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

Updated April 10, 2025

	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	Fiscal Year 2035	Total Estimate
Police Department Spending Plan					**Phase I - Critical Needs Funding**						
Est. Beginning Police Department Funds Available	$ 19,440,177	$ 16,493,062	$ 13,013,645	$ 9,708,897	$ 6,723,684	$ 4,258,370	$ 2,324,575	$ 998,580	$ 301,735	$ 97,023	$ 23,894,812
Estimated 1/2 Cent Sales Tax Revenues	14,922,608	15,370,286	15,831,395	16,306,337	16,877,059	17,467,756	18,166,466	18,893,125	19,648,850	20,434,804	173,918,686
Gaylord Pacific Measure A Revenue (PD)	322,750	356,000	379,750	397,750	409,750	422,000	434,750	447,750	461,250	475,000	4,106,750
Other Revenue - Grant	63,372	63,372	63,372	63,372	63,372	63,372	63,372	63,372	63,372	63,372	633,720
Estimated Funds Available - Police Department	**$ 34,748,906**	**$ 32,282,720**	**$ 29,288,162**	**$ 26,476,356**	**$ 24,073,865**	**$ 22,211,498**	**$ 20,989,163**	**$ 20,402,827**	**$ 20,475,207**	**$ 21,070,199**	**$ 201,920,247**
Ongoing Personnel Expenditures											
Peace Officers	$ 5,131,287	$ 5,454,558	$ 5,645,468	$ 5,803,541	$ 5,966,040	$ 6,133,089	$ 6,304,815	$ 6,481,350	$ 6,662,828	$ 6,849,387	$ 60,432,363
Police Agents	1,182,041	1,256,510	1,300,487	1,336,901	1,374,334	1,412,816	1,452,374	1,493,041	1,534,846	1,577,822	$ 13,921,172
Police Sergeants	2,083,611	2,214,878	2,292,399	2,356,586	2,422,571	2,490,403	2,560,134	2,631,818	2,705,509	2,781,263	$ 24,539,173
Police Lieutenant	276,989	294,439	304,745	313,278	322,049	331,067	340,337	349,866	359,662	369,733	$ 3,262,164
Police Captain	596,594	634,179	656,376	674,754	693,647	713,069	733,035	753,560	774,660	796,351	$ 7,026,227
Civilian Background Investigator	93,954	99,873	103,369	106,263	109,238	112,297	115,441	118,674	121,997	125,412	$ 1,106,518
Community Services Officer	329,236	349,978	362,227	372,369	382,796	393,514	404,532	415,859	427,503	439,474	$ 3,877,489
Digital Forensics Analyst II	234,861	249,657	258,395	265,630	273,068	280,714	288,574	296,654	304,960	313,499	$ 2,766,013
Forensics Specialist	110,629	117,599	121,715	125,123	128,626	132,228	135,930	139,736	143,649	147,671	$ 1,302,904
Information Technology Technician	100,572	106,908	110,650	113,748	116,933	120,207	123,573	127,033	130,590	134,246	$ 1,184,460
Police Comm Systems Manager	189,318	201,245	208,289	214,121	220,116	226,279	232,615	239,128	245,824	252,707	$ 2,229,642
Police Dispatcher	803,987	854,638	884,551	909,318	934,779	960,953	987,859	1,015,519	1,043,954	1,073,185	$ 9,468,742
Property & Evidence Specialist	268,815	285,750	295,752	304,033	312,546	321,297	330,293	339,541	349,049	358,822	$ 3,165,897
Property & Evidence Supervisor	115,936	123,240	127,553	131,125	134,796	138,571	142,451	146,439	150,540	154,755	$ 1,365,405
Public Information Specialist	125,289	133,182	137,844	141,703	145,671	149,750	153,943	158,253	162,684	167,239	$ 1,475,558
Police Technology Specialist	143,234	152,258	157,587	161,999	166,535	171,198	175,992	180,919	185,985	191,193	$ 1,686,900
Sr Police Records Specialist	267,166	283,997	293,937	302,168	310,628	319,326	328,267	337,459	346,907	356,621	$ 3,146,476
Police Comm Relations Specialist	101,707	108,115	111,899	115,032	118,253	121,564	124,967	128,467	132,064	135,761	$ 1,197,827
Senior HR Analyst (0.5 FTE)	74,471	78,195	80,384	82,635	84,949	87,327	89,772	92,286	94,870	97,526	$ 862,414
Senior HR Technician (0.5 FTE)	54,717	57,453	59,062	60,715	62,415	64,163	65,959	67,806	69,705	71,657	$ 633,652
Deputy City Attorney (1.0 FTE)	254,718	267,454	274,943	282,641	290,555	298,690	307,054	315,651	324,490	333,575	$ 2,949,771
Equipment Mechanic	56,741	60,316	62,427	64,175	65,972	67,819	69,718	71,670	73,677	75,739	$ 668,252
Personnel Cost Savings (4%)	-	-	-	-	-	-	-	-	-	-	$ -
Transfer Out: Pension Obligations	1,255,346	1,279,390	1,311,574	1,344,594	1,378,323	1,400,568	805,821	814,922	924,240	947,131	$ 11,461,909
Worker's Comp	333,413	350,084	367,588	385,967	405,266	425,529	446,805	469,146	492,603	517,233	$ 4,193,633
Overtime	686,523	929,774	962,316	989,261	1,016,960	1,045,435	1,074,707	1,104,799	1,135,733	1,167,534	$ 10,113,043
Unfunded Liability (UAL)	379,390	81,700	202,876	323,270	313,463	300,098	919,233	919,233	919,233	919,233	$ 5,277,729
Ongoing Personnel Expenditures Subtotal	**15,250,545**	**16,025,370**	**16,694,409**	**17,280,949**	**17,750,529**	**18,217,969**	**18,714,203**	**19,208,830**	**19,817,760**	**20,354,769**	**179,315,333**
Ongoing Non-Personnel Expenditures											
Reimbursement for Support Staff (IT, Fin, HR, City Attorney)	315,154	331,943	349,234	367,045	388,447	410,598	436,799	464,049	492,389	521,862	$ 4,077,520
Debt Service	59,367										$ 59,367
Drone Replacement	69,936	69,936	76,424	76,424	76,424	83,512	83,512	83,512	83,512	83,513	$ 786,705
Drone Program Costs	126,000	132,300	138,915	145,861	153,154	160,811	168,852	177,295	186,159	195,467	$ 1,584,814
Drone Pilot In Command contractual costs	959,119	978,301	997,867	1,017,824	1,038,180	1,058,944	1,080,123	1,101,725	1,123,760	1,146,235	$ 10,502,078
Police Vehicles, Outfitting, Maint., Fuel, etc.	150,212	683,844	701,414	705,019	708,733	712,558	719,936	731,666	791,388	902,221	$ 6,806,991

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Police Department Spending Plan						**Phase I - Critical Needs Funding**					
Sworn - non-personnel costs	361,119	379,175	398,134	418,040	438,942	460,890	483,934	508,131	533,537	560,214	$ 4,542,116
Civilian Non-Personnel Costs	338,202	355,112	372,868	391,511	411,086	431,641	453,223	475,884	499,678	524,662	$ 4,253,867
Ongoing Non-Personnel Expenditures Subtotal	**2,379,109**	**2,930,611**	**3,034,856**	**3,121,724**	**3,214,966**	**3,318,954**	**3,426,379**	**3,542,262**	**3,710,424**	**3,934,175**	**32,613,458**
Total Ongoing Expenditure	**17,629,654**	**18,955,980**	**19,729,265**	**20,402,673**	**20,965,495**	**21,536,923**	**22,140,583**	**22,751,092**	**23,528,184**	**24,288,943**	**261,593,764**
Revenue vs Ongoing Expenditure Annual Surplus/(Shortfall)	**(2,384,296)**	**(3,229,694)**	**(3,518,120)**	**(3,698,586)**	**(3,678,686)**	**(3,647,167)**	**(3,539,367)**	**(3,410,217)**	**(3,418,084)**	**(3,379,139)**	**(83,568,329)**
One-Time Expenditures											
Community Services Officer (Hourly)	626,190	313,095	-	-	-	-	-	-	-	-	$ 939,285
One-Time Expenditures Subtotal	**626,190**	**313,095**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**939,285**
Total Police Department Proposed Expenditures	**$ 18,255,844**	**$ 19,269,075**	**$ 19,729,265**	**$ 20,402,673**	**$ 20,965,495**	**$ 21,536,923**	**$ 22,140,583**	**$ 22,751,092**	**$ 23,528,184**	**$ 24,288,943**	**$ 212,868,076**
Potential Measure A Budgetary Reductions of Non-sworn Personnel Expenditures	**-**		**150,000**	**650,000**	**1,150,000**	**1,650,000**	**2,150,000**	**2,650,000**	**3,150,000**	**3,650,000**	**$ 15,200,000**
Est. Impact to Fund Balance	**(2,947,114)**	**(3,479,417)**	**(3,304,748)**	**(2,985,214)**	**(2,465,314)**	**(1,933,795)**	**(1,325,995)**	**(696,845)**	**(204,712)**	**334,233**	**(34,208,921)**

	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	Fiscal Year 2035
Est. Ending Police Department Available Funds	$ 13,444,336	$ 9,795,709	$ 6,414,110	$ 3,316,438	$ 757,132	$ (1,272,091)	$ (2,698,897)	$ (3,497,697)	$ (3,832,184)	$ (3,624,998)
Reserve Contribution (16.7% of Operating Budget)	$ 3,048,726	$ 3,217,936	$ 3,294,787	$ 3,407,246	$ 3,501,238	$ 3,596,666	$ 3,697,477	$ 3,799,432	$ 3,929,207	$ 4,056,254
Est. Ending Police Department Available Funds including Reserves	**$ 16,493,062**	**$ 13,013,645**	**$ 9,708,897**	**$ 6,723,684**	**$ 4,258,370**	**$ 2,324,575**	**$ 998,580**	**$ 301,735**	**$ 97,023**	**$ 431,256**

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