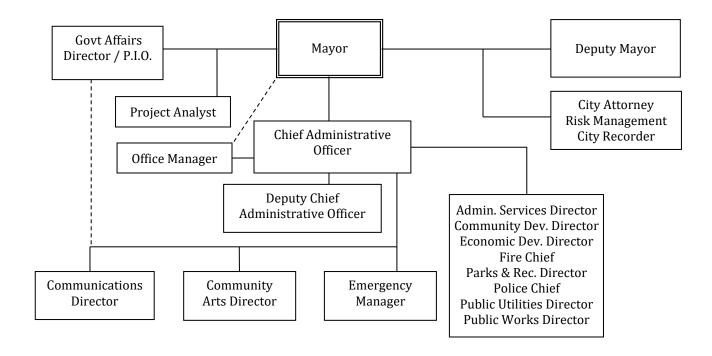
Administration



Department Description

Sandy City Administration is responsible for ensuring quality management of all the city's services and activities. Led by the Mayor and the Chief Administrative Officer, the department is active in all of the general management practices of the city. Specific, day-to-day operations of city functions are the responsibility of skilled department directors who work in conjunction with Administration in "enhancing the quality of life in our community."

Department Mission

The mission of the Administration Department is to provide general oversight and direction for all city services and operations.

Policies, Objectives & Initiatives

Administration provides oversight and direction to each city department, focusing on the following areas: **Strengthen Communications with Citizens, Businesses, and Other Institutions**

- **Civic Engagement:** Bring the city government closer to the people of Sandy. Everyone should be informed and have the opportunity to weigh in on city decisions. We will use technology and town hall meetings to empower residents to participate.
- **Citizen-Centric:** Expand outreach to residents, businesses, community and local leaders to gather feedback, vet ideas, and create positive solutions.

Maintain Integrity of Residential Neighborhoods and Preserve Property Values

• **Protecting our unique neighborhoods:** Balancing our precious open space, historic neighborhoods, unique areas, and business interests.

Maintain and Improve Basic Core Municipal Services

- **Value-Driven Innovation**: Promote innovations across city operations that increase service quality, citizen and employee satisfaction, and decrease costs.
- Continuous Quality Improvement and Efficiency: Promote citywide engagement in the process of continuous quality improvement for efficiencies and reduced costs. Utilize business intelligence technology and analytics to ensure data-driven decisions and processes.

Prior-Year Accomplishments

- **Cityworks:** Paperless permits and plans: developers and residents can now apply for planning, building permits and inspections, and special event permits online. This work management system was implemented citywide to track our asset management and to monitor analytics and present data visually. The reporting functionality assists our staff in tracking our assets for infrastructure replacement and repairs while allowing our field employees to work with real-time data.
- Citizen Centric: In an effort to reach out and engage with our community, citizen questionnaires are sent out to residents about current issues and concerns. These questionnaires are used to set baselines and track progress across all citizen demographics. City leadership continues to engage with the public through citizen and business communications through print, web, and social media.
- **Updated and Enhanced Technology:** Promotion and implementation of citizen centric software platforms that allow for real time electronic communications to enhance our ability to communicate with the public. Previous paper documents and processes are being transitioned to digital format and posted for easier accessibility. Implementation of citywide use of Microsoft Teams allows for remote video conference meetings.
- **Live-Streaming Public Meetings:** Use of live-streaming technology for our public meetings encourages participation by allowing residents to watch remotely.
- Fact Briefs: Creating fact briefs to help educate and inform residents about key issues from each department.
- Environmental Sustainability: Residents are able to opt into our curbside glass recycling program. This has been a great step in our sustainability efforts. We have continued to make electric scooters available for travel in Sandy. Scooters allow citizens to travel "the last mile" in their commute as well as providing another alternative and sustainable transportation option. Sandy also received the EPA Green City Partnership designation for our environmental efforts.
- **Bicycle Centric Committee and Initiative:** An internal bicycle committee was created to find opportunities to increase bicycle use in Sandy. Increasing opportunities for safe, efficient, and accessible alternative means of transportation in Sandy is an important part of our transportation plan. New bicycle paths were created, efforts to promote bicycle safety have been implemented, and future bicycle events are being planned.
- **Annual Employee Surveys:** Employees are able to provide anonymous feedback in our annual employee survey. Each department has implemented an employee taskforce to address any concerns or requests identified by our employees in the survey results.
- **Z's Best:** A program that allows Mayor Zoltanski and her leadership to highlight employees every quarter. All employees are able to nominate their peers for this award. Mayor Zoltanski picks two employees for each quarter and they are recognized by City Leadership.
- Local Artists Partnerships: Local artists are invited to submit their art, which is displayed at City Hall.
- Yoga in the Park: The Yoga in the Park program takes place twice a week during the summer in a Sandy park. This class is taught by a certified Yoga Instructor and is free to participants. This is a great addition to the city and has been very popular with the residents.

Mayor

Department 1100	2021 Actual	2022 Budget	2022 Estimated		Т	2023 entative
Financing Sources:						
General Taxes & Revenue	\$ 577,204	\$ 559,855	\$	559,855	\$	751,052
Administrative Charges						
314121 Redevelopment Agency	39,099	40,742		40,742		55,144
314124 Recreation	3,804	3,580		3,580		4,442
314126 Community Arts	1,107	1,455		1,455		2,543
314128 Storm Water	-	5,239		5,239		6,260
314151 Water	43,801	33,546		33,546		37,907
314152 Waste	-	16,201		16,201		18,147
314164 Information Technology	3,388	3,209		3,209		4,136
314165 Risk Management	9,915	9,696		9,696		11,692
Total Financing Sources	\$ 678,318	\$ 673,523	\$	673,523	\$	891,323
Financing Uses:						
411111 Regular Pay	\$ 431,775	\$ 430,340	\$	430,340	\$	602,710
411121 Seasonal/PTNB Pay	-	2,165		2,165		2,295
411211 Variable Benefits	98,282	95,090		95,090		131,262
411213 Fixed Benefits	70,256	64,723		64,723		71,327
411214 Retiree Health Benefit	2,944	3,091		3,091		3,404
411215 PTO Disbursement	-	1,500		1,500		1,500
411310 Vehicle Allowance	11,878	11,832		11,832		17,748
411320 Mileage Reimbursement	-	300		300		300
411350 Phone Allowance	964	1,860		1,860		2,340
412100 Books, Subs. & Memberships	2,760	3,390		3,390		3,390
412310 Travel	1,194	8,000		8,000		8,000
412320 Meetings	319	8,000		8,000		8,000
412411 Office Supplies	1,403	1,800		1,800		1,800
412414 Computer Supplies	-	248		248		248
412491 Miscellaneous Supplies	1,448	2,500		2,500		2,500
412611 Telephone	2,744	2,022		2,022		1,472
414164 IT Charges	52,027	36,662		36,662		33,027
417400 Equipment	325	-		-		<u>-</u>
Total Financing Uses	\$ 678,318	\$ 673,523	\$	673,523	\$	891,323

Chief Administrative Officer

Department 1200	2021 Actual	2022 Budget	E:	2022 stimated	Т	2023 entative
Financing Sources:						
General Taxes & Revenue	\$ 333,357	\$ 386,024	\$	386,024	\$	432,660
Administrative Charges						
314121 Redevelopment Agency	7,383	8,144		8,144		9,856
314124 Recreation	647	728		728		1,904
314126 Community Arts	2,963	5,115		5,115		7,988
314127 Street Lighting	5,253	4,481		4,481		4,928
314128 Storm Water	12,637	9,065		9,065		9,856
314151 Water	83,023	32,949		32,949		18,998
314152 Waste Collection	35,021	16,982		16,982		21,732
314154 Alta Canyon Sports Center	1,843	10,516		10,516		7,027
314156 Golf	1,193	1,349		1,349		3,661
314164 Information Technology	11,072	25,105		25,105		29,369
314165 Risk Management	40,801	44,630		44,630		50,718
Total Financing Sources	\$ 535,193	\$ 545,088	\$	545,088	\$	598,697
Financing Uses:						
411111 Regular Pay	\$ 348,005	\$ 345,518	\$	345,518	\$	385,400
411121 Seasonal/PTNB Pay	-	6,106		6,106		6,472
411211 Variable Benefits	78,966	76,584		76,584		83,498
411213 Fixed Benefits	51,538	51,933		51,933		55,889
411215 PTO Disbursement	-	2,800		2,800		500
411310 Vehicle Allowance	11,878	11,832		11,832		11,832
411320 Mileage Reimbursement	-	300		300		300
411350 Phone Allowance	964	960		960		960
412100 Books, Subs. & Memberships	1,367	2,500		2,500		2,500
412310 Travel	1,589	8,000		8,000		8,000
412320 Meetings	1,280	3,000		3,000		3,000
412411 Office Supplies	1,581	1,600		1,600		1,600
412414 Computer Supplies	, -	200		200		200
412491 Miscellaneous Supplies	1,666	1,641		1,641		1,641
412511 Equipment O&M	, -	150		150		150
412611 Telephone	2,058	2,022		2,022		1,031
414161 Fleet 0&M	3,064	1,718		1,718		7,348
414164 IT Charges	30,729	28,224		28,224		28,376
417400 Equipment	508	-		· -		-
Total Financing Uses	\$ 535,193	\$ 545,088	\$	545,088	\$	598,697

Performance Measures	2021	2022	2022	2023
refluiniance Measures	Actual	Goal/Forecast	Estimated	Goal/Forecast
Web Analytics				
Website Visitors	684,896	482,173	684,896	700,000
Website Unique Visitors	679,353	427,427	679,353	680,000
Visitors Device Type:				
Desktop	444,029	241,067	444,029	445,000
Tablet	7,116	17,293	7,116	7,000
Mobile	235,230	222,480	235,230	236,000
Average Actions per Visit:				
Average Time Spent	1m 24s	N/A	1m 24s	1m 24s
Average Bounce Rate	61%	54%	61%	58%
Website Traffic Referral:				
Search Engines	293,985	275,093	293,985	295,000
Direct Entry	385,779	182,720	385,779	386,000
Websites/Social Media	14,033	15,880	14,033	15,000
Campaigns	18,492	8,480	18,492	18,500
Social Media Analytics				
Audience Size	38,071	37,750	38,071	39,000
Exposure	1,567,158	1,450,000	1,567,158	1,600,000
Follower Growth	4715	3,000	4715	4600
CivicReady Notifications				
Sandy Business Connection Subscribers	565	600	565	575
SandyNow! Subscribers	29,656	32,000	29,656	32,000
Emergency Alert Subscribers	35,656	36,000	35,656	36,000
CityServe App				
Service Requests	776	480	776	800
Qualtrics City Surveys				
Public Surveys	4	5	4	4
Survey Participants	2,083	2,165	2,083	2,100
Survey Responses	6,600	3,597	6,600	6,600

Communications

Department 1230	2021 Actual	2022 Budget	Е	2022 stimated	Т	2023 entative
Financing Sources:						
General Taxes & Revenue	\$ 372,474	\$ 538,093	\$	538,093	\$	540,000
Administrative Charges						
314121 Redevelopment Agency	5,470	5,429		5,429		5,557
314124 Recreation	2,325	3,069		3,069		3,452
314126 Community Arts	5,366	3,763		3,763		5,320
314128 Storm Water	5,470	9,266		9,266		8,723
314151 Water Fund	32,236	14,185		14,185		32,591
314152 Waste Collections	5,209	7,164		7,164		10,348
314154 Alta Canyon Sports Center	8,083	6,246		6,246		5,037
314156 Golf Fund	1,261	1,464		1,464		1,394
314164 Information Technology	49,908	57,476		57,476		57,523
314165 Risk Management	-	6,044		6,044		5,557
Total Financing Sources	\$ 487,802	\$ 652,199	\$	652,199	\$	675,502
Financing Uses:						
411111 Regular Pay	\$ 242,691	\$ 316,572	\$	316,572	\$	339,339
411211 Variable Benefits	56,548	71,514		71,514		74,610
411213 Fixed Benefits	55,602	76,135		76,135		57,873
411310 Vehicle Allowance	3,011	5,233		5,233		5,233
411320 Mileage Reimbursement	-	100		100		100
411350 Phone Allowance	482	1,080		1,080		1,080
412100 Books, Sub. & Memberships	3,970	2,500		2,500		2,500
412310 Travel	1,884	2,500		2,500		2,500
412320 Meetings	178	300		300		300
412350 Training	-	500		500		500
412470 Special Programs	102	-		-		-
91013 Communications and Marketing	65,527	114,500		114,500		114,500
412611 Telephone	2,058	1,732		1,732		1,178
413790 Professional Services	38,570	43,000		43,000		43,000
414164 IT Charges	17,180	16,533		16,533		32,789
Total Financing Uses	\$ 487,802	\$ 652,199	\$	652,199	\$	675,502

Policies, Objectives & Initiatives

The Emergency Manager serves as a staff advisor to the Mayor and Chief Administrative Officer, and supports the City's goals and objectives in emergency management matters.

Maintain and Improve Basic Core Municipal Services

- Developing and maintaining the overall Emergency Management program
- Writing, maintaining, and updating the Emergency Operations Plan
- Develop and execute disaster exercises for city employee participation and training
- Implement paperless forms, documents, and communication by the end of FY 2023
- Ensuring the City's compliance with the National Incident Management System (NIMS)

Preserve and Improve Public Infrastructure and Transportation Systems

- Maintaining, stocking, and coordinating the activation of the City's Emergency Operations Centers
- Establishing written Memorandums of Understanding with other agencies to strengthen/restore infrastructure

Strengthen Communications with Citizens, Businesses, and Other Institutions

- Conducting the monthly meetings for "BeReadySandy" citizen emergency preparedness program; converting this meeting to a hybrid model
- Conducting the Sandy City Ready Your Business program
- Supporting the efforts of state, county, and local organizations which focus on emergency management
- · Establishing working relationships and Memorandums of Understanding with other agencies

Prior-Year Accomplishments

- Successful coordination with City staff and administration to perform emergency functions during COVID-19
- Updating the Sandy City Emergency Operations Plan
- Implemented the External Emergency Communications Test in conjunction with the GreatShakeOut event
- Created a hierarchy to manage volunteers during an emergency
- Implement communication platform through AlertSense and CitizenConnect to reach citizens
- Planned an Integrated Emergency Management Course (IEMC) through FEMA
- Began a new series of EOC training throughout the City:
 - Designed a tabletop exercise to train each specific section of the EOC
 - Bringing all sections together for a full exercise (same scenario) after COVID-19 restrictions cease
- Redesigned the Emergency Management website and features in conjunction with Communications Department
- Worked with IT to enhance secondary and tertiary EOC locations
- Reorganized recruitment for new volunteers Community Emergency Preparedness Leaders
- · Increased Emergency Management visibility by pushing information out on social media with Communications
- Provided educational materials on emergency preparedness for Sandy City Human Resources Newsletters
- Integrated ICS into emergency management using Public Safety as a model of command structure
- Added Animal Services to the EOC and created an Evacuation and Transportation Plan
- Completed primary EOC redesign with City Administration and IT

Performance Measures	2021	2022	2022	2023
1 er formance measures	Actual	Goal/Forecast	Estimated	Goal/Forecast
Avg attend. at Ready Your Business Meetings	0*	21	21	21
Emergency Management (EM) Exercises and Drills				
in which Sandy City participated	10	12	12	12
Number of written Memorandums of Understanding	g			
(MOU's) established with outside agencies	15	15	15	15
Average attendance at the BeReadySandy	25	35	35	35
Training Courses Completed In-Residence	10	10	15	10
Training Courses Completed Online	15	20	20	20
EM Citizen Outreach Presentations	100	100	100	100

^{*}Actual meeting numbers, attendance, courses, and outreach affected by COVID-19

Emergency Management

Department 1220	2021 Actual	2022 Budget	E:	2022 stimated	To	2023 entative
Financing Sources:						
General Taxes & Revenue	\$ 19,695	\$ 84,138	\$	84,138	\$	70,150
313103 Emergency Preparedness Grant	-	20,000		20,000		32,500
Administrative Charges						
314121 Redevelopment Agency	21,852	25,273		25,273		31,024
314124 Recreation	765	904		904		1,015
314126 Community Arts	557	867		867		1,337
314127 Street Lighting	7,284	9,271		9,271		10,341
314128 Storm Water	7,284	9,378		9,378		10,341
314151 Water	6,729	9,378		9,378		9,677
314152 Waste	10,405	10,875		10,875		11,241
314154 Alta Canyon Sports Center	2,182	2,478		2,478		2,376
314156 Golf	1,413	1,674		1,674		1,952
314161 Fleet	6,102	7,033		7,033		7,756
314164 Information Technology	1,217	1,447		1,447		1,687
314165 Risk Management	5,793	7,033		7,033		7,756
Total Financing Sources	\$ 91,278	\$ 189,749	\$	189,749	\$	199,153
Financing Uses:						
411111 Regular Pay	\$ 40,061	\$ 102,518	\$	102,518	\$	112,006
411131 Overtime/Gap	163	-		-		-
411211 Variable Benefits	14,476	36,066		36,066		39,404
411213 Fixed Benefits	6,805	16,880		16,880		17,067
411215 PTO Disbursement	-	500		500		-
411320 Mileage Reimbursement	-	500		500		500
411350 Phone Allowance	-	360		360		360
412100 Books, Sub. & Memberships	-	750		750		750
412310 Travel	-	1,700		1,700		1,700
412320 Meetings	-	1,100		1,100		1,100
412350 Training	150	1,000		1,000		1,000
412370 Training Supplies	-	700		700		700
412411 Office Supplies	-	750		750		750
412491 Miscellaneous Supplies	-	300		300		300
412611 Telephone	10,976	8,952		8,952		6,625
412760 Emergency Management	1,221	3,124		3,124		3,124
414164 IT Charges	17,425	14,549		14,549		13,767
Total Financing Uses	\$ 91,278	\$ 189,749	\$	189,749	\$	199,153

Policies & Objectives

Maintain and Improve Basic Core Municipal Services

- · Provide opportunities through the Amphitheater for all residents to enjoy the arts as patrons
- · Provide opportunities through the Arts Guild for local artists to develop, perform, and present their talents
- Make the Amphitheater available to outside arts organizations on a rental basis
- · Provide grant money to local arts organizations
- Ticket sales and associated revenues from Sandy Amphitheater events should cover all direct costs of the productions, in an effort to be self-sustaining. Surplus revenues will be available for venue improvements.
- The direct cost of Arts Guild Productions will be funded by a combination of fundraising, ticket sales, and grant revenue.

Prior-Year Accomplishments

Community Impact (Amphitheater & Arts Guild Combined)

- Impacted nearly 37,000 individuals, including over 35,000 attendees, 465 adult artists, and over 1,000 youth artists
- Over 74,000 individuals received free admission or attended free programming

Sandy Amphitheater

- Reopened the venue after closure in 2020 to produce concerts and events safely during the COVID-19 pandemic
- Added new Guest Services Specialists to improve patron experience and venue efficiency
- Completed first summer in a new programming partnership, which expanded programming to new genres and audiences
- · Hired a new concessions company to provide additional offerings to guests and increasing profits for the venue

Sandy Arts Guild

- Produced a full year of programming after cancelling events in 2020, including accommodations to keep all safe and healthy
- Moved the summer musical to the indoor theater, allowing the Guild to add more nights and keep the cast out of the summer elements
- Created a unique concert version of the youth musical (Frozen, Jr) to keep the cast safe while providing a special new theatrical learning experience

Performance Measures & Analysis

Performance Measures	2021	2022	2022	2023
Performance Measures	Actual	Goal/Forecast	Estimated	Goal/Forecast
Amphitheater Season (Excluding Arts Guild	Productions and	d Rentals)*		_
Number of Events	15	30	30	35
Number of Tickets Sold	27,807	50,000	50,000	60,000
Number of Free Attendees	1,596	2,000	2,000	2,500
Event Revenue as % of Production Costs	167%	150%	150%	160%
Number of Volunteer Hours	1300	2200	2200	2200
Arts Guild Productions				
Community Theater				
Number of Productions	5	6	6	6
Number of Participating Artists	245	250	250	250
Number of Tickets Sold	5,631	13,000	7,000	10,000
Number of Free Attendees	1,787	3,000	2,000	3,000
Event Revenue as % of Prod. Costs	55%	75%	75%	80%
Number of volunteer hours	3,108	5,000	4,000	4,000
Other Productions (Participating Artists)				
Interfaith Festival*	-	300	10	300
Elementary Art Show	850	900	900	900
Sandy Art Show	79	120	120	120
Plein Air	18	30	30	30

^{*}Public event canceled due to COVID-19

Fund 2600 - Community Arts

Department 1261 - Amphitheater	2021 Actual		2022 Budget		Es	2022 stimated	2023 Tentative		
Financing Sources:									
313123 SVO Grant	\$	449,350	\$	-	\$	-	\$	-	
313300 County Grants		300,000		300,000		300,000		288,500	
314930 Building Rental		14,750		60,000		60,000		125,000	
314932 Building Rental O&M Surcharge		-		577		577		98,000	
314952 Sets, Props & Costumes Rentals		1,000		-		-		-	
316110 Interest Income		4,690		1,500		1,500		3,000	
316420 Venue Merchandise Fees		-		19,667		19,667		30,000	
316680 Amphitheater Box Office Tickets		28,183		215,387		215,387		100,000	
316681 Box Office Ticket Surcharge		11,676		101,256		101,256		30,000	
316682 Early Entry Pass		-		2,000		2,000		-	
316850 Donations - Individual		-		1,000		1,000		1,000	
316900 Sundry Revenue		743		1,000		1,000		1,000	
318252 Food & Beverage Sales		-		26,679		26,679		84,470	
341100 Transfer In - General Fund		6,688				-			
Total Financing Sources	\$	817,080	\$	729,066	\$	729,066	\$	760,970	

Department 1261 - Amphitheater	2021 Actual	2022 Budget	Es	2022 stimated	,	2023 Fentative
Financing Uses:						
411111 Regular Pay	\$ 84,965	\$ 121,255	\$	121,255	\$	134,434
411121 Seasonal/PTNB Pay	16,421	16,028		16,028		18,962
411131 Overtime/Gap	289	1,500		1,500		1,500
411211 Variable Benefits	19,938	28,528		28,528		31,301
411213 Fixed Benefits	19,379	35,794		35,794		26,347
411215 PTO Disbursement	-	1,200		1,200		600
411320 Mileage Reimbursement	-	25		25		25
411350 Phone Allowance	380	768		768		768
412100 Books, Sub. & Memberships	5,083	8,300		8,300		7,000
412310 Travel	-	5,000		5,000		3,000
412320 Meetings	-	100		100		100
412350 Training	-	100		100		100
412411 Office Supplies	1,100	1,500		1,500		1,500
412421 Postage	237	100		100		100
412431 Printing	-	500		500		_
412470 Special Programs	1,577	8,500		8,500		10,800
412475 Special Departmental Supplies	3,272	3,000		3,000		4,000
412511 Equipment O&M	504	4,000		4,000		4,000
412512 Equipment Rental	1,110	24,870		24,870		35,000
412523 Power & Lights	9,633	18,000		18,000		18,000
412524 Heat	2,336	1,730		1,730		2,500
412525 Sewer	1,530	1,000		1,000		2,000
412527 Storm Water	6,534	7,000		7,000		7,000
412529 Street Lights	328	360		360		360
412611 Telephone	8,732	9,030		9,030		10,495
413420 Credit Card Processing	1,525	-		-		1,700
413861 Security	1,489	7,610		7,610		10,500
413862 Technical Support	11,331	15,991		15,991		20,000
413865 Hospitality	736	2,440		2,440		2,500
413866 Transportation	-	912		912		1,000
413868 Hotel Accommodation	_	5,300		5,300		5,300
413870 Advertising	3,653	41,665		41,665		34,665
413880 Artist Fees	7,619	200,650		200,650		200,650
414111 Administrative Charges	18,739	20,613		20,613		41,225
414164 IT Charges	15,364	8,842		8,842		24,323
414165 Risk Management Charges	18,752	24,349		24,349		26,817
417400 Equipment	7,931	35,378		35,378		10,000
419900 Contingency		6,525		6,525		6,525
437000 Capital Outlays	-	-		-		400,000
Total Financing Uses	\$ 270,487	\$ 668,463	\$	668,463	\$	1,105,097
Excess (Deficiency) Sources over Uses	546,593	60,603		60,603		(344,127)

Department 1262 - Sandy Arts Guild	2021 Actual	2022 Budget	E	2022 stimated	Т	2023 Tentative	
Financing Sources:							
313300 County Grants	\$ 156,500	\$ 156,500	\$	156,500	\$	168,000	
313910 Art Grants	121,000	87,500		87,500		87,500	
314950 Equipment Rental	2,520	-		-		-	
314952 Sets, Props, & Costumes Rentals	4,168	-		-		-	
316680 Amphitheater Box Office Tickets	9,175	68,000		68,000		68,000	
316810 Donations - Corporate	35,009	60,000		60,000		30,000	
316820 Fundraising	1,552	-		-		-	
316840 Donations - Foundation	6,500	10,000		10,000		8,000	
316850 Donations - Individual	1,160	1,000		1,000		1,000	
318566 Youth Theater Participation Fee	-	3,000		3,000		3,000	
318567 Youth Showcase Fee	6,114	9,000		9,000		9,000	
318568 Youth Choir Fee	-	3,000		3,000		3,000	
341100 Transfer In - General Fund	212,434	236,175		236,175		253,882	
Total Financing Sources	\$ 556,131	\$ 634,175	\$	634,175	\$	631,382	
Financing Uses:							
411111 Regular Pay	\$ 171,778	\$ 188,171	\$	188,171	\$	205,823	
411121 Seasonal/PTNB Pay	17,926	38,140		38,140		40,428	
411131 Overtime/Gap	1,511	4,000		4,000		4,000	
411211 Variable Benefits	42,529	45,361		45,361		48,742	
411213 Fixed Benefits	46,799	57,721		57,721		48,498	
411215 PTO Disbursement	-	800		800		1,400	
411320 Mileage Reimbursement	-	25		25		25	
411350 Phone Allowance	735	1,152		1,152		1,152	
412100 Books, Sub. & Memberships	3,100	800		800		800	
412320 Meetings	54	100		100		100	
412411 Office Supplies	1,682	1,500		1,500		1,500	
412431 Printing	29	7,000		7,000		2,000	
412470 Special Programs	1,519	8,700		8,700		8,950	
412471 Plays/Musicals	64,570	130,500		130,500		130,500	
412475 Special Departmental Supplies	1,934	2,500		2,500		2,500	
412512 Equipment Rental	-	500		500		500	
412523 Power & Lights	985	-		-		_	
412611 Telephone	1,989	1,559		1,559		795	
413420 Credit Card Processing	365	-		-		2,500	
413740 Facility Rental	562	3,000		3,000		3,000	
413790 Professional Services	7,335	6,750		6,750		6,750	
413862 Technical Support	26	12,000		12,000		12,000	
413870 Marketing	2,710	8,000		8,000		15,000	
413891 Sets, Props, & Costumes	2,537	-		-		-	

Fund 2600 - Community Arts

Department 1262 - Sandy Arts Guild	2021 Actual	2022 Budget	ı	2022 Estimated	,	2023 Tentative	
Financing Uses:							
414111 Administrative Charges	7,139	7,853		7,853		8,638	
414164 IT Charges	27,981	28,947		28,947		32,485	
414165 Risk Management Charges	3,787	4,002		4,002		4,237	
416900 Grants	48,000	48,000		48,000		48,000	
417400 Equipment	8,252	3,471		3,471		-	
Total Financing Uses	\$ 465,833	\$ 610,552	\$	610,552	\$	630,323	
Excess (Deficiency) Sources over Uses	90,298	23,623		23,623		1,059	
Total Financing Sources	\$ 1,373,211	\$ 1,363,241	\$	1,363,241	\$	1,392,352	
Total Financing Uses	736,320	1,279,015		1,279,015		1,735,420	
Excess (Deficiency) Sources over Uses	636,891	84,226		84,226		(343,068)	
Balance - Beginning	673,109	1,310,000		1,310,000		1,394,226	
Balance - Ending	\$ 1,310,000	\$ 1,394,226	\$	1,394,226	\$	1,051,158	

NON-DEPARTMENTAL

Department 1900	2021 Actual	2022 Budget	2022 Estimated		7	2023 Fentative
Financing Sources:						_
General Taxes & Revenue	\$ 1,126,809	\$ 1,321,609	\$	1,321,609	\$	1,536,560
Administrative Charges						
314124 Recreation	1,014	1,045		1,045		1,169
314126 Community Arts	102	103		103		2,703
314127 Street Lighting	401	457		457		520
314152 Waste Collection	1,877	1,106		1,106		896
314164 Information Technology	2,200	1,851		1,851		2,539
314165 Risk Management	567	-		-		-
Total Financing Sources	\$ 1,132,970	\$ 1,326,171	\$	1,326,171	\$	1,544,387
Financing Uses:						_
412100 Books, Sub. & Memberships	\$ 81,869	\$ 83,000	\$	83,000	\$	83,000
412310 Travel	-	7,000		7,000		7,000
412320 Meetings	138	1,700		1,700		1,700
412470 Special Programs	37,324	-		-		-
91001 Special Programs	48,795	18,000		18,000		18,000
91002 Sandy Museum Foundation	22,580	22,565		22,565		22,565
91003 Chamber of Commerce	162,195	174,000		174,000		210,000
91004 Central Wasatch Commission	-	-		-		22,500
91006 Employee Activities	-	3,000		3,000		3,000
91007 Sandy Club for Boys and Girls	113,254	113,254		113,254		113,254
91008 Neighborhood Traffic Safety	30,000	100,000		100,000		100,000
91010 Youth City Council	, -	2,500		2,500		2,500
91014 Training & Total Quality Progress	30,075	36,000		36,000		36,000
91015 City Hall Decorations	, -	1,000		1,000		1,000
91017 Community Coordinators	-	5,000		5,000		5,000
91018 Professional Development	-	1,000		1,000		1,000
91021 Citywide Education Program	16,267	25,734		25,734		25,734
91022 Employee Recognition	30,457	22,000		22,000		22,000
91024 Healthy Cities	57	10,000		10,000		10,000
91027 Citizen Survey	11,997	13,000		13,000		13,000
91053 Community Action Teams	-	2,000		2,000		2,000
91054 Professional Peer Review	14,866	20,000		20,000		20,000
91060 Sister Cities Program	-	1,500		1,500		1,500
91079 American Legion	-	1,125		1,125		1,125
91082 Jordan River Commission	3,700	4,000		4,000		4,000
91083 Healing Field	10,000	10,000		10,000		10,000
91102 Beautification Committee	-	500		500		500
91107 Community Engagement Activities	1,819	25,000		25,000		25,000
91108 Citizen Scholarship	-	6,500		6,500		6,500
91110 Hale Center Cultural Series	-	-		-		34,000
412491 Miscellaneous Supplies	500	5,499		5,499		5,499
413330 Court Appointed Counsel	104,180	120,000		120,000		120,000
413790 Professional Services	-	6,800		6,800		56,800
4141612 Fleet Repair	31,306	26,000		26,000		26,000
414165 Risk Management Charges	381,592	453,494		453,494		529,210
417400 Equipment	<u> </u>	5,000	L	5,000		5,000
Total Non-Departmental	\$ 1,132,970	\$ 1,326,171	\$	1,326,171	\$	1,544,387

Non-Departmental	2022 Budget	2023 Tentative	2024 Planned	2025 Planned	2026 Planned	2027 Planned
1103 - Land Purchase - This funding 4140 Sale of Property	will be used whe \$ 1,927,595	n opportunities ar \$ -	ise for the city to \$ -	purchase propert	y. \$ -	\$ -
19027 - Central Wasatch Commissio 4100 General Revenue	on - This amount \$ 50,000	-	environmental st \$ -	eudy of Little Cotto \$ -	onwood Canyon. \$ -	\$ -
19087 - Envision Utah Plan - This wi 4100 General Revenue	ill go toward the I \$ 10,000		Initiative.	\$ -	\$ -	\$ -
19088 - Cairns Placemaking Project 4100 General Revenue	t - This will go tov	vard placemaking \$ -	items in the Cairı \$ 100,000		\$ -	\$ -
19090 - Smart City Initiatives - This This includes data collected from citize The smart city concept integrates infocity operations and services and connected and city infrastructure and to monitor between citizens and government. 4100 General Revenue	ens, devices, and a rmation and commetted commeters. Sm	assets that is proc munication techno art city technolog	essed and analyze logy, and various y allows city offic	ed to monitor and physical devices ials to interact dir	manage commun to optimize the ef ectly with both co	ity services. ficiency of ommunity
19091 - Active Transportation Plan development of a transportation plan the location of transit routes and stops 4100 General Revenue	- In conjunction videntifying the be	with the Wasatch is st ways to build o ing features that v	Front Regional Co ut multi-modal, a	ctive transportati	on such as biking	path/routes,
19092 - Mesh Node Camera System 4100 General Revenue	- Replaces and up \$ 72,500		Mesh Node Came \$ -	ra System.	\$ -	\$ -
19093 - Open Space Preservation 4100 General Revenue	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -
190XX - Parking Structures - This w two-level structure on the east of city 4140 Sale of Property		evel parking struc	ture on the west:	side of city hall, an	nd a smaller	\$ -
19999 - Contingency - This amount is 4100 General Revenue	s Council Conting \$ 10,749,736	ency for priority c \$ 2,465,769	apital projects. \$ -	\$ -	\$ -	\$ -
Total Non-Departmental	\$ 12,882,831	\$ 2,465,769	\$ 1,600,000	\$ -	\$ -	\$ -

Department Description

Sandy City's optional council-mayor form of government vests the government of the municipality in two separate, independent, and equal branches. The executive branch consists of a mayor and administrative departments and officers; and the legislative branch consists of a municipal council. In Sandy, there are seven (7) council members, four elected from separate geographical council districts, and three elected at-large by the entire city electorate. All are elected for four (4) year terms.

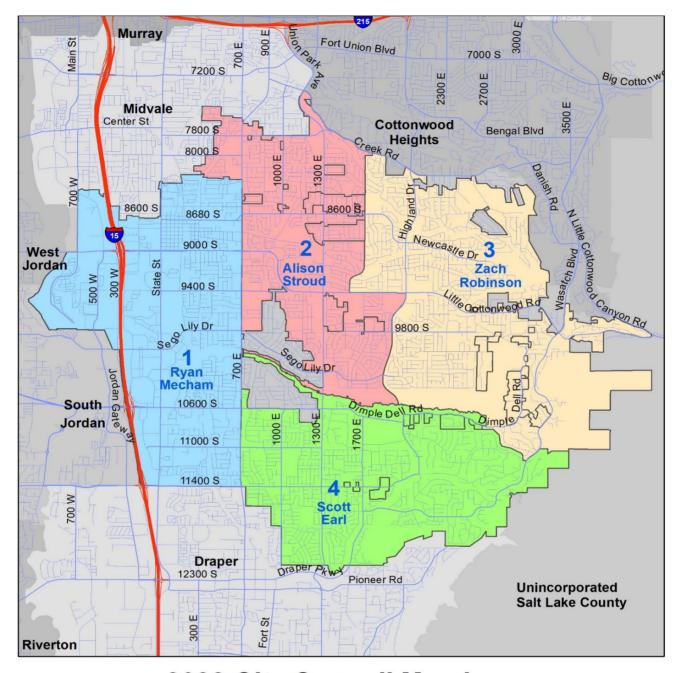
The City Council staffing function is performed by its council office, which consists of an Executive Director, an Assistant Director, Office Manager, and a Communications and Policy Analyst.

Department Mission

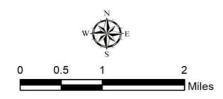
The mission of the City Council is to set general and specific municipal policy, pass ordinances and resolutions, appropriate funds, review and monitor municipal administration, prescribe, and adopt the city's budgets, set appropriate tax levies, establish water and refuse collection rates and other general tax and service rates, establish a zoning plan for the city, appoint special citizen advisory committees, and fulfill a variety of other duties prescribed by State statute.

The principal council office functions are:

- Liaison for Council with Mayor, CAO, department heads, city patrons/constituents, businesses, developers, citizen committees, and other cities' officials and staff
- Respond to and research patron/constituent requests, concerns, and/or problems
- Receive, review, and recommend items for Council study and agenda action
- Review ordinances/resolutions to determine compliance with Council policies and directives
- Research land use, zoning, planning, and development
- Respond to Council directives and research requests
- Review and analyze activities and expenditures of departments for adherence to Council approved policy or for formulation of new/revised policy



2022 City Council Members



Ryan Mecham - District 1
Alison Stroud - District 2
Zach Robinson - District 3
Scott Earl - District 4
Marci Houseman - Council at Large
Brooke D'Sousa - Council at Large
Cyndi Sharkey - Council at Large

Map will be updated when redistricting is complete in May

Produced by Sandy City GIS March 2, 2022

Objectives & Initiatives

In combination with the eight citywide goals, the City Council has the following objectives and initiatives for Fiscal Year 2022-23:

Maintain a Highly Qualified Employee Workforce

• Fund an employee compensation plan that is both market competitive and focused on strategic growth

Develop and Maintain Community Facilities

- Improve the Alta Canyon Sports Center
- Update key City facilities

Maintain and Improve Basic Core Municipal Services

- Fund enforcement for the bulk waste program to ensure its success
- · Foster community connectedness and cultural enrichment through new community events and workshops
- Improve workplace safety for City employees

Develop and Improve the City's Recreational Trails and Increase Recreational Opportunities

• Begin the process of funding and building a centrally located, all-abilities playground

Preserve and Expand Exisiting Businesses/Seek New Clean Commercial Businesses

• Emphasize economic development and bring new businesses to Sandy City, keeping taxes low for residents

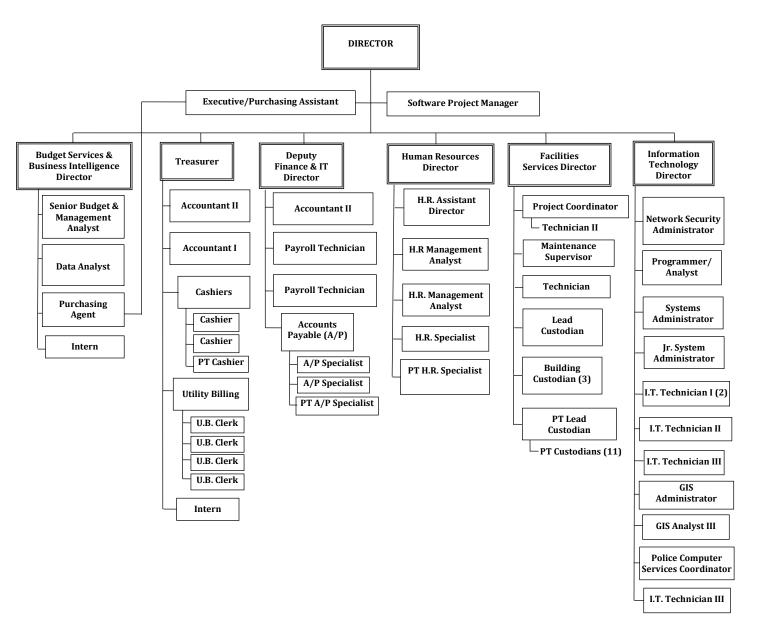
Department 1300	2021 Actual	2022 Budget		2022 Estimated		Т	2023 Tentative	
Financing Sources:							_	
General Taxes & Revenue	\$ 209,632	\$	195,762	\$	195,762	\$	130,700	
Administrative Charges								
314121 Redevelopment Agency	28,051		35,614		35,614		51,837	
314126 Community Arts	496		591		591		1,168	
314128 Storm Water	5,610		13,215		13,215		17,279	
314151 Water	20,729		39,646		39,646		48,509	
314152 Waste Collection	37,398		30,649		30,649		75,130	
314154 Alta Canyon Sports Center	-		5,819		5,819		19,851	
314164 Information Technology	4,375		3,537		3,537		4,891	
Total Financing Sources	\$ 306,291	\$	324,833	\$	324,833	\$	349,365	
Financing Uses:								
411111 Regular Pay	\$ 183,278	\$	192,358	\$	192,358	\$	211,950	
411211 Variable Benefits	38,494		42,359		42,359		42,014	
411213 Fixed Benefits	58,314		62,601		62,601		65,095	
411214 Retiree Health Benefit	26,205		27,515		27,515		30,306	
Total Financing Uses	\$ 306,291	\$	324,833	\$	324,833	\$	349,365	

Council Executive Staff

Department 1310	2021 Actual	2022 Budget	F	2022 Estimated	Т	2023 Centative
Financing Sources:						
General Taxes & Revenue	\$ 553,775	\$ 675,654	\$	675,654	\$	706,575
Administrative Charges						
314121 Redevelopment Agency	-	11,105		11,105		11,698
314152 Waste Collection	-	24,430		24,430		17,542
314151 Water	-	-		-		27,566
314154 Alta Canyon Sports Center	-	5,443		5,443		5,510
314161 Fleet	-	-		-		7,162
314164 Information Technology	19,665	25,304		25,304		17,079
314165 Risk Management	-	-		-		7,162
Total Financing Sources	\$ 573,440	\$ 741,936	\$	741,936	\$	800,294
Financing Uses:						
411111 Regular Pay	\$ 287,732	\$ 362,606	\$	362,606	\$	367,981
411131 Overtime/Gap	4,059	-		-		-
411132 Out of Class Pay	1,661	-		-		-
411211 Variable Benefits	67,862	81,913		81,913		81,287
411213 Fixed Benefits	52,362	70,326		70,326		71,081
411215 PTO Disbursement	-	1,000		1,000		500
411310 Vehicle Allowance	4,027	5,916		5,916		5,916
411320 Mileage Reimbursement	6	-		-		-
411350 Phone Allowance	327	480		480		480
412100 Books, Subs. & Memberships	1,522	400		400		3,000
412320 Meetings	5,567	20,000		20,000		32,000
412350 Training	-	1,000		1,000		3,000
412511 Equipment O&M	-	-		-		2,500
412411 Office Supplies	10,152	1,500		1,500		1,500
412414 Computer Supplies	1,031	-		-		-
412491 Miscellaneous Supplies	1,176	4,119		4,119		4,119
412611 Telephone	4,116	3,466		3,466		2,061
413410 Audit Services	20,824	16,750		16,750		16,750
413790 Professional Services	60,161	60,000		60,000		79,200
414164 IT Charges	34,401	56,460		56,460		72,919
417400 Equipment	16,453	-		-		-
419900 Contingency	-	56,000		56,000		56,000
Total Financing Uses	\$ 573,440	\$ 741,936	\$	741,936	\$	800,294

Department Organization

Administrative Services



Department Description

The Administrative Services department provides centralized support for the city in the areas of short and long-term funding, budgeting, treasury, financial reporting, human resources, information technology, facility maintenance, purchasing, accounts payable, payroll, central reception and information, and utility billing.

Objectives & Initiatives

Maintain and Improve Basic Core Municipal Services

- Provide leadership and direction to the city's financial, human resource, information technology, and facility functions
- Maintain financial stability including an adequate fund balance / working capital reserves for each fund, a AAA bond rating, and a high debt payoff ratio (65% or more of principal in 10 years)

Prior-Year Accomplishments

- Maintaned AAA bond rating from Standard & Poor's for sales tax revenue bonds
- Refunded Soccer Stadium Bonds saving the City \$1.29 Million
- Renegotiated Ontario Drain Tunnel debt payments saving the City \$1.62 Million

Department 1710	2021 Actual	2022 Budget	E	2022 Estimated	Т	2023 Tentative	
Financing Sources:							
General Taxes & Revenue	\$ 294,248	\$ 314,451	\$	314,451	\$	323,166	
Administrative Charges							
314121 Redevelopment Agency	-	-		-		9,487	
314127 Street Lighting	13,327	11,919		11,919		12,310	
314128 Storm Water	13,327	12,056		12,056		-	
314151 Water	12,310	12,056		12,056		11,520	
314156 Golf	-	-		-		3,872	
314164 Information Technology	110,694	118,720		118,720		140,490	
Total Financing Sources	\$ 443,906	\$ 469,202	\$	469,202	\$	500,845	
Financing Uses:							
411111 Regular Pay	\$ 282,340	\$ 292,668	\$	292,668	\$	323,331	
411132 Out of Class Pay	371	-		-		-	
411211 Variable Benefits	63,548	63,002		63,002		68,675	
411213 Fixed Benefits	48,113	52,766		52,766		55,214	
411215 PTO Disbursement	4,076	6,500		6,500		7,000	
411310 Vehicle Allowance	5,939	5,916		5,916		5,916	
411320 Mileage Reimbursement	-	200		200		200	
411350 Phone Allowance	964	480		480		480	
412100 Books, Sub. & Memberships	24	500		500		500	
412310 Travel	-	2,500		2,500		2,500	
412320 Meetings	-	500		500		500	
412350 Training	-	500		500		500	
412411 Office Supplies	14	3,600		3,600		3,600	
412470 Special Programs	25	-		-		-	
412491 Miscellaneous Supplies	-	300		300		300	
412511 Equipment 0&M	234	300		300		300	
412611 Telephone	2,744	1,732		1,732		1,031	
414164 IT Charges	35,515	33,968		33,968		27,028	
417400 Equipment	<u>-</u>	3,770		3,770		3,770	
Total Financing Uses	\$ 443,906	\$ 469,202	\$	469,202	\$	500,845	

Objectives & Initiatives

Maintain and Improve Basic Core Municipal Services

• Provide accounting, treasury, billing and collection, accounts payable, payroll, and financial reporting in accordance with federal, state, and other applicable regulations (along with industry standards and best practices)

Prior-Year Accomplishments

- Received 34th consecutive Excellence in Financial Reporting Awards from Government Finance Officers Association (GFOA)
- Managed Federal funding related to COVID-19 (\$9 million American Rescue Plan and \$5.7 million CARES grant) and ensured proper reporting, tracking, compliance, and documentation
- Integrated electronic department requests for vendor payments and the addition of new vendors
- Streamlined State Transparency reporting for both financial and payroll data

Donformana Massures	2021	2022	2022	2023
Performance Measures	Actual	Goal/Forecast	Estimated	Goal/Forecast
% of invoices paid on time	94.10%	96.00%	95.50%	96.00%
Payroll checks processed annually	20,381	22,250	21,250	22,250
Cash receipts processed annually	338,742	339,000	345,000	350,000
Utility Billing Write-offs:				
% of Sales	0.01%	0.05%	0.04%	0.05%

Department 1720	2021 Actual	2022 Budget]	2022 Estimated	2023 Tentative	
Financing Sources:							
General Taxes & Revenue	\$ 407,703	\$	608,755	\$	608,755	\$	518,311
Administrative Charges							
314121 Redevelopment Agency	92,980		96,688		96,688		119,529
314124 Recreation	10,468		17,342		17,342		11,166
314126 Community Arts	2,933		3,228		3,228		5,093
314127 Street Lighting	67,400		67,493		67,493		70,016
314128 Storm Water	126,565		123,730		123,730		137,440
314151 Water	394,270		415,715		415,715		466,718
314152 Waste Collection	133,857		110,082		110,082		112,458
314154 Alta Canyon Sports Center	35,781		28,841		28,841		28,042
314156 Golf	17,160		15,843		15,843		21,847
314161 Fleet Operations	96,830		93,426		93,426		110,398
314164 Information Technology	98,401		101,578		101,578		118,815
314165 Risk Management	22,220		20,017		20,017		22,760
Total Financing Sources	\$ 1,506,568	\$	1,702,738	\$	1,702,738	\$	1,742,593

Department 1720	2021 Actual	2022 2022 Budget Estimated			2023 Tentative		
Financing Uses:							
411111 Regular Pay	\$ 852,736	\$	916,963	\$	916,963	\$	981,522
411121 Seasonal/PTNB Pay	2,780		11,863		11,863		12,575
411131 Overtime/Gap	10,102		-		-		-
411211 Variable Benefits	197,748		201,299		201,299		213,266
411213 Fixed Benefits	228,047		268,475		268,475		283,786
411215 PTO Disbursement	2,993		7,200		7,200		6,000
411320 Mileage Reimbursement	741		1,000		1,000		1,000
412100 Books, Sub. & Memberships	2,693		2,000		2,000		2,000
412310 Travel	14		4,450		4,450		4,450
412320 Meetings	499		500		500		500
412350 Training	2,663		1,500		1,500		1,500
412411 Office Supplies	8,828		9,679		9,679		9,679
412414 Computer Supplies	2,320		4,244		4,244		4,244
412415 Billing Supplies	14,017		15,000		15,000		15,000
412470 Special Programs	25		-		-		-
412511 Equipment O&M	3,567		3,000		3,000		3,000
412611 Telephone	12,349		10,974		10,974		6,183
413790 Professional Services	7,153		52,000		52,000		7,000
414164 IT Charges	157,292		192,293		192,293		190,590
417400 Equipment	-		298		298		298
Total Financing Uses	\$ 1,506,568	\$	1,702,738	\$	1,702,738	\$	1,742,593

Budget Services

Objectives & Initiatives

Maintain and Improve Basic Core Municipal Services

- Provide timely and accurate fiscal information to facilitate effective decision making by City Admin. and Council
- Provide business intelligence and decision support to city departments through data analysis and presentation
- Procure high-quality services and supplies in a timely manner at competitive prices
- Promote an ethical environment in which vendors can fairly compete for city business

Strengthen Communications with Citizens, Businesses, and Other Institutions

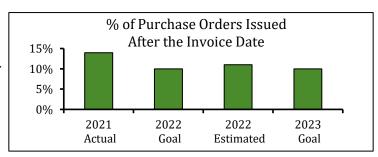
• Communicate budgetary and fiscal information effectively to the public, media, city employees, auditors, etc.

Prior-Year Accomplishments

- Received 18th consecutive Distinguished Budget Presentation Awards from the GFOA
- Conducted long-term financial analysis to assess the financial outlook for the City over the next four fiscal years
- Implemented automated notification process for expiring sole source, professional services, and RFP/IFB terms
- Created interactive Purchasing dashboard to effectively track late purchase orders to comply with proper procedure
- Created interactive response time dashboard for the Fire Department
- Maintained and improved existing dashboards and reporting tools to enhance user experience

Performance Measures & Analysis

Purchasing has created an interactive dashboard to more effectively track and report late purchase orders. Purchase order compliance has improved since the implementation of this dashboard. Utilizing this performance measurement tool, combined with ongoing training efforts, we will work toward continuous improvement.



Performance Measures	2021 Actual	2022 Goal/Forecast	2022 Estimated	2023 Goal/Forecast
% of Purchase Orders Issued				
After Invoice Date	14.0%	<10%	11.0%	<10%
Accuracy Rate in Forecasting Revenue				
(Actuals as +/- % of Forecasts)				
General Fund	22.9%	2.0%	17.4%	2.0%
GFOA Distinguished Budget				
Presentation Award	Yes	Yes	Yes	Yes

Department 1730	2021 Actual	2022 Budget	E	2022 stimated	Т	2023 entative
Financing Sources:						
General Taxes & Revenue	\$ 172,329	\$ 170,457	\$	170,457	\$	158,745
Administrative Charges						
314121 Redevelopment Agency	66,239	70,304		70,304		85,039
314124 Recreation	4,750	5,348		5,348		6,247
314126 Community Arts	2,532	2,512		2,512		3,842
314127 Street Lighting	11,898	20,536		20,536		20,896
314128 Storm Water	28,607	39,665		39,665		41,016
314151 Water	61,322	69,742		69,742		68,048
314152 Waste Collection	20,535	20,331		20,331		20,480
314154 Alta Canyon Sports Center	14,265	18,338		18,338		16,395
314156 Golf	9,545	12,858		12,858		14,162
314161 Fleet Operations	44,850	51,151		51,151		56,492
314164 Information Technology	22,741	27,986		27,986		30,523
314165 Risk Management	14,666	21,531		21,531		19,850
Total Financing Sources	\$ 474,279	\$ 530,759	\$	530,759	\$	541,735
Financing Uses:						
411111 Regular Pay	\$ 275,727	\$ 302,019	\$	302,019	\$	326,077
411121 Seasonal/PTNB Pay	3,500	5,412		5,412		5,737
411132 Out of Class Pay	371	-		-		-
411211 Variable Benefits	64,298	67,578		67,578		70,976
411213 Fixed Benefits	65,758	79,792		79,792		68,371
4112115 PTO Disbursement	2,224	4,000		4,000		4,500
411320 Mileage Reimbursement	-	50		50		50
412100 Books, Sub. & Memberships	1,306	350		350		350
412210 Public Notices	45	-		-		-
412350 Training	-	1,000		1,000		1,000
412411 Office Supplies	337	800		800		800
412611 Telephone	2,747	1,733		1,733		1,322
413790 Professional Services	5,225	-		-		-
414164 IT Charges	51,230	67,025		67,025		61,552
417400 Equipment	1,511	1,000		1,000		1,000
Total Financing Uses	\$ 474,279	\$ 530,759	\$	530,759	\$	541,735

Policies & Objectives

Maintain a Highly Qualified Employee Workforce

- Recruit, hire, and retain quality city employees who will provide the best service to citizens
- Provide cost-effective and efficient personnel services that meet the needs of employees
- · Maintain a highly qualified employee workforce that is competent, value-driven, and health-wise

Prior-Year Accomplishments

- Conducted an annual salary survey which compares the pay and benefits of Sandy City against the pay and benefits of 11 other entities
- · Conducted an employee engagement survey
- Implemented a new applicant tracking system
- Implemented new recruitment plan to increase communication with departments in the hiring process
- Managed the complexities of the COVID-19 pandemic through administration of COVID-19 policies and employee leave programs and worked with the city's Employee Assistance Program to provide additional mental health support to employees
- Completed an RFP process for the city's on-site health clinic

Performance Measures	2021	2022	2022	2023
Performance Measures	Actual	Goal/Forecast	Estimated	Goal/Forecast
Employee Engagement Score	84.0%	85.0%	79.0%	80.0%
Health Plan Loss Ratio	87.0%	88.0%	88.0%	88.0%
Mandatory Training Completed On Time*	94.0%	98.0%	92.0%	94.0%
Participation in Wellness Program*	31.0%	30.0%	41.0%	41.0%
Retention of New Hires after One Year	77.0%	85.0%	75.0%	80.0%
Employee Turnover Rate	10.7%	10.4%	13.8%	12.0%

^{*}Percentages are the share of employees completing mandatory training or participating in the wellness program.

Department 1740		2021 Actual		2022 Budget	ı	2022 Estimated		2023 entative
Financing Sources:				<u> </u>				
General Taxes & Revenue	\$	482,633	\$	538,020	\$	538,020	\$	613,986
Administrative Charges	Ψ	102,033	Ψ	330,020	Ψ	330,020	Ψ	015,700
314121 Redevelopment Agency		1,399		1,997		1,997		2,699
314124 Recreation		3,379		3,675		3,675		5,112
314126 Community Arts		1,190		1,123		1,123		1,974
314127 Street Lighting		6,864		6,739		6,739		3,938
314128 Storm Water		29,276		31,685		31,685		31,594
314151 Water		53,764		61,758		61,758		62,518
314152 Waste		3,553		4,447		4,447		4,507
314154 Alta Canyon Sports Center		21,452		23,284		23,284		28,536
314156 Golf		4,693		4,790		4,790		6,148
314161 Fleet Operations		19,783		25,470		25,470		17,446
314164 Information Technology		14,899		15,469		15,469		16,934
314165 Risk		3,060		2,421		2,421		3,571
Total Financing Sources	\$	645,945	\$	720,878	\$	720,878	\$	798,963

Department 1740	2021 Actual	2022 Budget	I	2022 Estimated	Т	2023 entative
Financing Uses:						
411111 Regular Pay	\$ 333,754	\$ 363,618	\$	363,618	\$	407,231
411121 Seasonal/PTNB Pay	11,647	-		-		15,000
411131 Overtime/Gap	1,829	-		-		-
411211 Variable Benefits	78,677	79,871		79,871		88,985
411213 Fixed Benefits	59,908	76,234		76,234		77,160
411215 PTO Disbursement	2,493	5,300		5,300		3,000
411310 Vehicle Allowance	3	-		-		-
411320 Mileage Reimbursement	-	700		700		700
411350 Phone Allowance	721	480		480		480
412100 Books, Subs. & Memberships	4,053	2,000		2,000		2,000
412210 Public Notices	-	1,000		1,000		1,000
412310 Travel	-	2,400		2,400		2,400
412320 Meetings	-	1,000		1,000		1,000
412350 Training	403	2,500		2,500		2,500
412370 Training Supplies	63	500		500		500
412411 Office Supplies	1,939	3,000		3,000		3,000
412414 Computer Supplies	1,842	533		533		533
412431 Printing	1,200	2,700		2,700		2,700
412470 Special Programs	13,726	35,721		35,721		54,221
412472 Health and Wellness Program	17,258	20,000		20,000		20,000
412491 Miscellaneous Supplies	25	500		500		500
412511 Equipment O&M	1,407	1,000		1,000		1,000
412611 Telephone	5,488	5,198		5,198		3,239
413790 Professional Services	45,447	43,448		43,448		43,448
414164 IT Charges	64,062	73,175		73,175		68,366
Total Financing Uses	\$ 645,945	\$ 720,878	\$	720,878	\$	798,963

Facilities Services

Objectives & Initiatives

Develop and Maintain Community Facilities

- Maintain functional, clean, and comfortable buildings
- Implement and manage efficient energy-saving systems
- Proactively ensure that buildings are in good repair and compliant with fire and building codes
- Strategically plan and manage resources and coordinate capital facility improvements

Prior-Year Accomplishments

- Court Evidence Conversion
- Continuation of COVID-19 Protocols to keep everyone safe
- Painted Senior Center Activity Room and Foyer
- Finish LED Lights: Courts, City Hall, Parks & Recreation, Amphitheater, Senior Center
- Court Building camera replacement
- Bottle fill stations in all buildings
- · Remodeled Investigations reception area
- New carpet in Mayors suite, painted Mayor's Office's
- Added new dressing areas to Amphitheater Green room
- · Remodeled storage and cabinet area in Courts Judge's office

Performance Measures	2021	2022	2022	2023
Performance Measures	Actual	Goal/Forecast	Estimated	Goal/Forecast
Power - Avg. Peak Demand (kilowatts)	600	620	610	610
Power - Kilowatt hours	2,204,260	2,500,000	2,400,000	2,400,000
Natural Gas - Dekatherms	9,405	11,000	10,000	10,000
System Inspections per Month	75	100	78	80
System Breakdowns (Failures)	0	0	0	0
Work Orders Completed	3,698	5,100	3,000	3,000
Avg. Work Order Response Time (days)	1.50	1.00	1.30	1.00
% of Work Orders Completed w/in 24 hrs.	98%	98%	98%	98%
Projects Expenditures per FTE	\$6,309	\$30,000	\$44,000	\$60,000

Department 1750	2021 Actual	2022 Budget]	2022 Estimated	2023 Tentative		
Financing Sources:								
General Taxes & Revenue	\$ 1,108,036	\$	1,256,415	\$	1,256,415	\$	1,326,214	
Administrative Charges								
314121 Redevelopment Agency	8,593		6,758		6,758		9,250	
314124 Recreation	19,263		19,596		19,596		20,244	
314126 Community Arts	3,800		4,324		4,324		10,208	
314127 Street Lighting	2,657		2,265		2,265		2,543	
314128 Storm Water	21,319		18,663		18,663		20,715	
314151 Water	111,752		120,216		120,216		116,710	
314154 Alta Canyon Sports Center	67		151		151		172	
314156 Golf	11,896		19,412		19,412		20,903	
314161 Fleet Operations	15,058		22,168		22,168		8,399	
314164 Information Technology	38,034		30,748		30,748		36,095	
314165 Risk	15,611		12,889		12,889		14,306	
316900 Sundry Revenue - Charging Stations	4,146		-		-		-	
Total Financing Sources	\$ 1,360,232	\$	1,513,605	\$	1,513,605	\$	1,585,759	
Financing Uses:								
411111 Regular Pay	\$ 449,576	\$	527,944	\$	527,944	\$	576,024	
411121 Seasonal/PTNB Pay	123,109		103,641		103,641		109,859	
411131 Overtime/Gap	183		-		-		-	
411135 On Call Pay	5,481		5,475		5,475		5,475	
411211 Variable Benefits	116,722		125,841		125,841		134,639	
411213 Fixed Benefits	138,215		175,198		175,198		163,997	
411215 PTO Disbursement	911		2,200		2,200		1,000	
411310 Vehicle Allowance	3,471		3,470		3,470		3,470	
411350 Phone Allowance	1,446		1,480		1,480		1,480	
412310 Travel	-		865		865		865	
412350 Training	-		500		500		500	
412470 Special Programs	810		-		-		-	
412511 Equipment O&M	602		2,600		2,600		2,600	
412521 Building O&M	91,298		110,000		110,000		110,000	
412523 Power & Lights	213,456		235,600		235,600		235,600	
412524 Heat	70,502		73,690		73,690		73,690	
412525 Sewer	2,137		1,920		1,920		1,920	
412526 Water	6,286		9,730		9,730		9,730	

Department 1750	2021 Actual	2022 Budget	2022 Estimated	2023 Tentative
412527 Storm Water	9,216	8,100	8,100	8,100
412529 Street Lights	787	552	552	552
412611 Telephone	2,058	1,732	1,732	4,712
413131 Software Maintenance	20,007	-	-	-
413790 Professional Services	51,288	55,261	55,261	55,261
4141611 Fleet O&M	4,834	6,911	6,911	6,180
414164 IT Charges	38,445	42,655	42,655	39,365
417300 Building Improvements	8,460	11,740	11,740	11,740
417400 Equipment	934	6,500	6,500	6,500
4341611 Fleet Purchases	-	-	-	22,500
Total Financing Uses	\$ 1,360,232	\$ 1,513,605	\$ 1,513,605	\$ 1,585,759

Fund 6400 & 6410 - Information Technology

Objectives & Initiatives

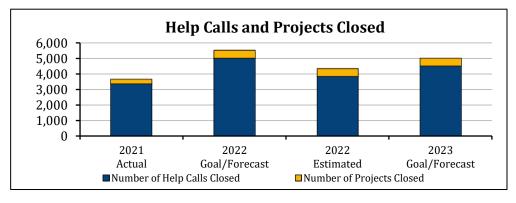
Maintain and Improve Basic Core Municipal Services

- Provide high quality telephone, data, and other information technology services to city departments
- · Maintain IT system continuity and reliability for all city operations
- Protect against security threats and minimize the impact of security breach incidents
- Provide and maintain quality geographical information systems (GIS)

Prior-Year Accomplishments

- **Security Enhancements** Constant communication with Artic Wolf, Crowdstrike, and MS-ISAC for security vulnerabilities, moved servers from 2008 to 2016, and an outside financial and cybersecurity audit
- Efficiency and Service Improvements Implementation of an inventory tracking system, mobile and desktop
 management system, and creation and implementation of an automated device configuration program.
 Moved business license payment to an online format and automated the process of moving the data.
 Continual support of teleworking hardware and systems in response to COVID-19 and continued work on
 Cityworks implementation for permitting and licensing.
- **Technology Upgrades** Installed fiber to Fire Station 34 and Fire Station 35 and created a fiber redundant loop for remote buildings. Implemented Cradlepoint modems at Station 33 and Police substation for faster service.

Performance Measures	2021	2022	2022	2023
1 et formance measures	Actual	Goal/Forecast	Estimated	Goal/Forecast
% of Help Calls Closed the Same Day	80.60%	85.00%	86.50%	85.00%
% of Help Calls Open More than 1 Week	4.60%	4.50%	4.30%	3.80%



Fund 6400 & 6410 - Information Technology

Department 1724	2021 Actual	2022 Budget]	2022 Estimated	2023 Tentative		
Financing Sources:								
314910 Sale of Maps & Copies	\$ 45	\$	-	\$	-	\$	-	
318261 IT Charges	2,486,652		2,945,065		2,945,065		3,183,831	
318262 Telephone Charges	304,075		250,602		250,602		176,720	
336100 Interest Income	8,135		3,700		3,562		7,000	
339200 Sale of Fixed Assets	613		4,000		4,000		4,000	
341660 Transfer In - Equipment Mgmt.	-		103,450		103,450		-	
Total Financing Sources	\$ 2,799,520	\$	3,306,817	\$	3,306,679	\$	3,371,551	
Financing Uses:								
411111 Regular Pay	\$ 797,852	\$	976,340	\$	976,340		1,002,378	
411121 Seasonal/PTNB Pay	1,586		-		-		-	
411131 Overtime/Gap	1,582		-		-		-	
411135 On Call Pay	10,059		9,150		9,150		9,150	
411211 Variable Benefits	182,188		215,852		215,852		217,027	
411213 Fixed Benefits	162,312		208,312		208,312		206,612	
411215 PTO Disbursement	3,588		4,500		4,500		4,000	
411320 Mileage Reimbursement	51		1,400		1,400		1,400	
411350 Phone Allowance	2,062		2,100		2,100		2,100	
412100 Books, Sub. & Memberships	6,029		7,000		7,000		7,000	
412310 Travel	-		9,500		9,500		9,500	
412320 Meetings	127		-		-		-	
412350 Training	-		12,350		12,350		12,350	
412411 Office Supplies	814		1,000		1,000		1,000	
412414 Computer Supplies	2,720		6,900		6,900		6,900	
412421 Postage	8		-		-		-	
412432 Copying	-		100		100		100	
412511 Equipment O&M	8,531		5,000		5,000		5,000	
413120 Data Communications	40,882		52,188		52,188		52,188	
413131 Software Maintenance	904,323		955,024		955,024		1,051,623	
413150 Voice Communications	37,508		36,000		36,000		37,000	
413790 Professional Services	33,421		73,400		73,400		73,400	
414111 Administrative Charges	400,656		440,722		440,722		484,793	
414165 Risk Management Charges	7,560		7,744		7,744		9,245	
417400 Equipment	-		-		-		-	
437400 Capital Equipment	258,199		912,799		912,799		343,000	
Total Financing Uses	\$ 2,862,058	\$	3,937,381	\$	3,937,381		3,535,766	
Excess (Deficiency) Sources over Uses	(62,538)		(630,564)		(630,702)		(164,215)	
Accrual Adjustment	(115,994)		-		-		-	
Balance - Beginning	1,381,551		1,203,019		1,203,019		572,317	
Balance - Ending	\$ 1,203,019	\$	572,455	\$	572,317	\$	408,102	

Information Technology	2022 Budget	2023 Tentative	2024 Planned	2025 Planned	2026 Planned	2027 Planned
64001 - General Equipment - This am Thin Client equipment. 6410 IT Capital	nount is for unsch	eduled adjustmen	nts to the capital p		ve equipment, and	
-	·		·	•		
64002 - Enterprise Resource Plannin will continue for several years. 6410 IT Capital	\$ 180,907	s for upgrading to	s -	that is scheduled	\$ -	\$ -
64003 - Citywide GIS - This includes for 6410 IT Capital	unding for the GI \$ -	S main plotter, ae	rial photo update:		\$ 10,000	\$ -
64004 - Document Imaging - This mo	oney is for the rep \$ 73,417		ocument imaging \$ -		\$ -	\$ -
64014 - Prosecution/Court Integrati			nroject that integ	grates the nolice	court and prosect	ution
databases in a way that maintains sepa		_			-	
6410 IT Capital	\$ 33,600	\$ -	\$ -	\$ -	\$ -	\$ -
64017 - City Hall Virtual Servers - Ft 6410 IT Capital	ands the replacents	nent of virtual ser \$ 68,000	vers at City Hall. \$ -	\$ -	\$ -	\$ -
64018 - Uninterrupted Power Suppl 6410 IT Capital	y (UPS) - For reg	placement of UPS \$ -	at remote sites. \$ 8,000	\$ 3,000	\$ -	\$ -
64026 - Data Switches - Funds the rep 6410 IT Capital	placement of data	switches at the C	ity's buildings. \$ -	\$ -	\$ -	\$ -
64025 - Wireless Network Radios - T 6410 IT Capital	his funds wireles	ss radios for redur \$ -	ndant network co	nnectivity betwee	_	\$ -
64034 - Fiber Optics - This amount wi	•	fiber ontic conne	ction to Alta Cany	•		32 and 34
6410 IT Capital	\$ 129,000	\$ -	\$ -	\$ -	\$ -	\$ -
64035 - Thin Client - The current year 6410 IT Capital	funding will pro \$ 37,689		ft Office software	for all Thin Clien	ts. \$ -	\$ -
64036 - CityWorks - This amount will 6410 IT Capital	be used for the 0 \$ 39,462	•	re implementation	1. \$ -	\$ -	\$ -
64037 - Electronic Signature Softwar			ew electronic sign	•	•	•
6410 IT Capital	\$ 24,370		\$ -	\$ -	\$ -	\$ -
64039 - Utility Billing Software - This 6410 IT Capital	s amount will be \$ 165,740		y Billing Software \$ -	e upgrades. \$ -	\$ -	\$ -
64040 - Data Integration - This funds			retrieve data fron	n the City's variou	s software systen	15.
6410 IT Capital	\$ 16,500	-	\$ -	\$ -	\$ -	\$ -
64041 - Applicant Tracking Softward 6410 IT Capital	e - This amount fo \$ 25,058		of the City's new	Applicant trackir		g software.
64042 - Emergency Operations Cent 6410 IT Capital	er Software - San \$ 30,000	ndy City's portion \$ -	of the County's n \$ -	ew Emergency Op \$ -	perations Center s	oftware.
Total Information Technology	\$ 912,799		\$ 108,000	\$ 110,000	\$ 110,000	\$ -

Consolidated Capital Projects Schedule

City Council		2022 Budget	Т	2023 'entative		2024 Planned		2025 Planned		2026 Planned		2027 Planned
120104 - Council Chamber Tech & S A/V systems, safety concerns, and other	her g	general impro	vem	_		e used to rem		-		Chamber to in		ove
4100 General Revenue	\$	100,000	\$	-	\$	-	\$		\$	-	\$	-
Total Emergency Management	\$	100,000	\$	-	\$	-	\$	-	\$	-	\$	-
Emergency Management		2022 Budget	Т	2023 'entative		2024 Planned		2025 Planned		2026 Planned		2027 Planned
190441 - Homeland Security Grant 4500 Grants	Thi:	s funding will 21,304	be u \$	sed for impro	oven \$	nents that wil -	ll ii \$		y. \$	-	\$	-
Total Emergency Management	\$	21,304	\$	-	\$	-	\$	-	\$	-	\$	-
Amphitheater		2022 Budget	Т	2023 'entative		2024 Planned		2025 Planned		2026 Planned		2027 Planned
1487 - Amphitheater Improvements 2600 Amphitheater 4150 Amphitheater Cell Tower Total	\$ - Th \$ \$	456,486 456,486	ill be \$ \$	used for imp 400,000 54,592 454,592	**************************************	57,868 57,868	\$ \$	61,340	s \$	65,020 65,020	\$	68,921 68,921
Total Amphitheater	\$	456,486	\$	454,592	\$	-	\$	-	\$	-	\$	-
Court Services 1244 - Justice Center - This funding w	vill b	2022 Budget e used for im		2023 Centative		2024 Planned tice Center.		2025 Planned		2026 Planned		2027 Planned
4100 General Revenue	\$	69,020	\$	-	\$	-	\$	-	\$	-	\$	-
Total Council	\$	69,020	\$	-	\$	-	\$	-	\$	-	\$	-
Administration		2022 Budget	Т	2023 entative		2024 Planned		2025 Planned		2026 Planned		2027 Planned
1201 - Municipal Building - This projuding components with an estimat categories of work consist of exterior systems, plumbing systems, fire protesecurity systems, sidewalks, common 4100 General Revenue	ed u clos ectio	seful life of be ure/surfaces, n systems, ele	twee roof	en five and fifing, interior f	ty y loor	ears and repla ing, walls and	ace d c	ement value gre eiling finishes, o ous items such	ate conv as p	r than \$7,500. eying system	Th s, H	e major VAC
120107 - Electric Vehicle Charging S 4500 Grants			he in			•		ging stations at		vernment faci		es.
12443 - Justice Center Joint Informa during an emergency.	tion	Center - Thi	s fun	ding is to cre	ate		ati	on center to ac	com		a	-
4100 General Revenue	\$	14,071	\$	-	\$	-	\$	-	\$	-	\$	-
Total Administration	\$	997,658	\$	460,000	\$	400,000	\$	200,000	\$	50,000	\$	-