

FY 2020 Budget Development Budget Work Session #1

Board of Supervisors Budget Work Session

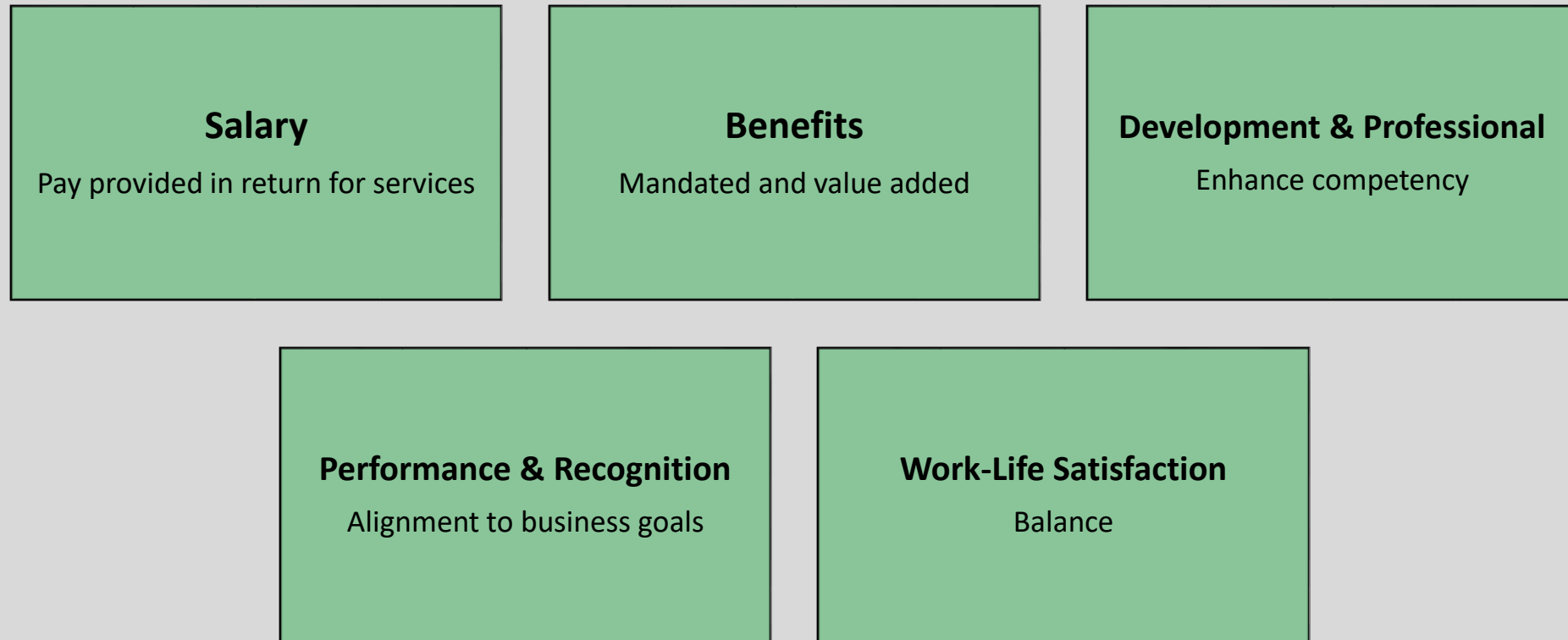
March 26, 2019

Work Session Agenda

- Total Compensation
 - Overview
 - Roanoke County Workforce Demographics
 - FY 2020 Proposed Total Compensation
 - Health Insurance and Other Benefits
 - Total Compensation Next Steps
- CORTRAN
- Next Steps

Total Compensation Overview

Components of Total Compensation



Compensation Philosophy

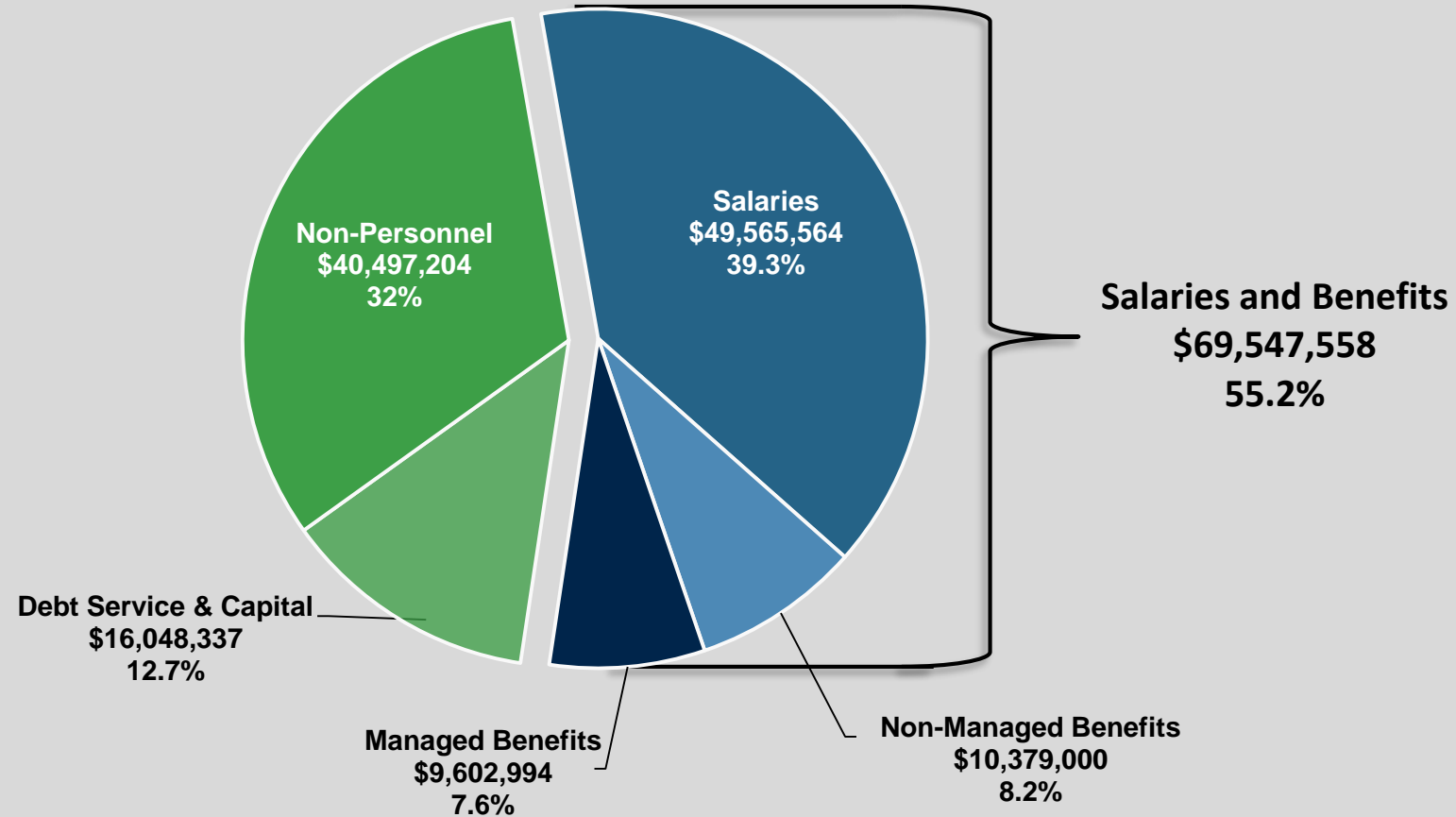
- Recruitment and retention of high quality employees
- Internal equity and regional market comparability
- Compensation consistent with fiscal constraints
- Balance total compensation between pay and benefits

Roanoke County Total Compensation

- Pay, salaries, and wages
 - Continues to lag behind inflation
- Benefits
 - Non-Managed
 - Social Security/Medicare
 - Virginia Retirement System (VRS)
 - VRS Life Insurance
 - VRS Health Credit
 - Long Term Disability
 - Managed
 - Health and Dental Insurance
 - Deferred Compensation
 - Flexible Leave Payout
 - Short Term Disability
 - Vision Insurance
- Development and Professional
 - Tuition Reimbursement
 - Scholarship Programs
 - In house and outside training opportunities (reduction in FY 2020 due to “freezing” Human Resource position)
- Performance and Recognition
 - Longevity Bonus
 - Service Awards
- Work-Life Satisfaction
 - Flexible Leave Plan / Holidays
 - Part Time Holidays
 - Employee Discount at Green Ridge
 - Family-friendly employment policies and flexible work place
 - Community Service Leave

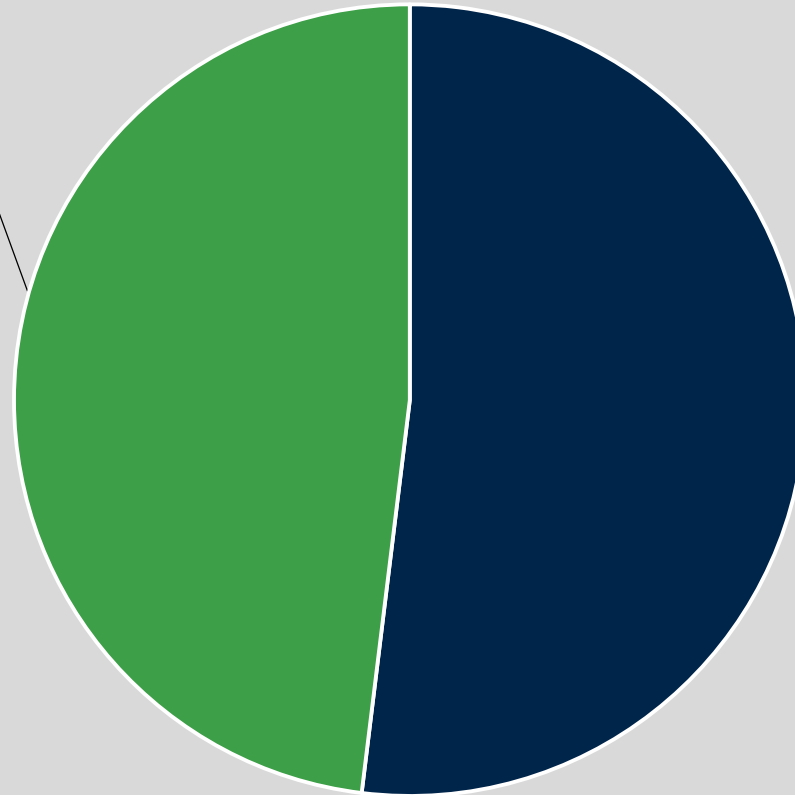
Roanoke County Total Compensation

FY 2020 Proposed Total General Government Budget
(excluding Schools Operating, CSA, and Commit Transfers)
\$126,093,099



Roanoke County Benefits

FY 2020 Proposed Benefits General Government and CommIT \$19,981,994



Managed Benefits		
Health Insurance	\$7,046,235	35.3%
Dental Insurance	\$319,219	1.6%
Retiree Health Ins.	\$765,380	3.8%
Termination Pay	\$435,000	2.2%
Flexible Leave Payout	\$370,000	1.9%
Line of Duty Benefits	\$286,000	1.4%
Deferred Comp. Match	\$381,160	1.9%
Total Managed Benefits	\$9,602,994	48.1%

Non-Managed Benefits		
Social Security/Medicare	\$3,862,145	19.3%
Virginia Retirement System	\$5,665,528	28.3%
VRS Life Ins.	\$601,998	3.0%
VRS Health Credit	\$137,860	0.7%
Long Term Disability	\$111,469	0.6%
Total Non-Managed Benefits	\$10,379,000	51.9%

Roanoke County Workforce Demographics

Workforce Demographics

Category	Public Safety	Non-Public Safety	Total
Full-Time Employees	395	575	970*
Part-Time Employees	60	695	755
Gender: Male	89%	40%	60%
Gender: Female	11%	60%	40%
Age Range	20 – 65	20 – 73	20 – 73
Median Age	37	44	40
Years of Service Range	0 – 40	0 – 45	0 – 45
Median Years of Service	9	5	6
Median Salary	\$44,268	\$40,807	\$42,403

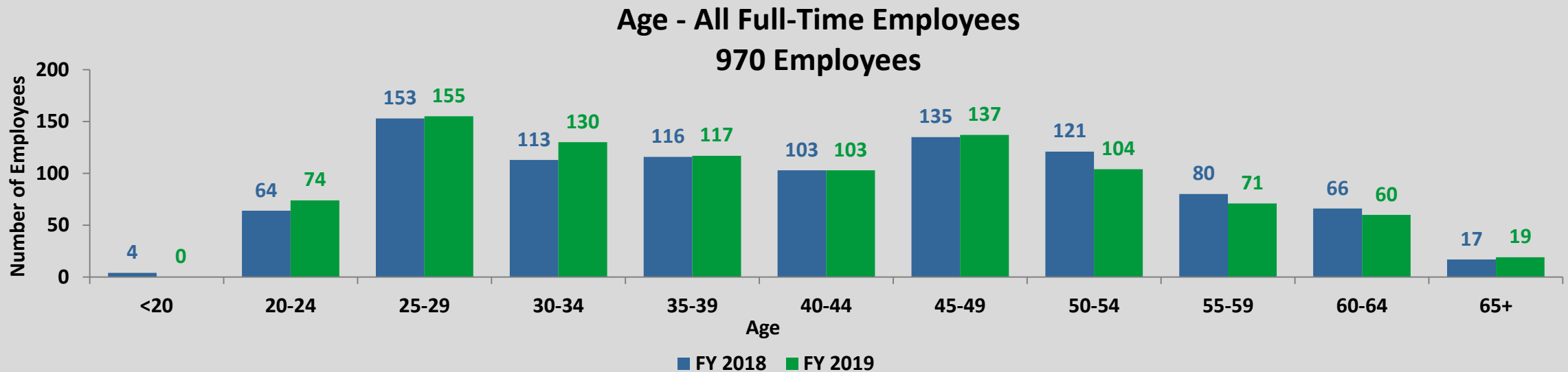
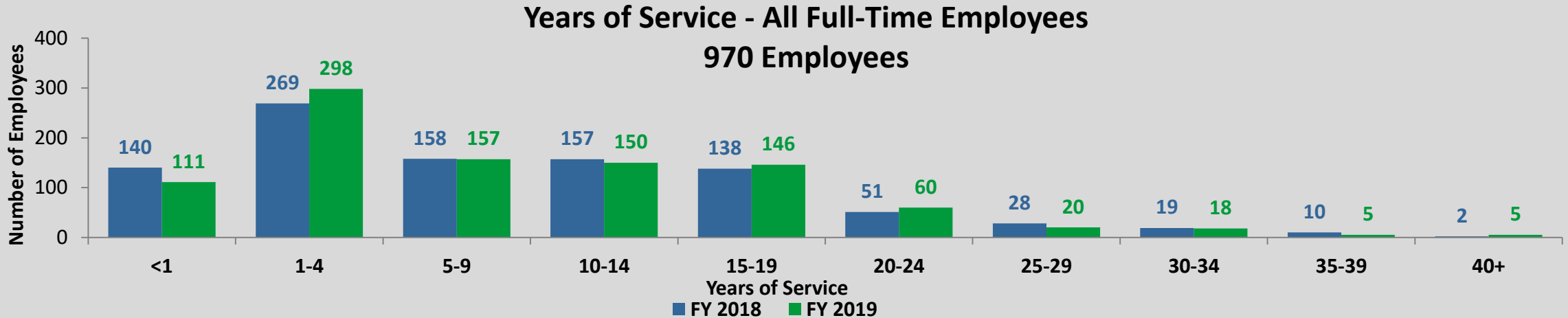
Public Safety: Fire & Rescue, Police, Sheriff (Sworn/Uniform Only)

Non-Public Safety: All others

*Payroll data from March 2019; does not include vacancies or non-classified positions (i.e. County Administrator, County Attorney, Constitutional Officers, or Board of Supervisors); 1,007 total approved positions Mid-Year FY 2019.

Years of Service and Age

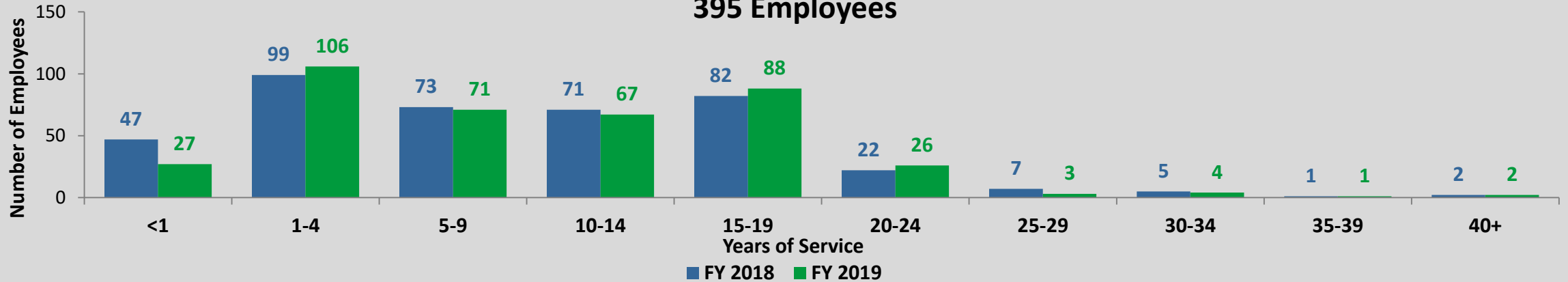
All Full-Time Employees



Years of Service and Age Sworn Public Safety Employees

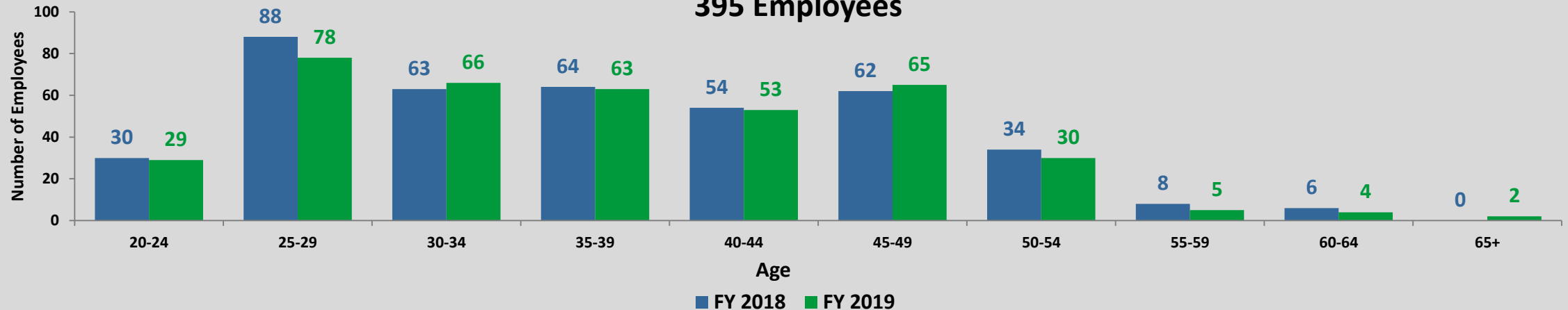
Years of Service - Sworn Public Safety Employees

395 Employees



Age - Sworn Public Safety Employees

395 Employees



Years of Service

Years of Service – All Full-Time Employees				
Year	0 – 4	5 – 10	10 – 20	20 +
2016	322	195	279	132
2017	385	151	298	114
2018	409	158	295	110
2019	409	157	296	108

Years of Service – Sworn Public Safety				
Year	0 – 4	5 – 10	10 – 20	20 +
2016	118	80	142	40
2017	150	64	160	40
2018	146	73	153	37
2019	133	71	155	36

Age

Age – All Full-Time Employees					
Year	18 – 24	25 – 29	30 – 39	40 – 49	50 +
2016	63	121	211	250	283
2017	58	144	221	247	278
2018	68	153	229	238	284
2019	74	155	247	240	254

Age – Sworn Public Safety					
Year	18 – 24	25 – 29	30 – 39	40 – 49	50 +
2016	27	72	118	117	46
2017	33	79	129	123	50
2018	30	88	127	116	48
2019	29	78	129	118	41

VRS Full Retirement Eligible Now

Workforce Eligible for Full Retirement (61 Employees)					
Category	# of Employees Eligible	Assistant Directors & Above	Managers/ Supervisors	All Others	Definition
Public Safety	14	3	8	3	Age: 50, YOS: 25 Age: 60, YOS: 5
Non-Public Safety	47	5	11	31	Age: 50, YOS: 30 Age: 65, YOS: 5

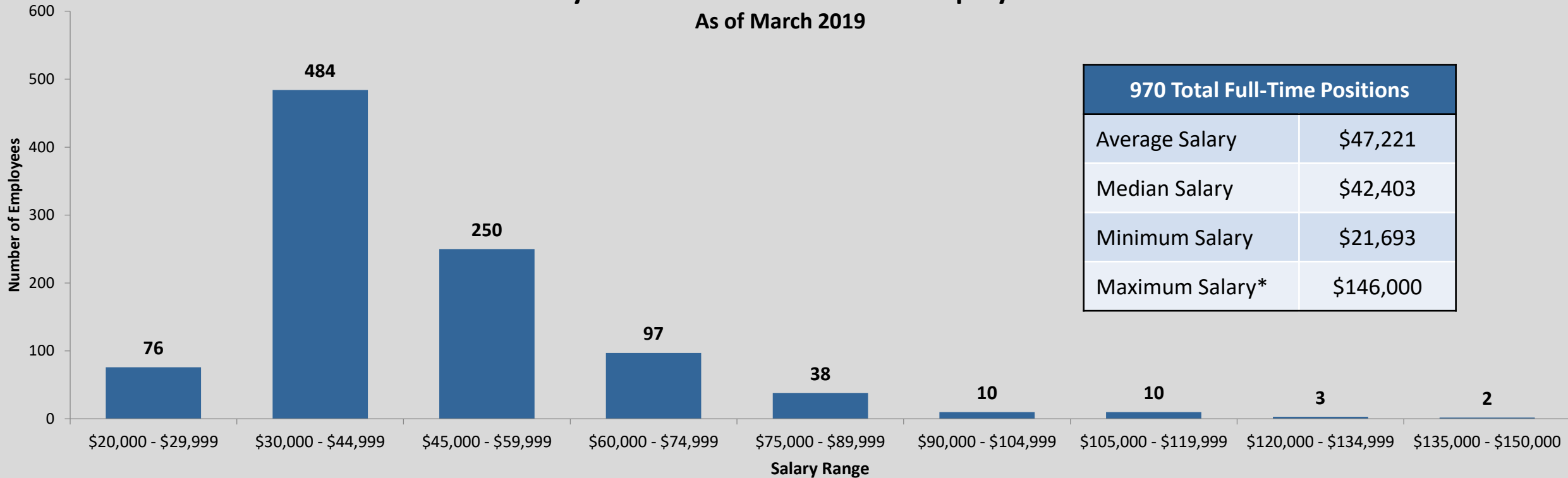
- 6.3% of Roanoke County workforce eligible for full retirement now (61 eligible of 970 current Full-Time employees)
- 34% of Non-Public Safety employees eligible for full retirement are Managers, Assistant Directors & Above
- 15% of Roanoke County workforce eligible for full retirement within five years

VRS Full Retirement

Workforce Eligible for Full Retirement					
Year	# of Employees Eligible	% of Total Workforce	Public Safety Employees	Non-Public Safety Employees	Public Safety & Non-Public Safety Management
2016	85	9.2%	23	62	36
2017	60	6.3%	17	43	31
2018	56	5.8%	15	41	32
2019	61	6.3%	14	47	27

Salary Distribution for Full-Time Classified Employees

Salary Distribution for Full-Time Employees
As of March 2019



970 Total Full-Time Positions	
Average Salary	\$47,221
Median Salary	\$42,403
Minimum Salary	\$21,693
Maximum Salary*	\$146,000

- 58% of all full-time salaries are below \$45,000
- 84% of all full-time salaries are below \$60,000

***Note:** Does not include vacant positions or non-classified positions (i.e. - County Administrator, County Attorney, Constitutional Officers, and Board of Supervisors)

Fiscal Year 2020 Proposed Operating Budget Total Compensation

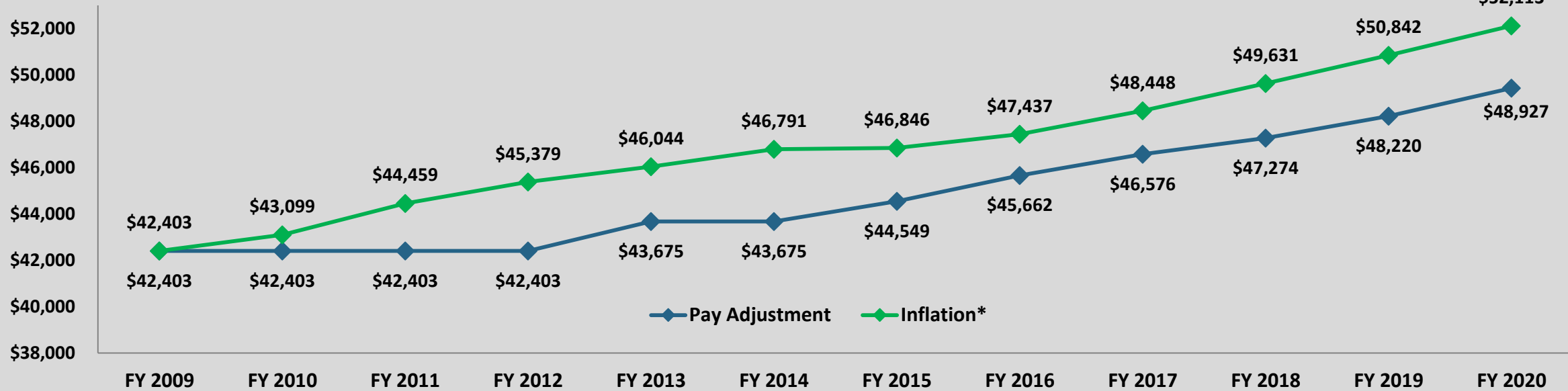
Proposed FY 2020 Operating Budget Compensation & Benefits

Total Compensation Element General Government Fund	\$ Change Over FY 2019
Regular full-time salaries (includes 2.5% compensation & all position changes)	\$1,220,800
Overtime	\$236,200
Part-time salaries	(\$102,463)
Vacancy savings	(\$91,000)
Managed benefits (health, dental, deferred compensation, etc.)	\$672,082
Non-managed benefits (Social Security, Medicare, VRS, etc.)	\$294,885
Transfer to SAFER Grant Fund	\$149,738
Total, General Government Fund Compensation and Benefits	\$2,380,242

All totals above include compensation / benefits cost for current employees and proposed full-time and part-time staffing level adjustments for all General Government departments including new positions from Vinton

History of Pay Adjustments

Example Salary Adjustments Compared to Inflation
\$42,403 Median Salaried Employee in FY 2009



	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Pay Adjustment	-----	-----	-----	-----	3.0%	-----	2.0%	2.5%	2.0%	1.5%	2.0%	2.5%
Inflation*	-----	1.64%	3.16%	2.07%	1.46%	1.62%	0.12%	1.26%	2.13%	2.44%	2.44%	+/- 2.50%

Note:

- FY 13 also included a hold harmless 5.75% increase for VRS Plan 1 employees due to state mandate that all employees pay their share of VRS contribution
- Non-recurring bonuses were received in FY 10 (\$500) and FY 12 (\$500 - \$2,500)
- 0.5% of FY 16 increase was a hold harmless increase for Health Insurance rate changes

*Source: U.S. Bureau of Labor Statistics, www.bls.gov

Fiscal Year 2020 Proposed Position Changes

Proposed FY 2020 Position Changes – Eliminated Positions

Proposed Eliminated Positions			
Department	Position	Net Cost/ (Reduction)	FTE Count
Clerk to the Board of Supervisors	Deputy Clerk to the Board of Supervisors – Eliminate full-time position and provide resources for a part-time Deputy Clerk.	(\$33,486)	(1.0)
Parks, Recreation & Tourism	Greenway/Blueway Planner – Eliminate full-time position; duties will be transferred to the new Economic and Community Development Department.	(\$83,302)	(1.0)
	Subtotal – Eliminated Positions	(\$116,788)	(2.0)

Proposed FY 2020 Position Changes – Frozen Positions

Proposed Frozen Positions			
Department	Position	Net Cost/ (Reduction)	FTE Count
Fire & Rescue	Volunteer Coordinator – Position will not be filled in FY 2020. Duties will be distributed to other Fire & Rescue staff and on-going need for position will be analyzed.	(\$61,214)	-
Human Resources	Human Resources Consultant / Training – Position will not be filled in FY 2020. Training opportunities will be limited; some training will be handled by outside consultants.	(\$78,928)	-
Economic & Community Development	Planner II, Combination Code Inspector, and Economic Development Specialist – Positions will not be filled in FY 2020 but may be refilled in FY 2021 based on the needs of the new Economic and Community Development Department.	(\$193,195)	-
	Subtotal – Frozen Positions	(\$333,337)	-

Proposed FY 2020 Position Changes – Added/New Positions

Proposed Added/New Positons			
Department	Position	Net Cost	FTE Count
Economic & Community Development	Director of Economic & Community Development – Add position to oversee the reorganized economic and community development functions.	\$154,154	1.0
Social Services	CORTRAN Program Coordinator – Add position in Social Services to actively manage the CORTRAN program and contract with RADAR. Position costs are offset by a reduction in part-time funding.	\$23,909	1.0
Treasurer	Treasurer Clerk II – Add position to assist with delinquent tax collections; offset by new revenue (\$125,000) through additional collections.	(\$81,127)	1.0
Fire & Rescue	Transfer of Town of Vinton Fire Personnel – Add 11 positions to Fire & Rescue Department.	\$791,000	11.0
	Subtotal – Added/New Positons	\$887,936	14.0
	Total Proposed FY 2020 Positon Changes	\$437,811	12.0

Proposed FY 2020 Position Changes – Other Position Changes

Proposed Other Position Changes			
Department	Position	Net Cost/ (Reduction)	FTE Count
Regional Center for Animal Control & Protection	Veterinarian– Convert part-time Veterinarian position to full-time.	\$94,966	1.0
	Subtotal – Other Position Changes	\$94,966	1.0

- No increase to the General Government budget but increases the County FTE count.

Fiscal Year 2020 Proposed Health Insurance Fund

Proposed FY 2020 Health Insurance Fund Overview

- Total costs related to health insurance premiums for fiscal year 2020 increase by approximately 15% due to the following factors:
 - Increase in claims, cost of claims, and cost of administration
 - Need to address fund balance issues to be in compliance with Board of Supervisors adopted fund balance policies
 - Include a 2% claims margin due to fluctuation in claims costs
 - Other Post-Employment Benefits (OPEB) now captured in the health insurance fund as they are related to health benefits at retirement
- Rebid in FY 2019 – did not yield significant savings or plan changes
- Keeps one plan – Key Care 1000 with Health Reimbursement Account (HRA) for employees enrolled in the Wellness program for FY 2020
- FY 2020 health insurance plan benefits do not change

Health Insurance

FY 2020 Total Costs

Total Health Insurance Fund Expenditures	FY 2020 Estimated Costs
Claims & Prescriptions	\$ 9,268,886
Fixed Costs	\$ 1,411,948
2.0% Claims Margin	\$ 189,936
HRA Costs	\$ 525,000
Marathon Clinic	\$ 450,000
Fund Balance Contribution	\$ 475,000
Flexible Benefits Administration	\$ 66,000
Miscellaneous/Consulting	\$ 50,000
Total Expenditures	\$ 12,436,770
FY 2019 Budget	\$ 11,192,391
FY 2020 Estimated Budget	\$ 12,436,770
Total Fund Increase	\$ 1,244,379

Health Insurance Employee/Employer Rate Structure

Plan	Employee % Share of Total Plan Cost	
	FY 2019	FY 2020
Wellness – Employee Only	12.5%	15.0%
Wellness – Employee + Child	27.5%	27.5%
Wellness – Employee + Spouse	35.0%	35.0%
Wellness – Family	35.0%	35.0%
Wellness – County Couple x 1	24.2%	28.4%
Wellness – County Couple x 2	21.1%	26.7%
No Wellness – Employee Only	22.5%	27.5%
No Wellness – Employee + Child	37.5%	42.5%
No Wellness – Employee + Spouse	45.0%	50.0%
No Wellness – Family	45.0%	50.0%

- Wellness – Employee Only increases employee share from 12.5% to 15.0% of plan
- Non-Wellness employee share of all premiums increase 5.0% over FY 2019
- FY 2020 is Year 4 of 5 year phase-out of the County Couple Rate
- Will provide information from Comparative Jurisdictions April 23

Health Insurance

Employee/Employer Rate Structure: Monthly Rates

Current Employees with Wellness							
*With Wellness	FY 2019 Monthly Rates			FY 2020 Monthly Rates			Employee Share Difference
	Total	County	Employee	Total	County	Employee	FY 20 - FY 19
KC1000 Employee Only	\$ 546.30	\$ 478.00	\$ 68.30	\$ 626.54	\$ 532.56	\$ 93.98	\$ 25.68
KC1000 Employee + Child	\$ 793.83	\$ 575.53	\$ 218.30	\$ 906.80	\$ 657.44	\$ 249.36	\$ 31.06
KC1000 Employee + Spouse	\$ 1,092.62	\$ 710.20	\$ 382.42	\$ 1,253.10	\$ 814.52	\$ 438.58	\$ 56.16
KC1000 Employee + Family	\$ 1,369.27	\$ 890.01	\$ 479.26	\$ 1,573.74	\$ 1,022.94	\$ 550.80	\$ 71.54
County Couple X 1	\$ 1,327.61	\$ 1,006.91	\$ 320.70	\$ 1,532.08	\$ 1,096.32	\$ 435.76	\$ 115.06
County Couple X 2	\$ 1,369.27	\$ 1,080.57	\$ 288.70	\$ 1,573.74	\$ 1,153.98	\$ 419.76	\$ 131.06

*Employee eligible for HRA if enrolled in Wellness; spouse HRA contingent on enrolling in Wellness

Current Employees without Wellness							
*Without Wellness	FY 2019 Monthly Rates			FY 2020 Monthly Rates			Employee Share Difference
	Total	County	Employee	Total	County	Employee	FY 20 - FY 19
KC1000 Employee Only	\$ 656.01	\$ 508.41	\$ 147.60	\$ 760.33	\$ 551.25	\$ 209.08	\$ 61.48
KC1000 Employee + Child	\$ 923.65	\$ 577.27	\$ 346.38	\$ 1,070.52	\$ 615.56	\$ 454.96	\$ 108.58
KC1000 Employee + Spouse	\$ 1,312.07	\$ 721.63	\$ 590.44	\$ 1,520.70	\$ 760.36	\$ 760.34	\$ 169.90
KC1000 Employee + Family	\$ 1,671.71	\$ 919.43	\$ 752.28	\$ 1,937.53	\$ 968.77	\$ 968.76	\$ 216.48

*Ineligible for HRA if employee not enrolled in Wellness

Retiree Health Insurance

Monthly Rate Structure & Retiree Health Reimbursement Account (HRA)

Retirees (20 + Years of Service)							
*Without Wellness	FY 2019 Monthly Rates			FY 2020 Monthly Rates			Retiree Share Difference
	Total	County	Retiree	Total	County	Retiree	FY 20 - FY 19
KC1000 Retiree Only	\$ 754.41	\$ 500.00	\$ 254.41	\$ 874.36	\$ 500.00	\$ 374.36	\$ 119.95
KC1000 Retiree + Child	\$ 1,062.19	\$ 612.44	\$ 449.75	\$ 1,231.08	\$ 609.66	\$ 621.42	\$ 171.67
KC1000 Retiree + Spouse	\$ 1,508.87	\$ 701.77	\$ 807.10	\$ 1,748.78	\$ 687.32	\$ 1,061.46	\$ 254.36
KC1000 Retiree + Family	\$ 1,922.47	\$ 784.49	\$ 1,137.98	\$ 2,228.14	\$ 759.22	\$ 1,468.92	\$ 330.94

*Eligible for HRA if completing "3 steps to Wellness"; Retirees do not get Wellness rate

Retiree Health Reimbursement Account (HRA) Information

- Retirees and spouses are eligible for HRA with enrollment in “3-steps to Wellness”; but not eligible for Wellness premium.
- Minimal number of retirees living outside the Roanoke Valley. Marathon Health Clinic will continue to work with these retirees to provide information to enroll in “3-steps to Wellness.”

Dental Insurance Overview

- Benefits changes enacted January 1, 2018 and communicated to employees by Human Resources include:
 - Deductible increasing from \$25/\$75 to \$50/\$150
 - Added coverage for dental implants
- Minimal increase in monthly rates, no changes to benefits

Dental Plan	Total Premium	Proposed FY 2020 Dental Insurance Rates				
		FY 2020 County Portion	FY 2020 Employee Rate	FY 2020 Employee % of Premium	FY 2019 Employee Rate	\$ Increase FY 2019 to FY 2020
Subscriber	\$31.88	\$23.78	\$8.10	25.4%	\$7.70	\$0.40
Subscriber + 1	\$51.89	\$30.38	\$21.51	41.5%	\$20.86	\$0.65
Family	\$89.76	\$45.08	\$44.68	49.8%	\$43.56	\$1.12

FY 2020 Other Benefits

- Continues 40 hours per year flexible leave payout to eligible employees
- Continued contribution of \$25 per pay check to employee's deferred compensation (with employee match)
- Employee tuition reimbursement at up to \$1,000 per year per full-time employee
- Discounted membership at County owned recreation facilities
- Continues funding to provide regular part-time employees with limited leave pay

Proposed FY 2020 Operating Budget Compensation and Benefits Future Outlook

- Conduct an employee engagement / satisfaction survey
- Continue to promote County's wellness program as a way to control increasing claims costs
- Address increases in inflation as relates to employee compensation
- Continue to evaluate total compensation to remain an employer of choice

County of Roanoke Transportation (CORTRAN)

CORTRAN

Overview

Why does the County Administrator's Proposed Budget include changes to the CORTRAN program?

- Costs to the County have increased from \$425K in FY 2016 to a projected \$900K in FY 2019
- FY 2018 data revealed almost 1,700 “no-shows” for which the County pays the entire cost of the trip
- Close to 40% of new applicants were not permanent County residents
- Increased use by businesses to provide transportation for clients to and from their facilities

CORTRAN

Current Program Overview

Program Element	Description
Program eligibility	<ul style="list-style-type: none"> • Current residence in Roanoke County and - <ul style="list-style-type: none"> • Over 60 years old <u>or</u> • Proof of disability at any age • Eligibility verified by Department of Social Services
Transportation availability	<ul style="list-style-type: none"> • Monday – Friday, 7:00 AM – 6:00 PM with some exceptions for holidays and inclement weather • Will take eligible riders to and from Roanoke County, City of Roanoke, City of Salem, or Town of Vinton • Reservations may be made between one day and two weeks prior to the trip • Ride scheduling is coordinated by RADAR dispatch
Cost of trip	<ul style="list-style-type: none"> • Rider pays \$4.00 per trip (one-way) – cash or ticket • RADAR bills County at \$39.00 / hour • RADAR applies for grants independently of the County and applies against cost of trip

CORTRAN

Current Program Overview

Program Element	Description
Legal requirement to provide service	<ul style="list-style-type: none">• County has no legal requirement to provide service• CORTRAN is not paratransit, which is generally required to accompany fixed route bus services
Grant funding	<ul style="list-style-type: none">• RADAR receives grants based on operating like an ADA paratransit service• RADAR has indicated if program changes are made, they may not be able to receive grant funding

CORTRAN

Current Program Overview

- CORTRAN program changes already implemented include:
 - ✓ New application
 - ✓ Transitioned program from Parks, Recreation, and Tourism to Social Services
 - ✓ County outreach to clients who “no-show”
 - ✓ Increased County oversight of monthly data received from RADAR
- CORTRAN program changes being developed:
 - Preparing a Request for Proposals (RFP) for transportation services

CORTRAN

County Staff Observations

- Observations from County staff and Department of Social Services:
 - Ridership has been increasing rapidly over the last several years
 - Need for adequate staff oversight and resources to efficiently manage program
 - Need for compliance oversight regarding contract administration
 - Need for better ridership data on regular basis
- A new full-time CORTRAN program coordinator is recommended to address the concerns identified by Social Services to ensure effective and efficient service delivery

CORTRAN

County Staff Recommendations

Q1: Should Roanoke County continue to offer this transportation service?

Staff Response: Yes

Q2: If yes, what is the Mission/Vision for providing the service?

Staff Response: *“To provide demand response transportation services to eligible County of Roanoke citizens to and from their primary residence to facilitate independent living and continued involvement in the community.”*

Q3: What changes, if any, should be made to make the program more efficient?

Staff Response: Discussed on Next Slides

CORTRAN

Recommended Program Changes

Recommended Program Change	Potential Impact / Other Items
Servicing only permanent Roanoke County residents	<ul style="list-style-type: none">• In December 2018, it was found as part of the new application process that close to 40% of new applicants were not permanent County residents.• All of these applications were received from nursing/rehabilitation facilities.• Restricting the use of CORTRAN to only permanent County residents could result in RADAR losing grant funding, which could then increase the cost of trips to the County.• Department of Social Services has criteria for determining permanent County residency.

CORTRAN

Recommended Program Changes

Recommended Program Change	Potential Impact / Other Items
Providing transportation services only to and from a client's permanent residence	<ul style="list-style-type: none">• Currently, if a client is deemed to be eligible for CORTRAN, they can be picked up and dropped off at any location in the County, City of Roanoke, City of Salem, or Town of Vinton.• County does not control dispatch services; servicing only a client's permanent residence allows for more efficient program monitoring.• Instances documented of a rider moving from the County to the City and still using CORTRAN as the primary transportation service.• County has the ability with the current scheduling software to indicate a trip must begin or end at the client's primary residence.

CORTRAN

Recommended Program Changes

Recommended Program Change	Potential Impact / Other Items
Providing transportation services only to and from a client's permanent residence (continued)	<ul style="list-style-type: none">• Businesses and non-profits who utilize CORTRAN to transport clients to and from locations other than the client's primary residence would need to find alternative transportation.• Exceptions can be made for route efficiencies.• Restricting the use of CORTRAN to and from the rider's primary residence could result in RADAR losing grant funding, which could then increase the cost of trips to the County.

CORTRAN

Recommended Program Changes

Recommended Program Change	Potential Impact / Other Items
<p>Increase minimum age only requirement from 60 to 70 years old</p>	<ul style="list-style-type: none"> • Data indicates minimal usage by citizens who are riders only based on the minimum age requirement. • Important to note the requirement is over the age of 70 <u>or</u> based on a disability.
<p>Increase fare from \$4.00 to \$5.00 a trip</p>	<ul style="list-style-type: none"> • Last fare increase was approximately ten years ago. • Impact would be to low income citizens who rely and CORTRAN for frequent transportation services. • Even with increase, County could still subsidize up to 87% of the cost of the ride.
<p>Develop and enforce a formal “no-show” policy</p>	<ul style="list-style-type: none"> • Riders or businesses scheduling trips and not showing up without canceling may experience periods of time that the service would be unavailable to them.
<p>Rebid contract for transportation services</p>	<ul style="list-style-type: none"> • County staff currently working on re-bidding contract.

CORTRAN

Next Steps

- Even with service level changes, FY 2020 budget for services provided by RADAR increases \$160,000 to \$675,000
- CORTRAN program coordinator position recommended to be added as part of the FY 2020 budget
- Service level changes not recommended to be implemented until September 1, 2019
- Staff will conduct extensive outreach to ensure stakeholders are aware of service level changes

Outside Agency Funding

FY 2020 Outside Agency Funding

Type of Outside Agency / (budget document page)	FY 19 Amount	FY 20 Amount	Difference
Contractual (page 206)	\$1,792,372	\$1,833,652	\$41,280
Discretionary (page 202 – page 205)	\$347,475	\$347,475	-
Dues and Memberships (page 207)	\$38,003	\$38,003	-
Total	\$2,177,850	\$2,219,130	\$41,280

- Contractual increases primarily due to:
 - Visit Virginia’s Blue Ridge (\$11,688)
 - Roanoke Valley Television – RVTV (\$6,991)
 - Roanoke Valley Alleghany Regional Commission (\$4,218)
 - Blue Ridge Behavioral Healthcare (\$20,000)

Next Steps

Proposed FY 2020 Operating Budget

Next Steps – Work Sessions

Work Session Topic	2019 Date
FY 2018-2019 Mid-Year Revenue/Expenditure Update	January 22
FY 2019-2020 Revenue Projections	February 12
Capital Improvement Program	February 26
Total Compensation; CORTRAN	March 26
Departmental Budgets; Outside Agencies; Other General Funds; Fees & Charges	April 9
Follow-Up Items if Necessary	April 23

Note: Additional work sessions may be added if necessary

Proposed FY 2020 Operating Budget

Next Steps – Tax Rate and Budget Items

Tax Rate/Budget Item	2019 Date
County Administrator's Recommended FY 2020 Operating Budget	March 12
Budget Public Hearing & Resolution to Establish the Maximum Tax Rate; Public Hearing on Effective Tax Rate	March 26
Operating and Capital Budget Public Hearing; Public Hearing on Tax Rates; Resolution to Establish a Tax Rate	April 9
First Reading of Ordinance to Appropriate Funds for the FY 2020 Operating & Capital Budgets; Final Public Hearing	May 14
Resolution to Adopt FY 2020 Operating & Capital Budget & Second Reading to Appropriate Funds for the FY 2020 Operating & Capital Budgets	May 28

Questions and Comments