

Proposed Public Safety Spending Plan
Est. One-half Cent Sales Tax Revenues
Phase I - Critical Needs

Updated January 2, 2025

+1 Captain, + Continuing hourly CSOs, +6 Officers, +4 Vehicles, + Overtime, + Storage Lockers

	Fiscal Year 2025	Fiscal Year 2025 Change	Fiscal Year 2025 Amended	Fiscal Year 2026	Fiscal Year 2027	Fiscal Year 2028	Fiscal Year 2029	Fiscal Year 2030	Fiscal Year 2031	Fiscal Year 2032	Fiscal Year 2033	Fiscal Year 2034	Total Estimate
Police Department Spending Plan													
Phase I - Critical Needs Funding													
Est. Beginning Police Department Funds Available	\$ 23,894,812	\$ -	\$ 23,894,812	\$ 19,626,700	\$ 16,255,765	\$ 12,799,151	\$ 9,606,202	\$ 6,780,908	\$ 4,344,908	\$ 2,278,056	\$ 1,298,853	\$ 679,890	\$ 23,894,812
Estimated 1/2 Cent Sales Tax Revenues	14,489,483	186,524	14,676,007	15,116,287	15,569,776	16,036,869	16,517,975	17,096,104	17,694,468	18,402,247	19,138,337	19,903,870	170,151,940
Gaylord Pacific Measure A Revenue (PD)	104,250	-	104,250	322,750	356,000	379,750	397,750	409,750	422,000	434,750	447,750	461,250	3,736,000
Estimated Funds Available - Police Department	\$ 38,488,545	\$ 186,524	\$ 38,675,068	\$ 35,065,737	\$ 32,181,541	\$ 29,215,770	\$ 26,521,927	\$ 24,286,762	\$ 22,461,376	\$ 21,115,053	\$ 20,884,940	\$ 21,045,010	\$ 197,782,751
Ongoing Personnel Expenditures													
Peace Officers	\$ 5,128,357	\$ 320,522	\$ 5,448,879	\$ 6,733,331	\$ 7,075,555	\$ 7,306,863	\$ 7,549,933	\$ 7,829,369	\$ 8,123,710	\$ 8,434,177	\$ 8,761,779	\$ 9,108,037	\$ 81,820,512
Police Agents	1,324,425	-	1,324,425	1,390,443	1,460,398	1,507,475	1,556,911	1,614,108	1,674,336	1,737,817	1,804,813	1,875,549	\$ 17,270,700
Police Sergeants	2,027,035	-	2,027,035	2,127,431	2,233,781	2,305,083	2,379,942	2,467,166	2,558,984	2,655,743	2,757,797	2,865,565	\$ 26,405,562
Police Lieutenant	264,352	-	264,352	277,295	290,986	299,956	309,345	320,321	331,845	343,955	356,695	370,109	\$ 3,429,211
Police Captain	328,647	136,936	465,583	719,709	788,305	847,375	910,971	983,113	1,061,083	1,145,354	1,236,441	1,334,897	\$ 9,958,414
Civilian Background Investigator	106,891	-	106,891	111,933	117,212	120,646	124,278	127,936	131,997	135,416	139,734	144,199	\$ 1,367,133
Community Services Officer	367,913	-	367,913	385,269	403,445	415,497	428,242	441,105	455,344	467,482	482,653	498,349	\$ 4,713,212
Digital Forensics Analyst II	274,104	-	274,104	287,043	300,592	309,127	318,166	327,239	337,355	345,705	356,436	367,522	\$ 3,497,393
Forensics Specialist	122,117	-	122,117	127,870	133,893	137,749	141,832	145,936	150,501	154,308	159,155	164,166	\$ 1,559,644
Information Technology Technician	111,084	-	111,084	116,323	121,808	125,357	129,113	132,894	137,095	140,620	145,084	149,700	\$ 1,420,162
Police Comm Systems Manager	184,825	-	184,825	193,509	202,600	208,243	214,220	220,209	226,900	232,365	239,449	246,760	\$ 2,353,905
Police Dispatcher	917,228	-	917,228	960,189	1,005,175	1,033,816	1,064,083	1,094,546	1,128,292	1,156,760	1,192,587	1,229,605	\$ 11,699,509
Property & Evidence Specialist	268,479	-	268,479	281,181	294,480	303,324	312,684	322,125	332,571	341,496	352,632	364,155	\$ 3,441,606
Property & Evidence Supervisor	113,110	-	113,110	118,443	124,029	127,635	131,450	135,291	139,556	143,134	147,669	152,357	\$ 1,445,784
Public Information Specialist	116,925	-	116,925	122,441	128,216	131,927	135,855	139,806	144,196	147,869	152,536	157,360	\$ 1,494,056
Police Technology Specialist	144,897	-	144,897	151,717	158,856	163,346	168,100	172,871	178,191	182,576	188,217	194,043	\$ 1,847,711
Sr Police Records Specialist	283,578	-	283,578	296,985	311,019	320,286	330,084	339,969	350,916	360,222	371,883	383,952	\$ 3,632,472
Senior HR Analyst (0.5 FTE)	70,924	-	70,924	74,471	78,194	80,384	82,634	84,948	87,327	89,772	92,285	94,869	\$ 906,732
Senior HR Technician (0.5 FTE)	52,112	-	52,112	54,717	57,453	59,062	60,715	62,415	64,163	65,960	67,806	69,705	\$ 666,219
Deputy City Attorney (1.0 FTE)	242,589	-	242,589	254,718	267,454	274,943	282,642	290,555	298,691	307,054	315,652	324,490	\$ 3,101,378
Personnel Cost Savings (4%)	(1,113,845)	-	(1,113,845)	(600,384)	(631,571)	(652,867)	(675,312)	(700,473)	(727,263)	(754,608)	(784,317)	(815,665)	\$ (8,570,150)
Transfer Out: Pension Obligations	1,693,923	-	1,693,923	1,231,712	1,263,618	1,295,561	1,328,335	1,361,823	1,383,844	790,669	799,598	906,861	\$ 13,749,867
Overtime	-	-	-	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	\$ 1,800,000
Ongoing Personnel Expenditures Subtotal	13,029,670	457,458	13,487,128	15,616,346	16,385,498	16,920,787	17,484,223	18,113,273	18,769,634	18,823,846	19,536,585	20,386,585	189,011,033
Ongoing Non-Personnel Expenditures													
Reimbursement for Support Staff (IT, Fin, HR, City Attorney)	161,135	-	161,135	226,744	233,547	240,553	247,770	256,442	265,417	276,034	287,075	298,558	\$ 2,654,409
Drone Replacement	69,936	-	69,936	69,936	69,936	76,424	76,424	76,424	83,512	83,512	83,512	83,512	\$ 843,064
Drone Program Costs	100,000	-	100,000	105,000	110,250	115,763	121,551	127,628	134,010	140,710	147,746	155,133	\$ 1,357,789
Drone Pilot In Command contractual costs	960,313	-	960,313	979,519	999,109	1,019,091	1,039,473	1,060,262	1,081,467	1,103,096	1,125,158	1,147,661	\$ 11,475,462
Sworn - non-personnel costs	421,423	-	421,423	361,119	379,175	398,134	418,041	438,943	460,890	483,934	508,131	533,537	\$ 4,824,750
Police Vehicles, Outfitting, Maint., Fuel, etc.	2,372,177	462,760	2,834,937	727,037	737,772	756,407	762,008	767,777	777,229	783,349	884,038	935,477	\$ 12,800,968
Civilian Non-Personnel Costs	180,072	-	180,072	165,451	173,723	182,409	191,530	201,106	211,162	221,720	232,806	244,446	\$ 2,184,496
Ongoing Non-Personnel Expenditures Subtotal	4,265,056	462,760	4,727,816	2,634,806	2,703,512	2,788,781	2,856,796	2,928,582	3,013,686	3,092,355	3,268,465	3,398,324	36,140,938
Total Ongoing Expenditure	17,294,726	920,218	18,214,944	18,251,152	19,089,010	19,709,568	20,341,019	21,041,854	21,783,319	21,916,200	22,805,050	23,784,910	215,555,832
Revenue vs Ongoing Expenditure													
Annual Surplus/(Shortfall)	(2,700,993)	(733,694)	(3,434,687)	(2,812,115)	(3,163,234)	(3,292,949)	(3,425,294)	(3,536,000)	(3,666,851)	(3,079,203)	(3,218,963)	(3,419,790)	(41,667,893)
One-Time Expenditures													
Community Services Officer (Hourly)	532,220	-	532,220	558,820	293,380	-	-	-	-	-	-	-	\$ 1,916,640
Multi-Purpose Store Front and Public Safety Training Center	-	-	-	-	-	-	-	-	-	-	-	-	\$ -
Computers and other equipment	100,000	201,204	301,204	-	-	-	-	-	-	-	-	-	\$ 602,408
One-Time Expenditures Subtotal	632,220	201,204	833,424	558,820	293,380	-	-	-	-	-	-	-	2,519,048
Total Police Department Proposed Expenditures	\$ 17,926,946	\$ 1,121,422	\$ 19,048,368	\$ 18,809,972	\$ 19,382,390	\$ 19,709,568	\$ 20,341,019	\$ 21,041,854	\$ 21,783,319	\$ 21,916,200	\$ 22,805,050	\$ 23,784,910	\$ 227,671,019

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Police Department Spending Plan	Phase I - Critical Needs Funding												
Potential Measure A Budgetary Reductions of Non-sworn Personnel Expenditures	-	-	-	-	-	100,000	600,000	1,100,000	1,600,000	2,100,000	2,600,000	3,100,000	\$ 11,200,000
Est. Impact to Fund Balance	(3,333,213)	(934,898)	(4,268,111)	(3,370,935)	(3,456,614)	(3,192,949)	(2,825,294)	(2,436,000)	(2,066,851)	(979,203)	(618,963)	(319,790)	(53,783,079)

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Police Department Spending Plan													
Phase I - Critical Needs Funding													
	Fiscal Year 2025		Fiscal Year 2025 Amended	Fiscal Year 2026	Fiscal Year 2027	Fiscal Year 2028	Fiscal Year 2029	Fiscal Year 2030	Fiscal Year 2031	Fiscal Year 2032	Fiscal Year 2033	Fiscal Year 2034	
Est. Ending Police Department Available Funds	\$ 17,567,799		\$ 16,445,623	\$ 13,114,500	\$ 9,562,292	\$ 6,314,704	\$ 3,383,958	\$ 830,918	\$ (1,359,758)	\$ (2,361,152)	\$ (3,128,553)	\$ (3,611,980)	
Reserve Contribution (16.7% of Operating Budget)	\$ 2,993,800		\$ 3,181,077	\$ 3,141,265	\$ 3,236,859	\$ 3,291,498	\$ 3,396,950	\$ 3,513,990	\$ 3,637,814	\$ 3,660,005	\$ 3,808,443	\$ 3,972,080	
Est. Ending Police Department Available Funds including Reserves	\$ 20,561,599		\$ 19,626,700	\$ 16,255,765	\$ 12,799,151	\$ 9,606,202	\$ 6,780,908	\$ 4,344,908	\$ 2,278,056	\$ 1,298,853	\$ 679,890	\$ 360,100	

Assumptions:

Amounts budgeted in the Intended Public Safety Spending Plan may differ from the City's Annual Budget due to personnel costing estimates in the Annual Budget is based on individual employees projected salaries and benefits, and the Intended Public Safety Spending Plan are estimates that are based on positions.

Sales Tax Revenue projection; 3% in fiscal years 2026, 2027, 2028 and 2029, 3.5% in fiscal years 2030 and 2031, and 4% annually thereafter.

Salary projections reflect the most recent MOU agreements and assume 5% increase until year 2027 and 2.8% annual increase for every year thereafter to reflect CalPERS assumptions.

Flex benefit projections assume 10% annual increase.

PERS projections based on most recent CalPERS Valuation Report.

Workers Comp projections assume 5% annual increase for sworn positions and 3% annual increase for civilian positions.

Personnel cost projections assume 4% vacancy savings due to attrition.

Addition of 6.0 FTE Peace Officers is expected to occur in March 2025