicated significant short fall in top jobs*

## Recommendation on payroll increase

- ✓ *Total increase in top four positions: \$140,747*
- ✓ *Total increase for all positions: \$174,750*

## Recommendation on transition capacity increase

- ✓ *Try to engage JG on contract basis to ensure a smooth transition*

## Analysis of income and budget trends

- ✓ *Increase in cash reserves every year – average increase of \$447k per year*

## Potential new income sources

- ✓ *Total between Truth in Taxation and Transient tax increase estimated at \$600k*

# Next Steps in Budget Process

## Divided the Budget Process into three phases

- Changes in salary and personnel
- Changes in Outsourced contracts
- Changes in project budget

## After today I expect we are mostly finished with first two

- But more work needed on project budget and some polishing as well

## Specifically we need to:

- Finalize presentation format
- Finalize Transient Room Tax proposal
- Schedule Capital Project meeting to finalize projects