

CITY COUNCIL AGENDA

Brainerd, Minnesota

November 30, 2020

6:00 P.M.

WebEx Teleconference Meeting - Call In Information

CALL TOLL-FREE: 1-844-992-4726

Access Code: 146 320 4591

1. **Call To Order - 7:30 PM**

2. **Roll Call**

___ D. Pritschet ___ K. Bevans ___ W. Erickson ___ T. Erickson

___ J. Lambert ___ K. Stunek ___ G. Johnson ___ Mayor Badeaux

3. **Deferment Of Assessment**

Documents:

Deferment of Assessment.pdf

4. **2021 Budget And Levy**

Documents:

Budget and Levy.pdf

5. **Adjourn To Closed Session Pursuant To MN Statutes 13D.03 To Discuss Labor Negotiations Strategy**

Visit the [City's Website](http://ci.brainerd.mn.us) (ci.brainerd.mn.us)

MISSION

"Provide high quality, cost effective public services and leadership in creating
a sustainable city"



Brainerd City Council Agenda Request

Requested Meeting Date:

Title of Item:

☐ INFORMATION ONLY ☐ CONSENT AGENDA ☐ P&F COMMITTEE ☐ SPW COMMITTEE ☐ MAIN AGENDA	Action Requested: ☐ Approve/Deny Motion ☐ Adopt Resolution (attach draft) ☐ Direction Requested ☐ Discussion Item ☐ Hold Public Hearing* ☐ Ordinance 1 st Reading <i>*provide copy of published hearing notice</i>
Submitted by:	Department:
Presenter (Name & Title):	Estimated Time Needed:
Summary of Issue:	
Alternatives, Options, Effects on Others/Comments:	
Recommended Action/Motion:	
Financial Impact: <i>Is there a cost associated with this request:</i> ☐ Yes ☐ No <i>What is the total cost, with tax and shipping</i> \$ _____ <i>Is this budgeted?</i> ☐ Yes ☐ No <i>Please Explain:</i>	

RESOLUTION
NO. 54:16

WHEREAS, Minnesota Statutes 435.193 through 435.195 authorizes the City of Brainerd to defer the payment of special assessments against any homestead property for certain citizens; and

WHEREAS, said deferment of assessment may be permitted at the discretion of the City Council; and

WHEREAS, the City Council of the City of Brainerd finds and determines that deferral of special assessments for certain citizens is in the public interest; and

WHEREAS, it is necessary and proper that the City Council set forth its general policies and guidelines for granting said deferrals of special assessments for citizens.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BRAINERD, MINNESOTA:

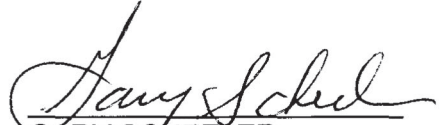
1. That the City Council does endorse the principle of deferment of special assessments for citizens where the payment of said special assessments constitutes hardship.
2. The Council, in accordance therewith, may defer the payment of any special assessment on homestead property when payment of the assessment would create a hardship upon the property owner as defined herein.
3. The deferment may be granted upon an application by the owner on a form prescribed by the County Auditor supplemented by the City Administrator to establish the qualifications of the owner for said deferment. All deferments shall be subject to renewal each following year upon the filing of a similar application not later than August 15. The Council shall either grant or deny the deferment, and if it grants the deferment, the deferred assessment shall bear interest at the rate established in the Resolution adopting the assessment. If the Council grants the deferment, the City Administrator shall notify the County Auditor who shall, in accordance with Minnesota Statute 435.194, record a notice of the deferment with the County Recorder setting forth the amount of the assessment.
4. A hardship shall be deemed prima facie to exist when all of the following apply:
 - A. The applicant's spouse and family combines shall not have an annual gross income in excess of the low income limits established by the Housing and Redevelopment Authority of the City of Brainerd in effect at the time of application. All data necessary to confirm applicant's income shall be furnished to the City Administrator.
 - B. The special assessments to be deferred exceed \$300.00.

- C. The total assets of the applicant and spouse, exclusive of the homestead, do not exceed \$25,000.00.
- D. The Crow Wing County Assessor's **estimated market value** of the applicant's homestead is less than **\$110,000**.

Notwithstanding the foregoing provisions of this paragraph, the City Council may consider exceptional and unusual circumstances pertaining to an applicant not covered by the above standards; but any determination shall be made in a non-discriminatory manner and shall not give the applicant an unreasonable preference or advantage over the other applicants.

- 5. Retirement by reason of permanent and total disability shall be deemed prima facie to exist when the applicant presents a sworn affidavit by a licensed medical doctor attesting that the applicant is unable to be gainfully employed because of a permanent and total disability.
- 6. The option to defer the payment of special assessments shall terminate and all amounts accumulated plus applicable interest shall become due upon the occurrence of any of the following events:
 - A. The death of the owner when there is no spouse who is eligible for deferment;
 - B. The sale, transfer, or subdivision of all or any part of the property;
 - C. Loss of homestead status on the property;
 - D. Determination by the Council for any reason that there would be no hardship to require immediate or partial payment; or
 - E. Failure to file a renewal application with the time prescribed by Paragraph 3.
- 7. This Resolution supersedes Resolution No. 06:05 adopted on February 22, 2005.

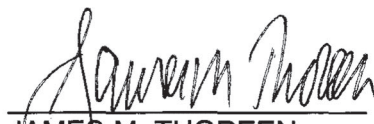
Adopted this 21st day of November, 2016


GARY SCHEELER
President of the Council

Approved this 22nd day of November, 2016


EDWIN L. MENK
Mayor

ATTEST:


JAMES M. THOREEN
City Administrator



Brainerd City Council Agenda Request

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MEMO



TO: Mayor and Council

FROM: City Administrator Bergman
Finance Director Connie Hillman

DATE: November 25, 2020

RE: 2021 Budget and Levy

The workshop on November 30, 2020 will focus on the working funds - General, Public Safety, Parks, and Streets – as the operations of these funds are supported by property taxes as well as the capital fund. The other funds (i.e. Recycling, Library, Parking lots etc.) will be discussed at the December 7, 2020 council meeting.

The budget process includes trying to estimate all expenses (i.e. personnel cost, supplies, services, capital, debt service etc.), and estimating all of the non-tax revenues (i.e. fees, fines, LGA, grants etc.). The difference between the two is the levy needed. Per the LMC Handbook for MN Cities, Chapter 20 Municipal Budgeting- budgeting is basically planning and prioritizing goals for the coming year based on experiences in the past year or years.

Levy Overview:

Attached is a summary of the current budget and levy. The overview is a comparison of actual 2019, the adopted budget for 2020 and the current proposed budget for 2021 as well as a column highlighted in grey showing the status of the budget and levy when Council adopted the 2021 preliminary levy in September at a 4% increase.

The summary shows that for 2021, the levy could be decreased by \$4,182 or .07% from the 2020's levy for a balanced budget since we are using the \$102,000 "levy stabilizer". When the preliminary levy was set in September it showed a decrease of approximately \$10,000 using the levy stabilizer.

Please keep in mind a budget is an estimate at a certain time. There are items that are not addressed in the budget, such as the savings from the reorganization of the Parks department, and several unknowns, such as the renewal rates for workers comp and union contract settlements.

Total Expenditures:

Since September and as a reminder:

- The 2020 budget includes the reorganization of the Community Development Department, which added an additional estimated cost \$2,500 to the budget.

- There is an additional temporary employee in engineering to assist with performing the street condition analysis.
- The Park Board has decided not to replace the Park Director Position at this time. Twenty-five percent of the City Engineer's time has been allocated to the Parks Department budget, and 50% of the Administrative Specialists' time has been allocated to the Engineering Department's budget. The reduction in overall expenditures to the Parks Department budget is reflected in the current summary.
- The City received the actual renewal rates for health insurance which is reflected in the budget.
- Staff received additional information from the LMC regarding insurance rates (attached). Therefore, Staff decreased the estimated percentage increase from 7.5% to 5% for the general property and auto insurance and increased the estimate for the workers' comp insurance from 10% to 15%.
- Staff has reviewed the line items for the budget, trying to verify expenditures are accounted for in the budget.
- Police is budgeted for 27 sworn officers as approved with the 2020 budget. This means there are six officers that would be hired. It was assumed for budget purposes that an additional two would be hired prior to the first of the year, another two on 3/1/2021, and the remaining two on 6/1/2021.
- We do not have budgeted the payment to Lakes Area Media Collaborative. However, the amount that would have been paid to the organization is included in the budget to be working with CLC, and to provide some options for broadcasting council meetings and marketing initiatives.
- Council President Johnson, P&F Committee Chair Pritschet, City Administrator Bergman and Finance Director Hillman had a virtual meeting to review the budget before the workshop. It was shared that the capital for the facilities does not include anything for the main fire station. President Johnson suggested that we take the approximately \$65,000 that is part of the Fire Advisory Board cost formula and designate it for the fire stations. The transfers line item in the levy overview includes this suggestion.

Total Capital:

Attachment B is a detailed list of the proposed capital purchases for 2021 as well as the proposed capital items identified in September when the preliminary levy was set. Some cost estimates have been increased based on additional information that has been received and some items have been added since September.

Attachment C is a portion of the 30-year capital plan summary. Based on preliminary data, it is believed that revenues will exceed expenditures for 2020 and funds will be able to be transferred from the general fund to the capital fund per our fund balance policy.

Total Debt Levy:

The 2021 debt levy is to pay the August 1, 2021 and the February 1, 2022 debt service. The City is able to reduce the debt levy due to a debt issue being paid off after the February 1, 2021 payment. There is \$100,000 in the levy to be able to structure for a bond issue for the 2021 road construction projects.

Other Levies:

The other levies now reflect the mill rate calculated by the County. The preliminary levy for the City included a 2% levy increase for the Library. The Library Board was informed the payment to Kitchigami for 2021 will be reduced by \$10,000. At its November 24, 2020 meeting, the Library Board voted, 5-4 to request a \$146,851 levy to the City of Brainerd. It is believed this reduction to Kitchigami is for one year only. Therefore, rather than impacting the levy, the current overview reflects the difference in the preliminary levy and the levy request by the board into the capital fund. The City will use these funds to help pay for the library parking lot project in 2021.

Total Revenues:

Since September, staff has reviewed the estimated revenue numbers and have updated the estimates. The budget reflects the increase in additional LGA certified for 2021. The certified LGA amount is to increase by \$112,375 or 2.53%.

Summary:

The 2021 preliminary levy was set at \$6,315,337 which was a 4% increase over the 2020 levy (\$6,072,439), and results in \$242,898 of new money. The 2021 preliminary levy results in a calculated City tax rate of 75.390% a 3.942% **decrease** from the 2020 tax rate of 79.332%.

At the workshop, Staff will estimate the impact to residents and business owners, present updated market value data, and discuss the financial impact of the Parks department in more detail.

If you have any questions before the meeting, please contact me.



2020-2021 Premium Rates

Your LMC Resource

Underwriters are available to assist with questions about coverages and more.

[Connect with Underwriters \(https://www.lmc.org/about/league-staff/\)](https://www.lmc.org/about/league-staff/)
choose "Underwriting" under "Department"

The League of Minnesota Cities Insurance Trust's [Board of Trustees \(https://www.lmc.org/about/governing-boards/lmcit-board-of-trustees/\)](https://www.lmc.org/about/governing-boards/lmcit-board-of-trustees/) evaluates loss projections every year to ensure premium rates are adequately set to respond to future claims experienced by Minnesota cities. Here is information about premium rates going into effect for property/casualty coverages renewing on or after Nov. 15, 2020, and for workers' compensation coverages renewing on or after Jan. 1, 2021.

Property/casualty program

Property/casualty **premium rates will remain flat this year**. Recognizing the pressure members are facing from COVID-related costs and the effect of post-traumatic stress disorder (PTSD) claims on workers' compensation rates, the Board of Trustees decided against rate increases for this program. Fortunately, the Trust's strong property/casualty fund balance, and the opportunity that provides to increase reinsurance retentions, made it possible to avoid a rate increase.

There will be a minor shift between certain auto rates that will not change the program's overall revenue. Based on our evaluation of projected losses and expenses, auto physical damage rates will decrease 5% and auto liability rates will increase 5%.

Members should note their premium might be affected by other factors that are specific to their individual organization, such as changes in expenditures, property values, payrolls, experience rating, and other exposure measures.

Workers' compensation program

The workers' compensation program's fund balance remains strong and costs have remained stable or improved in many job classifications, **but public safety PTSD claims have had significant cost implications, resulting in an average rate increase of 13% for the coming year**. That will be implemented by way of a 35% rate increase for police job classes and a 4.5% increase in all other job classes.

Because of the effect this could have on stand-alone police departments, the rate increase for those members will be capped at 20% for the year. **It's important to note individual member premiums will also be affected by other factors like changes in member expenditures, payrolls, experience rating, and other exposure measures.**

These increases will move us toward a workers' compensation funding level for police job classes that will be sustainable over time, but there is still a projected gap, meaning we're likely to see additional pressure on rates in the coming year. As public officials themselves, the Trustees understand the impact this has on member budgets.

The Trust's work to address PTSD

Unfortunately, PTSD has become a very significant factor for the program. Since PTSD claims first became compensable in 2013, they have risen to a point where they're currently projected to make up more than 30% of our annual claim costs, with most of that arising from police departments.

The Trust is working diligently with our members, public safety professional organizations, local government self-insurance pools across the country, and other stakeholders to address PTSD. We are addressing it not only from a financial perspective, but also in recognition of the effects it has on staffing, departmental morale, and the well-being of individuals and their friends, families, and communities.

As part of this effort, the Trust hired a former public safety officer as a dedicated full-time resource on PTSD and general public safety mental health. Over the last year, she has:

- Created our online [PTSD and Mental Health Toolkit \(https://www.lmc.org/ptsd-mental-health-toolkit/\)](https://www.lmc.org/ptsd-mental-health-toolkit/) in consultation with a psychologist and a number of state public safety leaders.

- Collaborated with the University of Minnesota on research projects designed to measure the scope and effectiveness of different approaches to preventing, identifying, and mitigating PTSD.
- Initiated a broad analysis with other state league pools of national trends regarding these types of claims.
- Worked with members and the League's Intergovernmental Relations staff to develop legislative strategies to reduce the burdens PTSD is creating for our members, both in the workers' compensation system and with regard to Public Employee Retirement Association health benefit costs.

Results will take time

While these efforts are expected to ultimately result in more manageable claim trends, that is not likely to happen overnight, and it could take several years to reach that goal. Although there are treatments that are widely effective for PTSD, there are still social and cultural obstacles to acknowledging mental health issues, seeking appropriate care, and encouraging return to work. Obstacles like those can take time to overcome.

In addition, while we are encouraging the state to take a more active role in addressing the problem, the state's own economic challenges suggest the Trust and our members will have to play an outsized role in finding solutions.

Nevertheless, we believe this is ultimately a broader problem that local governments and the workers' compensation system cannot fix without help from state and federal governments, public health professionals, health care organizations and insurers, and others with an interest in ensuring cost-effective public safety and healthy public safety officers. The Trust is committed to playing an active and significant role in confronting the challenge of PTSD. We are equally committed to engaging other participants in this effort.

2021 Levy Overview
Budget Workshop 11/30/2020

	Actual 2019	Adopted Budget 2020	Current Proposed Budget 2021	Difference in Budgets	% Difference	Preliminary Budget 2021
TOTAL OPERATING EXPENDITURES						
Personnel Services	6,734,102	7,086,778	7,122,624	35,846	0.51%	7,255,549
Supplies	486,396	473,000	511,550	38,550	8.15%	509,050
Services	2,471,928	2,536,425	2,531,501	(4,924)	-0.19%	2,542,478
Transfers Out	410,170	348,843	539,160	190,317	54.56%	447,371
Total Expenditures	10,102,596	10,445,046	10,704,835	259,789	2.49%	10,754,448
TOTAL CAPITAL	1,267,687	1,155,927	1,266,281	110,354	9.55%	1,255,927
TOTAL DEBT LEVY	1,264,850	1,264,451	912,211	(352,240)	-27.86%	912,211
OTHER LEVIES						
Perm Improvement	349,350	368,564	403,532	34,968	9.49%	409,790
Hydrant	174,675	184,282	201,766	17,484	9.49%	204,895
Sr Center/Arb/Community Action	260,746	276,423	302,649	26,226	9.49%	307,343
Library	150,364	154,123	146,851	(7,272)	-4.72%	157,205
EDA	124,351	127,817	133,789	5,972	4.67%	133,789
Airport	155,500	155,500	155,500	-	0.00%	155,500
Total Other Levies	1,214,986	1,266,709	1,344,087	77,378	6.11%	1,368,522
TOTAL ESTIMATED EXPENDITURES	13,850,119	14,132,133	14,227,414	95,281	0.67%	14,291,109
TOTAL REVENUE - NON PROPERTY TAX						
Other Taxes	(308,729)	(279,000)	(285,000)	6,000	-2.15%	(285,000)
Licenses & Permits	(732,706)	(552,390)	(437,845)	(114,545)	20.74%	(437,845)
Grants & Aids	(4,728,163)	(4,900,340)	(5,016,526)	116,186	-2.37%	(5,017,795)
Revenue from Other Gov'ts	(223,677)	(203,970)	(188,308)	(15,662)	7.68%	(188,308)
Charges for Services	(923,020)	(1,034,912)	(985,008)	(49,904)	4.82%	(1,050,138)
Fines & Forfeitures	(138,484)	(138,000)	(127,000)	(11,000)	7.97%	(127,000)
Other Revenues	(1,306,634)	(1,018,082)	(1,012,470)	(5,612)	0.55%	(1,015,599)
Transfers In	(22,929)	(20,000)	(20,000)	-	0.00%	(20,000)
Total Revenues	(8,384,342)	(8,146,694)	(8,072,157)	(74,537)	0.91%	(8,141,685)
(USE)/ADDITION TO FUND BALANCE						
Election		(15,000)	15,000	(30,000)		15,000
Levy Stabilizer		102,000	(102,000)	204,000		(102,000)
Estimated Levy	5,465,777	6,072,439	6,068,257	(4,182)	-0.07%	6,062,424
Actual Levy / <i>Proposed</i>	5,895,572	6,072,439	6,068,257			6,315,337
% Increase		3.00%	-0.07%			4.00%
						242,898

2021 Proposed Capital			
	2021 Preliminary Capital	2021 Current Capital	2020 Budget Planning Process
City Hall-General			
Office Furniture	5,000	5,000	5,000
Facilities - Garage/Parking lots	544,912	688,109	390,046
Cubicles and desks for engineering		25,400	
Finance			
Scanner	2,000	-	-
Engineering			
Trimble Robotic Station	37,000	37,000	35,000
IT			
Server Replacement	15,000	15,000	15,000
Tablets for Council	9,600	9,600	9,600
Tablets for Department Heads	10,800	10,800	10,800
Phone Server and Phones	15,000	15,000	15,000
Cell Phones	15,000		15,000
Rewire/Network Fire Station		5,000	
Replace Network Switches		10,000	
Service for Inspections	3,500	3,500	3,500
Police			
Leased Squads Build Up	67,000	67,000	67,000
Office Furniture	3,000	3,000	10,000
800 MHz Radio Replacement		135,000	
Community Development			
Zoning Code Update (Part II)	50,000	50,000	50,000
Fire/Civil Defense			
Civil Defense Siren	25,000	25,000	25,000
Parks			
Trailer	15,000	15,000	-
Mower	22,000	22,000	20,000
Buster Park Gazebo	7,000	7,000	-
Beach House Shingles	7,000	7,000	10,000
Triangle Park Playground	30,000	30,000	-
Gregory Park Basketball Overlay	8,000	8,000	-
Stump Grinder	15,000	15,000	-
Cab for Snowblower	6,000	6,000	-
Security Camera- College Dr Bridge	2,500	2,500	-
Memorial Park Phase I Completion	260,000	260,000	-
<i>Splash Pad Match</i>	<i>100,000</i>	<i>100,000</i>	-
Streets			
Tree Replacement	25,000	25,000	-
Welder	3,000	3,000	3,000
GRAND TOTAL	1,303,312	1,604,909	683,946

City of Brainerd
Capital Plan: **Summary - Working Funds Only - Excludes Fire Equipment**
2021-2051 - 30 Years

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	<u>2029</u>	<u>2030</u>	<u>2031</u>	<u>2032</u>	<u>2033</u>	<u>2034</u>	<u>2035</u>
Tax Levy: Current	\$ 1,155,927	\$ 1,266,281	\$ 1,255,927	\$ 1,255,927	\$ 1,255,927	\$ 1,255,927	\$ 1,255,927	\$ 1,255,927	\$ 1,255,927	\$ 1,255,927	\$ 1,255,927	\$ 1,255,927	\$ 1,255,927	\$ 1,255,927	\$ 1,255,927	\$ 1,255,927
Tax Levy: Add/Sub	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000
Bonds	1,760,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other/Grants	-	88,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Under budget	133,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sale of Assets	49,000	39,600	51,100	35,600	27,350	23,100	50,100	60,100	37,100	37,100	40,100	54,100	35,100	82,100	50,100	55,100
Interest Earnings	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dedicated to Fire Buildings	-	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000
Revenues	\$ 3,117,927	\$ 1,478,881	\$ 1,392,027	\$ 1,376,527	\$ 1,368,277	\$ 1,364,027	\$ 1,391,027	\$ 1,401,027	\$ 1,378,027	\$ 1,378,027	\$ 1,381,027	\$ 1,395,027	\$ 1,376,027	\$ 1,423,027	\$ 1,391,027	\$ 1,396,027
Vehicles	\$ 69,000	\$ 67,000	\$ 68,000	\$ 81,000	\$ 95,500	\$ 50,500	\$ 91,000	\$ 71,000	\$ 62,000	\$ 121,000	\$ 53,000	\$ 73,000	\$ 97,000	\$ 65,000	\$ 104,500	\$ 78,000
Equipment	576,600	362,400	475,500	422,100	305,500	294,400	500,600	422,500	315,000	316,000	744,500	384,000	160,600	445,900	444,700	361,100
Furniture & Fixtures	35,000	30,400	5,000	15,000	5,000	5,000	5,000	5,000	5,000	5,000	25,000	5,000	5,000	10,000	5,000	5,000
Buildings	2,138,863	482,109	916,068	331,068	331,068	275,940	275,940	275,940	275,940	275,940	230,173	230,173	230,173	230,173	230,173	-
Improvements	1,350,000	663,000	275,000	375,000	225,000	211,000	132,111	287,000	125,000	330,000	125,000	131,667	125,000	125,000	150,000	125,000
Expenditures	\$ 4,169,463	\$ 1,604,909	\$ 1,739,568	\$ 1,224,168	\$ 962,068	\$ 836,840	\$ 1,004,651	\$ 1,061,440	\$ 782,940	\$ 1,047,940	\$ 1,177,673	\$ 823,840	\$ 617,773	\$ 876,073	\$ 934,373	\$ 569,100
Beginning Cash Balance	\$ 2,174,774	\$ 923,238	\$ 797,210	\$ 449,670	\$ 602,029	\$ 1,008,238	\$ 1,535,426	\$ 1,921,802	\$ 2,261,389	\$ 2,856,476	\$ 3,186,563	\$ 3,389,917	\$ 3,961,104	\$ 4,719,357	\$ 5,266,311	\$ 5,722,964
Annual Surplus (deficit)	(1,051,536)	(126,028)	(347,541)	152,359	406,209	527,187	386,376	339,587	595,087	330,087	203,354	571,187	758,254	546,954	456,654	826,927
Savings (Water Tower/Riverfront)	200,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cash Balance	\$ 923,238	\$ 797,210	\$ 449,670	\$ 602,029	\$ 1,008,238	\$ 1,535,426	\$ 1,921,802	\$ 2,261,389	\$ 2,856,476	\$ 3,186,563	\$ 3,389,917	\$ 3,961,104	\$ 4,719,357	\$ 5,266,311	\$ 5,722,964	\$ 6,549,891
Savings (Water Tower/Riverfront)		400,000	400,000	400,000	400,000	400,000	400,000	400,000	400,000	400,000	400,000	400,000	400,000	400,000	400,000	400,000
Dedicated for Fire Buildings		65,000	130,000	195,000	260,000	325,000	390,000	455,000	520,000	585,000	650,000	715,000	780,000	845,000	910,000	975,000
		\$ 332,210	\$ (80,330)	\$ 7,029	\$ 348,238	\$ 810,426	\$ 1,131,802	\$ 1,406,389	\$ 1,936,476	\$ 2,201,563	\$ 2,339,917	\$ 2,846,104	\$ 3,539,357	\$ 4,021,311	\$ 4,412,964	\$ 5,174,891