

CITY OF
ANTIOCH
CALIFORNIA

CALL OF SPECIAL MEETING

Antioch City Council
Special Meeting/Budget Study Session

Pursuant to Government Code section 54956, I hereby call a Special Meeting/Budget Study Session of the Antioch City Council. Said meeting shall be held on the following date, time and place:


DATE: Monday, June 9, 2025

TIME: 5:30 P.M. Special Meeting/Budget Study
Session

PLACE: Council Chambers
200 'H' Street
Antioch, CA 94509

The only items of business to be considered at such Special Meeting/Budget Study Session shall be set forth on the Special Meeting Agenda.

Dated: June 6, 2025



RON BERNAL, Mayor
City of Antioch

CITY OF
ANTIOCH
CALIFORNIA

AGENDA

Antioch City Council

SPECIAL MEETING/BUDGET STUDY SESSION

Date: **Monday, June 9, 2025**

Time: 5:30 P.M. – Special Meeting/Budget Study Session

Place: **Council Chambers**

200 'H' Street

Antioch, CA 94509

PLEASE TURN OFF CELL PHONES BEFORE ENTERING COUNCIL CHAMBERS.

Ron Bernal, Mayor

Louie Rocha, Mayor Pro Tem (District 2)

Tamisha Torres-Walker, Council Member District 1

Donald P. Freitas, Council Member District 3

Monica E. Wilson, Council Member District 4

Melissa Rhodes, City Clerk

Jorge R. Rojas, City Treasurer

Bessie Marie Scott, City Manager

Derek Cole, Interim City Attorney

ACCESSIBILITY: In accordance with the Americans with Disabilities Act and California law, it is the policy of the City of Antioch to offer its public programs, services and meetings in a manner that is readily accessible to everyone, including individuals with disabilities. If you are a person with a disability and require information or materials in an appropriate alternative format; or if you require any other accommodation, please contact the ADA Coordinator at the number or address below at least 72 hours prior to the meeting or when you desire to receive services. Advance notification within this guideline will enable the City to make reasonable arrangements to ensure accessibility. The City's ADA Coordinator can be reached @ Phone: (925) 779-6950, and e-mail: publicworks@antiochca.gov.

Notice of Opportunity to Address Council

The City Council can only take action on items that are listed on this agenda. The public has the opportunity to address the Council on each agenda item. To address the Council, fill out a Speaker Request form and place in the Speaker Card Tray near the City Clerk before the meeting begins. Please identify the specific agenda item number you would like to speak on. Speakers will be notified shortly before they are called to speak. When you are called to speak, please limit your comments to the time allotted (up to 3 minutes, at the discretion of the Mayor). The Speaker Request forms are located at the entrance of the Council Chambers. No one may speak more than once on an agenda item.

5:30 P.M. ROLL CALL – SPECIAL MEETING/BUDGET STUDY SESSION – for Council Members

PLEDGE OF ALLEGIANCE

BUDGET STUDY SESSION

1. FISCAL YEAR 2025-27 BUDGET DEVELOPMENT – GENERAL FUND

Recommended Action: It is recommended that the City Council provide feedback and direction regarding the budget development information provided for the Fiscal Year 2025-27 Budget.


MOTION TO ADJOURN – *The Mayor will make a motion to adjourn the Special Meeting. A second motion is required, and then a majority vote is required to adjourn the Special Meeting.*


CITY OF
ANTIOCH
CALIFORNIA

STAFF REPORT TO THE CITY COUNCIL

DATE: Special Meeting of June 9, 2025

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Dawn Merchant, Finance Director 

APPROVED BY: Bessie Marie Scott, City Manager 

SUBJECT: Fiscal Year 2025-27 General Fund Budget Development

RECOMMENDED ACTION

It is recommended that the City Council provide feedback and direction on the General Fund budget models presented, and the chart, by Department, of all General Fund contracts expenditures planned.

FISCAL IMPACT

Going forward, the General Fund is facing a severe long-term structural deficit. City Council will need to make tough spending cuts in order to balance the budget without utilizing reserves and Budget Stabilization Funds as a strategy, as this methodology can only be used short-term while the City determines how to best set itself up for success and fiscal sustainability into the future. As the draft budget stands today, FY26 has a **\$14,691,719** spending deficit and FY27 has a **\$15,891,468** spending deficit. This City Council is being asked to make policy decisions tonight which will have long-term and lasting implications for the City in terms of how municipal service delivery is carried out on behalf of the community by every department, and all City employees.

DISCUSSION

Leaders within the City of Antioch recognize that we have a fiduciary duty to the public trust, and we take this duty very seriously. As Public Administrators, we took an oath to implement and carry out sustainable policy implementation, as well as budget oversight. The City Council, the City Manager, and the Finance Director took a different and unprecedented approach to its most recent biennial budget by holding Director led department budget presentations during a series of Special Meetings from January through today. To recap, Budget Sessions officially began on March 4th and the following presentations, by department, were made:

1. Public Safety and Community Resources (March 4th and March 11th);
2. Antioch Police Department (March 18th);
3. Public Works (April 1);

4. Parks & Recreation (April 8);
5. City Attorney & Human Resources (April 10);
6. Council/ City Clerk/Finance & Treasurer/ Non-Departmental/ Information Services (April 15);
7. Community Development to include Planning, Building Inspections, Code Enforcement and Administration (April 22nd);
8. Economic Development (April 22nd and May 13th); and
9. City Manager and Capital Improvement Program (May 28th)

A special budget meeting was recently held on May 20th for City Council to consider five budget models (Attachment A) and provide input and direction on a final budget proposal for Council deliberation. During this meeting, City Council agreed to adopt a one-year budget in June that will revise FY25 and adopt FY26. The budget will continue to be a work in progress throughout FY26 to explore long term alternatives to revenues, programs, and services as we navigate how the nationwide economy trickles down to the State and local levels in order to create a viable and sustainable budget moving forward. The public should make no mistake that the amount of work needed to correct the structural deficit will include making hard calls, conducting long term remediation efforts, implementing revenue generating strategies and interventions, making a concerted push with economic development, and utilizing strategic innovation with an eye towards making data driven decisions.

After review of all the budget models, consensus was provided to bring back a budget building on the baseline Model 1. FY25 expenditures are being reduced a total of \$337,131, FY26 expenditures have been reduced an additional \$1,873,505 and FY27 expenditures by \$1,589,344 as a result of the other adjustments agreed upon on May 20th. Further adjustments in the amount of \$1,453,721 to FY25 were made on May 28th for a total of \$1,790,852 in reductions in FY25. On May 22nd, City Council approved applying for Homekey funds, thus, \$1,950,000 has been added to the FY26 budget and \$1,200,000 in FY27 for the City obligation if funds are awarded. The total of these adjustments is a net increase of \$76,455 in expenditures in FY26 and a net decrease of expenditures of \$389,344 in FY27. Note that while adjustments made to the FY25 budget do not directly impact the amount of the deficit in FY26 and FY27, they do increase the overall General Fund reserve balance that is carried forward, and thus increase the unassigned fund balance amount that is the measure for minimum target fund balance.

With these adjustments, the General Fund budget is still an unsustainable model beyond next fiscal year as it cannot continue to support the existing level of full staffing and services with our current revenue base. More cuts need to be made. The gap is only going to continue to widen with labor and inflationary cost increases, and City Council needs to make some difficult decisions this evening and throughout the next year to prioritize spending within City resources.

The table on the next page outlines additional adjustments incorporated into the baseline Model 1 since May 20th.

General Fund Expenditure Adjustments

	FY25	FY26	FY27
MODEL 1 REDUCTION TOTALS (ATTACHMENT A)	\$ -	\$ (10,429,889)	\$ (11,281,545)
PROPOSALS FROM MAY 20th & MAY 28TH			
Public Works (PW)			
Freeze Administrative Analyst (.10 FTE Gen Fd)	-	(25,608)	(26,839)
Freeze Senior Civil Engineer (.25 FTE Gen Fd)	-	(46,104)	(48,825)
Freeze Assistant Engineer	-	(167,529)	(182,414)
Total PW Adjustments	-	(239,241)	(258,078)
Public Safety & Comm. Resources (PSCR)			
Adjust AQCRT service model ¹	-	(1,700,000)	(1,395,000)
Freeze vacant Community Engagement Coordinator (.5 FTE)	-	(99,897)	(107,232)
Total PSCR Adjustments	-	(1,799,897)	(1,502,232)
City Manager (CM)			
Add Grant Writer position	-	165,633	170,966
Total CM Adjustments	-	165,633	170,966
Other			
May 20th			
Remove funding for Chinese History Project	(60,000)	-	-
Remove funding for non profit capacity grants	(277,131)	-	-
Total May 20th Adjustments	(337,131)	-	-
May 22nd			
Homekey project	-	1,950,000	1,200,000
May 28th			
Reduce funding for EV Project, return to Gen Fd ²	(898,540)	-	-
Remove funding for Waterpark Slide Remediation Project	(363,653)	-	-
Remove funding for Murals	(108,772)	-	-
Remove funding for Utility Box Artwork	(82,756)	-	-
Total May 28th Adjustments	(1,453,721)	-	-
Total Other Adjustments	(1,790,852)	1,950,000	1,200,000
Total Additional Expenditure Budget Adjustments	(1,790,852)	76,495	(389,344)
TOTAL BUDGET ADJUSTMENTS	\$ (1,790,852)	\$ (10,353,394)	\$ (11,670,889)

¹ AQCRT funded entirely with ARPA in FY26 with revised service model, has not been discontinued

² Council directed to return \$1.226M project budget to General Fund, however, upon review of year to date exper \$327,877 has been spent, thus reducing amount to \$898,540 available to return.

Attachment B provides the full list of reductions previously incorporated into the baseline budget that encapsulate the \$10.4M and \$11.2M reductions. While some of the adjustments can be continued for the long term, should City Council desire to reinstate frozen positions in the General Fund (refer to General Fund Staffing table next page), the cost reduction measures related to staffing would need to be added back into the budget in the future. As a reminder, the budget **DOES NOT** include colas for staff in either fiscal year.

City Council must consider freezing **ALL** current vacant, and future vacant, General Fund positions, as personnel costs are approximately 59% of the General Fund budget, with the Police Department comprising 68% of total personnel costs. The budget model includes phased in Police Department hiring savings of \$4,590,423 in FY26 and \$4,704,298 in FY27 reflecting full staffing not achieved until the end of FY27. This equates to a mixture of approximately 21 sworn and non-sworn positions out of a total of 165. It is crucial that this approach is included the FY26 budget or else it has disastrous consequences for the General Fund, increasing the deficit spending to \$19,924,480, if Council directs all Police Department positions be funded and hired in FY26. General Fund staffing levels are provided below.

General Fund Staffing

		Revised FY25	FY26	FY27
Police Department				
Sworn	(a)	114.90	116.90	116.90
Non-Sworn	(b)	47.00	48.00	48.00
Total Police Department		161.90	164.90	164.90
All Other Departments				
	(c)	110.125	108.125	108.125
Add Deputy City Attorney		0.00	1.00	1.00
Add Grant Writer		0.00	1.00	1.00
Add Senior Economic Dev. Program Manager		0.00	1.00	1.00
Add Administrative Analyst (Econ. Dev.)		0.00	1.00	1.00
Eliminate Economic Development Director		0.00	(1.00)	(1.00)
Freeze Community Engagement Coordinator		0.00	(1.00)	(1.00)
Freeze Accounting Specialist II		0.00	(1.00)	(1.00)
Freeze Business License Rep.		0.00	(1.00)	(1.00)
Freeze PW Admin. Analyst		0.00	(0.10)	(0.10)
Freeze PW Senior/Asst. Engineers		0.00	(1.25)	(1.25)
Total General Fund Staffing		272.025	271.675	271.675

(a) Sworn staffing increasing in FY26 for addition of Police Captain & Sergeant per DOJ agreement

(b) Non-Sworn increasing in FY26 for addition of Data Analyst per DOJ agreement

(c) FY25 revised staffing figure reflects elimination of 4 Community Resource/Engagement Specialist.

FY26 decreases net 1 position due to the following:

	110.125
Eliminate (1) Code Enforcement Officer	(1.00)
Re-allocate Engineering Tech. to Wtr/Swr	(1.00)
FY26 Starting non-pd starting baseline staffing	108.125

An updated General Fund budget model incorporating adjustments since May 20th follows on the next page. The City is still facing a significant deficit, even with measures input thus far and a lot more needs to be considered for reduction this evening and over the next year prior to adoption of the FY27 budget. Since the FY26 reserve balance exceeds the 20% target, it is recommended that the City Council discuss how to cover the remaining spending deficit, after any additional cuts made this evening. There are sufficient reserves to absorb the deficit in FY26 without dipping into the Budget Stabilization Fund, however, City Council may direct to do so.

GENERAL FUND DRAFT BUDGET

	2024-25 Revised	2025-26 Proposed	2026-27 Proposed
Beginning Balance, July 1	\$ 43,258,769	\$ 41,111,384	\$ 26,419,665
Revenue Source:			
Taxes	57,209,393	59,252,576	60,936,158
1% Sales Tax	19,921,225	19,997,489	20,235,000
Licenses & Permits	3,506,569	3,167,700	3,167,700
Fines & Penalties	19,573	25,100	50,100
Investment Income & Rentals	3,148,000	1,883,000	1,218,500
Revenue from Other Agencies	1,034,404	195,000	200,000
Current Service Charges	4,820,731	4,648,779	4,743,291
Other Revenue	922,755	934,079	936,579
Transfers In ¹	10,826,823	4,843,626	5,007,752
Total Revenue	101,409,473	94,947,349	96,495,080
Expenditures:			
Legislative & Administrative	7,301,910	6,696,329	5,980,533
Finance	2,030,560	1,760,677	1,915,440
Nondepartmental	5,662,127	6,932,849	7,503,655
Public Works	16,608,848	14,030,856	14,011,748
Police Services ²	56,057,710	58,558,490	60,100,996
Police Services-Animal Support	2,262,605	2,680,030	2,970,935
Recreation/Community Services	4,934,811	5,059,240	5,272,416
Public Safety and Community Resources	2,243,481	4,592,982	4,929,783
Community Development	6,454,806	9,327,615	9,701,042
Total Expenditures	103,556,858	109,639,068	112,386,548
FY24 Encumbrance Roll-Over ³	(5,358,842)	-	-
Budget Stabilization Transfer	-	-	-
Surplus/(Deficit)	3,211,457	(14,691,719)	(15,891,468)
Ending Balance, June 30	\$ 41,111,384	\$ 26,419,665	\$ 10,528,197
Committed-Litigation Reserve	-	500,000	500,000
Committed-Comm. Dev. Fees	1,096,954	196,954	-
Unassigned Fund Balance	\$ 40,014,430	\$ 25,722,711	\$ 10,028,197
Percentage of Revenue	39.46%	27.09%	10.39%
Minimum Fund Balance for 20% Reserve	\$ 20,281,895	\$ 18,989,470	\$ 19,299,016
Over/(Under)	19,732,535	6,733,241	(9,270,819)

¹Refer to Attachment D for schedule of transfers in.

²FY26 Police Services budget \$2.5M increase over FY25 due mainly to implementation of DOJ agreement. \$1.5M increase in FY27 over FY26 due to increased personnel costs for step increases, benefits and PERS.

³FY24 Encumbrance Roll-Over is unspent purchase order and project budgets as of June 30, 2024 re-appropriated into FY25 expenditures, thus it is utilizing FY24 budgeted funds that were returned to General Fund reserves.

FY26 Expenditures by department and category are presented in Charts A through C.

CHART A

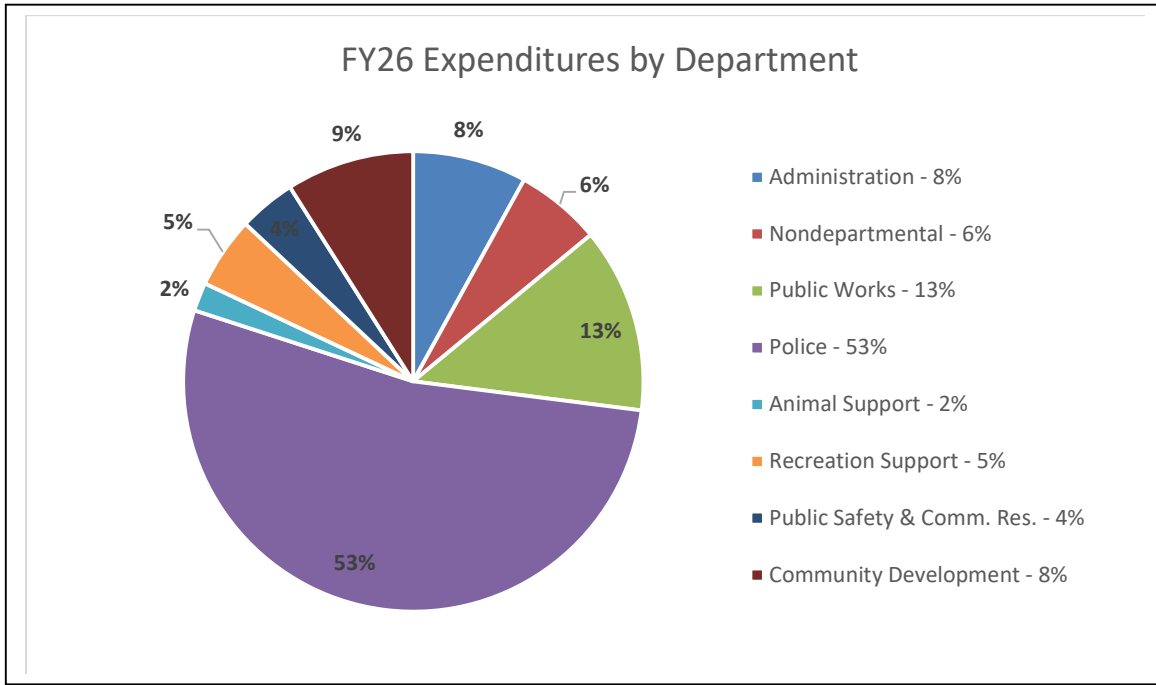
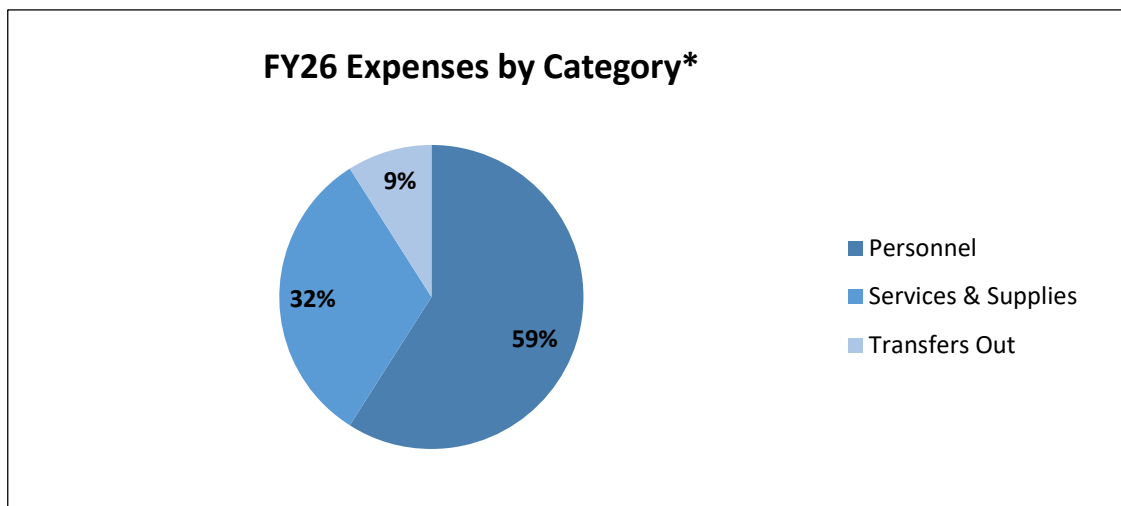


CHART B



*Excludes internal services

CHART C EXPENDITURES BY CATEGORY

	June 30, 2025 Revised	June 30, 2026 Proposed	Change
Expenditures:			
Personnel	\$60,135,023	\$68,441,308	\$8,306,285
Services and Supplies	38,626,828	37,031,917	(1,594,911)
Transfers Out	9,622,272	10,074,546	452,274
Internal Services	(4,827,265)	(5,908,703)	(1,081,438)
Total Expenditures	\$103,556,858	\$109,639,068	\$6,082,210

The next model reflects the FY26 and 27 budgets with full staffing for the entire year, each year, with no frozen positions or phased in hiring as built into the current draft budget. The deficit is \$5,232,761 higher in FY26 and \$5,388,524 higher in FY27 with fully funded staffing. \$19.4M of Budget Stabilization funds would have to be used in FY27 to maintain a minimum 20% undesignated reserve balance, which would deplete approximately 50% of the Budget Stabilization fund. This is not viable, nor sustainable.

GENERAL FUND BUDGET – FULLY FUNDED STAFFING

	2024-25 Revised	2025-26 Proposed	2026-27 Proposed
Beginning Balance, July 1	\$ 43,258,769	\$ 41,111,384	\$ 21,186,904
Total Revenue	101,409,473	94,947,349	96,495,080
Total Expenditures	103,556,858	109,639,068	112,386,548
EXPENDITURE ADJUSTMENTS:			
Add back Police Vacancy Savings	-	4,590,423	4,704,298
Add back frozen Community Engagement Coordinator	-	99,897	107,232
Add back frozen Business License Representative	-	141,940	146,492
Add back frozen Accounting Specialist	-	161,260	172,424
Add back frozen Senior/Asst. Engineers	-	213,633	231,239
Add back frozen Administrative Analyst	-	25,608	26,839
Total Expenditure Adjustments	-	5,232,761	5,388,524
Total Revised Expenditures	103,556,858	114,871,829	117,775,072
FY24 Encumbrance Roll-Over	(5,358,842)	-	-
Budget Stabilization Transfer	-	-	-
Surplus/(Deficit)	3,211,457	(19,924,480)	(21,279,992)
Ending Balance, June 30	\$ 41,111,384	\$ 21,186,904	\$ (93,088)
Committed-Litigation Reserve	-	500,000	-
Committed-Comm. Dev. Fees	1,096,954	196,954	-
Unassigned Fund Balance	\$ 40,014,430	\$ 20,489,950	\$ (93,088)
Percentage of Revenue	39.46%	21.58%	-0.10%
Minimum Fund Balance for 20% Reserve	\$ 20,281,895	\$ 18,989,470	\$ 19,299,016
Over/(Under)	19,732,535	1,500,480	(19,392,104)

As a reminder for the Council, the chart below outlines all budget model considerations provided on May 20th with the direction provided (refer to Attachment B for complete staff report).

Department	Mitigation	Council Direction Y/N	Cost Savings	
			FY26	FY27
Finance	Freezing one (1) Business License Representative position	Y	\$141,940	\$146,492
Finance	Freezing one (1) Accounting Specialist II position	Y	\$161,260	\$172,424
Public Works	Re-allocated an Engineering Technician in Public Works to the Water and Sewer Funds	Y	\$103,057	\$114,932
Community Development	Remove 1 Code and add promotional levels	Y	\$82,925	\$95,250
City Manager	Remove second Assistant City Manager position request	Y	\$440,465	\$452,543
City Manager	Remove Part-time help	Y	\$26,302	\$27,159
City Council	Remove Part-time help	Y	\$63,127	\$64,329
Public Safety & Community Resources	Freeze Community Engagement Coordinator position	Y	\$99,897	\$107,232
Public Works	Freeze Administrative Analyst position	Y	\$25,608	\$26,839
Public Works	Freeze Senior Engineer position	Y	\$46,104	\$48,825
Public Works	Freeze Assistant Engineer position	Y	\$167,529	\$182,414
Public Works	Reducing landscape expenditures by \$1M in each fiscal year	N	\$1,000,000	\$1,001,600
Finance	Adds two (2) Buyer positions in Finance for purchasing	TBD – FY26/27	\$331,266 COST INCREASE	\$341,931 COST INCREASE
City Manager	Adds one (1) Grant Writer position in the City Manager's Office	Y	\$165,633 COST INCREASE	\$170,966 COST INCREASE
Community Development	Adds one (1) Senior Economic Development Program Manager in the Economic Development Division under Community Development	Y	\$261,619 COST INCREASE	\$269,253 COST INCREASE
Public Safety & Community Resources	Adjust the budget for the Angelo Quinto Crisis Response Team (AQCRT) to coincide with ARPA funding usage in the first fiscal year.	Y	\$1,700,000	\$1,395,000

(Continued)

Department	Mitigation	Council Direction Y/N	Cost Savings	
			FY26	FY27
City-wide (excludes Antioch Police Department and Water Treatment)	5% Furlough	N	\$1,182,706	\$1,231,773
City-wide (excludes Antioch Police Department and Water Treatment)	10% Furlough	N	\$2,365,412	\$2,463,646
City-wide	Utilize \$5M of Budget Stabilization Funds in each fiscal year to offset the operating deficit.	No final decision given by Council	\$5,000,000	\$5,000,000

As a point of clarification, on May 20th, the Mayor also raised the question of postponing the General Plan to save \$1M in each of the next two fiscal years. On paper, while this would appear to reduce the deficit spending by \$1M in each year, the \$1M then reverts to the “Committed – Comm. Dev. Fees” in the budget model and reduces the unassigned fund balance by \$1M as the money is restricted for spending only on the General Plan.

We are seeking further Council input on the draft model and contracts detail presented in Attachment C for further adjustments prior to bringing a final draft budget for adoption on June 24th. As a reminder, we will be adopting a one-year budget that will amend FY25 and adopt FY26.

Another important piece of the draft budget is for Council to identify how to allocate Measure W 1% sales tax in FY26. In past budget cycles, Council has made the determination during the budget study sessions. Prior City Council dedicated 60% of funds to the Police Department, 20% to Quality of Life and 20% to Youth in the FY24 and FY25 budgets. The FY25 revised 1% sales tax budget is \$19,921,225 and the draft FY26 budget is \$19,997,489. The table on the next page shows the current budget allocations based on the revised budget.

For the previously approved allocations, within the “Quality of Life” category, Council determined that one of the purposes of Code Enforcement and the Public Safety and Community Resources Department is to improve quality of life in the City and deemed that the entire General Fund budget for the departments (excluding Youth Network Services division) would be funded with the tax. They further included \$325,000 for landscape enhancements. For the allocation to “Youth”, they deemed the entire budget for the Youth Network Services division would be funded with the tax, with the balance that would make up a 20% total in this category be used towards recreation services, thus the General Fund subsidy to recreation is made up of the tax and other General Fund monies. Refer to the Sales Tax Citizens’ Oversight Committee presentation on March 25th at the following City of Antioch website link: <https://www.antiochca.gov/fc/government/agendas/CityCouncil/2025/agendas/032525/032525.pdf>

1% SALES TAX ALLOCATION

Budgeted Funds Allocation:	FY25	
	\$19,921,225	%
Police Department	\$ 11,952,735	60%
Quality of Life:		
Public Safety & Comm. Resources (exc. Youth)	1,163,344	
Landscape Enhancements	325,000	
Code Enforcement	2,536,341	
Total Quality of Life Funding	4,024,685	20%
Youth:		
Youth Network Services	1,080,137	
Recreation Services	2,863,668	
Total Youth Funding	3,943,805	20%
Total Measure W/1% Sales Tax	\$ 19,921,225	

Follow Up

Councilmember Torres-Walker requested a detail of ARPA funding as well as overtime by department. Refer to Attachment F for ARPA and Attachment G for fiscal year-to-date overtime by department.

ATTACHMENTS

- A. Special Meeting Staff Report of May 20, 2025
- B. General Fund Expenditure Reductions – Model 1
- C. General Funded Contracts over \$25,000
- D. Schedule of General Fund Transfers In
- E. General Fund Projections
- F. ARPA Funding
- G. FY25 Overtime by Department

**STAFF REPORT TO THE CITY COUNCIL**

DATE: Special Meeting of May 20, 2025

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Dawn Merchant, Finance Director *DM*

APPROVED BY: Bessie Marie Scott, City Manager *BMS*

SUBJECT: Fiscal Year 2025-27 General Fund Budget Development

RECOMMENDED ACTION

It is recommended that the City Council provide feedback and direction on the General Fund budget models presented.

FISCAL IMPACT

Each model provides the fiscal impact of the proposals.

DISCUSSION

City Council has requested that several budget models be provided for consideration and discussion. The City Manager is requesting City Council to consider the five models provided and direct staff which elements to incorporate into a final draft for Council to evaluate for adoption.

The City Manager and Finance Director are recommending that the City Council adopt a one-year budget that would amend FY25 and adopt FY26. This will allow staff to pursue thoughtful and vetted long term alternatives to revenues, programs and services to better build a sustainable budget. If this is amenable, the proposed FY27 budget will be a baseline to begin further evaluation. Another one-year budget would then be adopted in June 2026, with a goal to adopt a two-year budget in 2027 for the 2027-29 fiscal years.

MODEL 1: This is the baseline model initially presented to City Council that incorporated \$8.7M in reductions in FY26 and \$9.5M in FY27. Further refinements were made, resulting in \$10.4M in total reductions in FY26 and \$11.2M in FY27- refer to page 10 for the full list of reductions.

The additional reductions to the baseline Model 1 were as follows:

Department	Mitigation	Impact	Cost Savings	
			FY26	FY27
Finance	Freezing one (1) Business License Representative position	Business License processing may take longer, other Finance staff will need to assist with workload.	\$141,940	\$146,492
Finance	Freezing one (1) Accounting Specialist II position	This position assists with accounting, payables and some payroll. Other Finance staff will need to assist with workload.	\$161,260	\$172,424
Public Works	Re-allocated an Engineering Technician in Public Works to the Water and Sewer Funds	This position will assist in the development of Capital Improvement projects and the drafting engineering specification, documents and staff reports.	\$103,057	\$114,932
Community Development	Savings from removing one (1) Code Enforcement Officer (CEO) position and adding two new promotional levels for CEO's in Community Development	The Code Enforcement Division needs more supervisory levels and leadership opportunities. Making gradients in levels will assist with cross-training, onboarding, and succession planning within the division.	\$82,925	\$95,250
City Manager	Remove second Assistant City Manager position request	Due to the citywide staffing shortages, and the need for policy briefing, metrics, and evaluation, as well as strategic planning and project management staff, a second Assistant City Manager position that will be dedicated to the executive office would increase the bandwidth and shorten the turnaround time needed for briefings, white papers, special project implementation and policy support necessary for the City. Without more help, the City Manager's Office remains short-staffed which has city-wide implications for service delivery.	\$440,465	\$452,543

(Continued next page)

Model 1 continued:

Department	Mitigation	Impact	Cost Savings	
			FY26	FY27
City Manager	Remove Part-time help	The Office of the City Manager will no longer have part-time assistance when needed for special projects and additional work that full-time staff cannot cover. Removing part-time staff has city-wide implications for faster service delivery.	\$26,302	\$27,159
City Manager	Adjusting library contribution	Antioch Library contributions paid for by the city include options with respect to hours of operation and the cost associated with keeping a certain number of hours, the estimated cost of leasing new self-check equipment and related equipment and maintenance. The City can choose to increase or decrease its library contribution. The choice impacts the level service CCCL provides.	\$62,899	\$74,676
City Council	Remove Part-time help	The Mayor and City Council will no longer have part-time assistance when needed for their individual initiatives and special projects. Removing part-time staff has city-wide implications for faster service delivery. For instance, the City Manager and her staff have taken on assisting the City Council with such things as setting up District Meetings and arranging travel for city business trips, although then City Manager's office is under-staffed.	\$63,127	\$64,329
		Total Baseline Model 1:	\$1,081,975	\$1,147,805

MODEL 2: This model builds on Model 1 and incorporates:

Department	Mitigation	Impact	Cost Savings	
			FY26	FY27
Public Safety & Community Resources	Freeze Community Engagement Coordinator position	The Public Safety Manager will have to take on the duties under this position in addition to their duties. CalVIP grant is contingent upon having this position filled and the City will need to negotiate an exemption to this requirement.	\$99,897	\$107,232
Public Works	Freeze Administrative Analyst position	Existing administrative staff will continue to perform additional duties intended to be performed by this position.	\$25,608	\$26,839
Public Works	Freeze Senior Engineer position	An engineer to perform Traffic Engineer duties will not be hired and consultants may have to continue to be utilized to perform this work, which may result in reduced or no General Fund savings	\$46,104	\$48,825
Public Works	Freeze Assistant Engineer position	An engineer to review development plans will not be hired, and consultants may have to continue to be utilized to perform this work resulting in reduced or no General Fund savings.	\$167,529	\$182,414
Public Works	Reducing landscape expenditures by \$1M in each fiscal year	Reducing landscape expenditures by this much will result in the following implications: playground repairs will not occur; preventative tree maintenance will not occur; will need to shut off water to landscape in some areas; sign repairs will not occur; vandalism and accident repairs will not be made; will need to close bathrooms at some parks; dead or missing plants will not be replaced causing landscape to look barren; irrigation controllers will not be repaired or replaced; soundwall repairs will not be made.	\$1,000,000	\$1,001,600
Total Model 2:			\$1,339,138	\$1,366,910

MODEL 3: This model builds on Model 2 and incorporates:

Department	Mitigation	Impact	Cost Savings	
			FY26	FY27
Finance	Adds two (2) Buyer positions in Finance for purchasing	This addition is meant to streamline and centralize Purchasing and Procurement City-wide to streamline service delivery. Centralized purchasing and procurement are important because it offers several advantages, including cost savings, improved compliance, and a more streamlined procurement process. This add will allow for better strategic efficiency across departments, procedural/operational efficiency, and improved control and management.	\$331,266 COST INCREASE	\$341,931 COST INCREASE
City Manager	Adds one (1) Grant Writer position in the City Manager's Office	The addition of a grant writer is important for a city because they research and identify potential funding sources, prepare grant proposals, and submit them to appropriate agencies or foundations. This will assist the city in obtaining consistent funding to run programs and benefit the community. Additionally, the grant writer will play a critical role in writing grants for municipal projects, leading to advancements in our infrastructure, and Capital Improvement Projects.	\$165,633 COST INCREASE	\$170,966 COST INCREASE

(Continued next page)

Model 3 continued:

Department	Mitigation	Impact	Cost Savings	
			FY26	FY26
Community Development	Adds one (1) Senior Economic Development Program Manager in the Economic Development Division under Community Development	The Economic Development Division will be folded in under the Community Development Department. The Community Development Director will be expected to have .25FTE dedicated towards economic development for the City. As a supplement to the Community Development Director's bandwidth, the City Manager proposes to add 1 Senior Economic Development Program Manager under the combined Department.	\$261,619 COST INCREASE	\$269,253 COST INCREASE
Public Safety & Community Resources	Adjust the budget for the Angelo Quinto Crisis Response Team (AQCRT) to coincide with ARPA funding usage in the first fiscal year.	The AQCRT service model will be reduced and will line up with APD utilization rates for high-call volume times needed across the City.	\$1,700,000	\$1,395,000
		Total Model 3 (Net):	\$941,482	\$612,850

MODEL 4: This model builds on Model 3 and incorporates:

Department	Mitigation	Impact	Cost Savings	
			FY26	FY27
City-wide (excludes Antioch Police Department and Water Treatment)	<p>Reflects a 5% annual furlough of employees (equivalent to 4 hours pay reduction each bi-weekly payroll), with the exception of APSMA and APOA bargaining unit employees, as it would be a public safety risk to reduce Police Department operating hours by 1 day every other week.</p> <p><u>This is cost for General Fund employees only and those funds that receive direct operating subsidy from the General Fund: Recreation Animal Services Marina</u></p>	<p>All City offices, <u>excluding the Police Department and Water Treatment Plant, would be closed 1 day every other week.</u></p> <p>This assumes all elected officials voluntarily take a 5% reduction in stipend as well. Should City Council want to consider this option, an equivalent 5% pay reduction should be negotiated with the APSMA, APOA and WTP bargaining units. Implementing a furlough will result in service reductions to our community with an impact, not only for availability to the public, but delay in processing and project completion times, due to being closed 1 day every other week. While there may be minimal reduction in utility costs due to building closures, there is the increased potential for lost revenues, particularly for Recreation and Animal Services.</p>	\$1,182,706	\$1,231,773
City-wide	Utilize \$5M of Budget Stabilization Funds in each fiscal year to offset the operating deficit.	Budget Stabilization Funds are reduced by \$10M	\$5,000,000	\$5,000,000
		Total Model 4:	\$6,182,706	\$6,231,773

MODEL 5: This model builds on Model 3 and incorporates:

Department	Mitigation	Impact	Cost Savings	
			FY26	FY27
City-wide (excludes Antioch Police Department and Water Treatment)	<p>Reflects a 10% annual furlough of employees (equivalent to 8 hours pay reduction each bi-weekly payroll), with the exception of APSMA and APOA bargaining unit employees, as it would be a public safety risk to reduce Police Department operating hours by 1 day every week.</p> <p><u>This is cost for General Fund employees only and those funds that receive direct operating subsidy from the General Fund: Recreation Animal Services Marina</u></p>	All City offices, <u>excluding the Police Department and Water Treatment Plant, would be closed 1 day every week.</u> This assumes all elected officials voluntarily take a 10% reduction in stipend as well. Should City Council want to consider this option, an equivalent 10% pay reduction should be negotiated with the APSMA, APOA and WTP bargaining units. Implementing an expanded furlough will result in further service reductions to our community with a greater impact, not only for availability to the public, but delay in processing and project completion times, due to being closed 1 day every week. While there may be additional minimal reduction in utility costs due to building closures, there is the increased potential for lost revenues, particularly for Recreation and Animal Services.	\$2,365,412	\$2,463,646
City-wide	Utilize \$5M of Budget Stabilization Funds in each fiscal year to offset the operating deficit.	Budget Stabilization Funds are reduced by \$10M	\$5,000,000	\$5,000,000
		Total Model 5:	\$7,365,412	\$7,463,646

The City has a General Fund reserve policy requiring that unassigned (unencumbered, non-committed) fund balance must be **20% of revenues at a minimum**. Each budget model table on the following pages depicts the fund balance in relation to this policy.

GENERAL FUND BUDGET – MODEL 1

	2024-25 Revised	2025-26 Proposed	2026-27 Proposed
Beginning Balance, July 1	\$ 43,258,769	\$ 38,343,799	\$ 23,516,684
Revenue Source:			
Taxes	57,413,720	59,374,576	61,030,598
1% Sales Tax	19,921,225	19,997,489	20,235,000
Licenses & Permits	3,506,569	3,090,200	3,090,200
Fines & Penalties	19,573	25,100	50,100
Investment Income & Rentals	3,140,000	1,872,500	1,210,000
Revenue from Other Agencies	1,025,306	155,000	160,000
Current Service Charges	4,560,195	4,668,551	4,767,181
Other Revenue	862,651	934,079	936,350
Transfers In	9,965,283	4,846,102	5,010,292
Total Revenue	100,414,522	94,963,597	96,489,721
Expenditures:			
Legislative & Administrative	7,512,007	6,387,596	5,723,216
Finance	2,030,560	1,735,211	1,910,697
Nondepartmental	6,170,786	6,932,849	7,503,655
Public Works	16,810,087	14,344,202	14,444,580
Police Services	56,546,696	58,739,352	60,205,188
Police Services-Animal Support	2,262,605	2,880,326	2,970,935
Recreation/Community Services	5,298,464	5,226,965	5,465,141
Public Safety and Community Resources	2,243,481	4,442,879	5,232,015
Community Development	6,454,806	9,101,332	9,466,789
Total Expenditures	105,329,492	109,790,712	112,922,216
FY24 Encumbrance Roll-Over	(5,358,842)	-	-
Budget Stabilization Transfer	-	-	-
Surplus/(Deficit)	443,872	(14,827,115)	(16,432,495)
Ending Balance, June 30	\$ 38,343,799	\$ 23,516,684	\$ 7,084,189
Committed-Litigation Reserve	-	500,000	500,000
Committed-Comm. Dev. Fees	1,096,954	196,954	-
Unassigned Fund Balance	\$ 37,246,845	\$ 22,819,730	\$ 6,584,189
Percentage of Revenue	37.09%	24.03%	6.82%
Minimum Fund Balance for 20% Reserve	\$ 20,082,904	\$ 18,992,719	\$ 19,297,944
Over/(Under)	17,163,941	3,827,011	(12,713,755)

Model 1 includes \$10,429,889 in FY26 and \$11,281,545 in FY27 in reduction measures proposed by staff as a baseline budget scenario. No Budget Stabilization transfer is shown for fiscal years 2026 or 2027 so that the entire deficit is clear. The General Fund meets the 20% minimum unassigned fund balance level, in FY26; however, the minimum fund balance should be at least \$19,297,944 in FY27 to meet a 20% unassigned reserve, meaning that it is deficient by \$12,713,755. A detail of the total reductions built into Model 1 follows on the next page.

General Fund Expenditure Reductions - MODEL 1

	FY26	FY27
Police Department (PD)		
Vacancy savings	\$ (4,590,423)	\$ (4,704,298)
Overtime reductions	(1,020,000)	(1,020,000)
Contractual service/supplies reductions	67,481	(75,019)
Total PD Adjustments	(5,542,942)	(5,799,317)
Human Resources (HR)		
Remove request for new position	(220,805)	(227,269)
Total HR Adjustments	(220,805)	(227,269)
Finance Department		
Freeze vacant Business License Representative position	(141,940)	(146,492)
Freeze vacant Accounting Specialist II position	(161,260)	(172,424)
Total Finance Department Adjustments	(303,200)	(318,916)
Public Works (PW)		
Re-allocated General Laborer to Gax Tax Fund	(124,634)	(133,472)
Re-allocate Development Svcs./Engineer. Tech. to Wtr/Swr	(103,057)	(114,932)
Remove part time help request for facilities	(50,013)	(52,072)
Reduce contract engineering services	(784,500)	(984,500)
Reduce other contractual services/supplies	(287,000)	(298,610)
Total PW Adjustments	(1,349,204)	(1,583,586)
Community Development		
Eliminate 1 CEO and Add Promotional Levels	(82,925)	(95,250)
Total Community Development Adjustments	(82,925)	(95,250)
Economic Development (ED)		
Eliminate Economic Development Director	(365,754)	(377,191)
Add Administrative Analyst I	213,399	220,165
Eliminate Part-Time Help	(26,302)	(37,160)
Reduce contracts/business expenses	(50,000)	(50,000)
Total ED Adjustments	(228,657)	(244,186)
City Manager		
Remove Part-Time Help	(26,302)	(27,159)
Remove Second Assistant City Manager	(440,465)	(452,543)
Total City Manager Adjustments	(466,767)	(479,702)
City Attorney		
Reduce legal services contracts	-	(250,000)
Total City Attorney Adjustments	-	(250,000)
City Council		
Remove Part-Time Help	(63,127)	(64,329)
Total City Council Adjustments	(63,127)	(64,329)
Public Safety & Comm. Resources (PSCR)		
Remove 4 Community Engagement Specialists	(728,158)	(753,109)
Total PSCR Adjustments	(728,158)	(753,109)
Other Adjustments		
Reduce Recreation subsidy-inc. Child Care transfer	(74,905)	(84,905)
Reduce Golf Course water estimate	(50,000)	(50,000)
Reduce Non-Departmental contracts	(75,000)	(75,000)
Revised Library Contribution	(62,899)	(74,676)
Remove vehicle replacement set aside all departments	(1,181,300)	(1,181,300)
	(1,444,104)	(1,465,881)
Total MODEL 1 Expenditure Budget Adjustments	\$ (10,429,889)	\$ (11,281,545)

GENERAL FUND BUDGET – MODEL 2

	2024-25 Revised	2025-26 Proposed	2026-27 Proposed
Beginning Balance, July 1	\$ 43,258,769	\$ 38,343,799	\$ 24,842,822
Revenue Source:			
Taxes	57,413,720	59,374,576	61,030,598
1% Sales Tax	19,921,225	19,997,489	20,235,000
Licenses & Permits	3,506,569	3,090,200	3,090,200
Fines & Penalties	19,573	25,100	50,100
Investment Income & Rentals	3,140,000	1,872,500	1,210,000
Revenue from Other Agencies	1,025,306	155,000	160,000
Current Service Charges	4,560,195	4,668,551	4,767,181
Other Revenue	862,651	934,079	936,350
Transfers In	9,965,283	4,846,102	5,010,292
Total Revenue	100,414,522	94,963,597	96,489,721
Expenditures:			
Legislative & Administrative	7,512,007	6,387,596	5,723,216
Finance	2,030,560	1,735,211	1,910,697
Nondepartmental	6,170,786	6,932,849	7,503,655
Public Works	16,810,087	13,117,961	13,197,902
Police Services	56,546,696	58,739,352	60,205,188
Police Services-Animal Support	2,262,605	2,880,326	2,970,935
Recreation/Community Services	5,298,464	5,226,965	5,465,141
Public Safety and Community Resources	2,243,481	4,342,982	5,124,783
Community Development	6,454,806	9,101,332	9,466,789
Total Expenditures	105,329,492	108,464,574	111,568,306
FY24 Encumbrance Roll-Over	(5,358,842)	-	-
Budget Stabilization Transfer	-	-	-
Surplus/(Deficit)	443,872	(13,500,977)	(15,078,585)
Ending Balance, June 30	\$ 38,343,799	\$ 24,842,822	\$ 9,764,237
Committed-Litigation Reserve	-	500,000	500,000
Committed-Comm. Dev. Fees	1,096,954	196,954	-
Unassigned Fund Balance	\$ 37,246,845	\$ 24,145,868	\$ 9,264,237
Percentage of Revenue	37.09%	25.43%	9.60%
Minimum Fund Balance for 20% Reserve	\$ 20,082,904	\$ 18,992,719	\$ 19,297,944
Over/(Under)	17,163,941	5,153,149	(10,033,707)

Model 2 includes additional reductions of \$1,339,138 in FY26 and \$1,366,910 in FY27 beyond measures in Model 1. The General Fund meets the 20% minimum unassigned fund balance level in, FY26; however, the minimum fund balance should be at least

\$19,297,944 in FY27 to meet a 20% unassigned reserve, meaning that is it deficient by \$10,033,707. A detail of the reductions built into Model 2 is provided below.

General Fund Expenditure Reductions - MODEL 2

	FY26	FY27
MODEL 1 REDUCTION TOTALS	\$ (10,429,889)	\$ (11,281,545)
MODEL 2 PROPOSALS:		
Public Works (PW)		
Reduce landscape expenditures	(1,000,000)	(1,001,600)
Freeze Administrative Analyst (.10 FTE Gen Fd)	(25,608)	(26,839)
Freeze Senior Civil Engineer (.25 FTE Gen Fd)	(46,104)	(48,825)
Freeze Assistant Engineer	(167,529)	(182,414)
Total PW Adjustments	(1,239,241)	(1,259,678)
Public Safety & Comm. Resources (PSCR)		
Freeze vacant Community Engagement Coordinator (.5 FTE)	(99,897)	(107,232)
Total PSCR Adjustments	(99,897)	(107,232)
Total Additional Expenditure Budget Adjustments	(1,339,138)	(1,366,910)
MODEL 2 REDUCTION TOTALS	\$ (11,769,027)	\$ (12,648,455)

GENERAL FUND BUDGET – MODEL 3

	2024-25 Revised	2025-26 Proposed	2026-27 Proposed
Beginning Balance, July 1	\$ 43,258,769	\$ 38,343,799	\$ 25,784,304
Total Revenue	100,414,522	94,963,597	96,489,721
Total Expenditures	105,329,492	108,464,574	111,568,306
EXPENDITURE ADJUSTMENTS:			
Add 2 Buyer positions for purchasing	-	331,266	341,931
Add 1 Grant Writer position	-	165,633	170,966
Add 1 Senior Economic Development Program Manager	-	261,619	269,253
Reduce AQCRT funding	-	(1,700,000)	(1,395,000)
Total Expenditure Adjustments	-	(941,482)	(612,850)
Total Revised Expenditures	105,329,492	107,523,092	110,955,456
FY24 Encumbrance Roll-Over	(5,358,842)	-	-
Budget Stabilization Transfer	-	-	-
Surplus/(Deficit)	443,872	(12,559,495)	(14,465,735)
Ending Balance, June 30	\$ 38,343,799	\$ 25,784,304	\$ 11,318,569
Committed-Litigation Reserve	-	500,000	500,000
Committed-Comm. Dev. Fees	1,096,954	196,954	-
Unassigned Fund Balance	\$ 37,246,845	\$ 25,087,350	\$ 10,818,569
Percentage of Revenue	37.09%	26.42%	11.21%
Minimum Fund Balance for 20% Reserve	\$ 20,082,904	\$ 18,992,719	\$ 19,297,944
Over/(Under)	17,163,941	6,094,631	(8,479,375)

Model 3 includes additional “net” reductions of \$941,482 in FY26 and \$612,850 in FY27 beyond measures in Models 1 and 2 as the reduction in funding for the AQCRT offsets the cost of adding 4 positions. The General Fund meets the 20% minimum unassigned fund balance level in, FY26; however, the minimum fund balance should be at least \$19,297,944 in FY27 to meet a 20% unassigned reserve, meaning that is it deficient by \$8,479,375.

GENERAL FUND BUDGET – MODEL 4

	2024-25 Revised	2025-26 Proposed	2026-27 Proposed
Beginning Balance, July 1	\$ 43,258,769	\$ 38,343,799	\$ 31,959,527
Revenue Source:			
Taxes	57,413,720	59,374,576	61,030,598
1% Sales Tax	19,921,225	19,997,489	20,235,000
Licenses & Permits	3,506,569	3,090,200	3,090,200
Fines & Penalties	19,573	25,100	50,100
Investment Income & Rentals	3,140,000	1,872,500	1,210,000
Revenue from Other Agencies	1,025,306	155,000	160,000
Current Service Charges	4,560,195	4,665,815	4,764,291
Other Revenue	862,651	934,079	936,350
Transfers In	9,965,283	4,841,355	5,005,432
Total Revenue	100,414,522	94,956,114	96,481,971
Expenditures:			
Legislative & Administrative	7,512,007	6,316,623	5,648,648
Finance	2,030,560	1,964,043	2,148,021
Nondepartmental	6,170,786	6,920,649	7,490,855
Public Works	16,810,087	12,908,063	12,979,960
Police Services	56,546,696	58,608,006	60,067,589
Police Services-Animal Support	2,262,605	2,802,888	2,891,077
Recreation/Community Services	5,298,464	5,132,645	5,366,889
Public Safety and Community Resources	2,243,481	2,595,148	3,679,968
Community Development	6,454,806	9,092,321	9,450,676
Total Expenditures	105,329,492	106,340,386	109,723,683
FY24 Encumbrance Roll-Over	(5,358,842)	-	-
Budget Stabilization Transfer	-	5,000,000	5,000,000
Surplus/(Deficit)	443,872	(6,384,272)	(8,241,712)
Ending Balance, June 30	\$ 38,343,799	\$ 31,959,527	\$ 23,717,815
Committed-Litigation Reserve	-	500,000	500,000
Committed-Comm. Dev. Fees	1,096,954	196,954	-
Unassigned Fund Balance	\$ 37,246,845	\$ 31,262,573	\$ 23,217,815
Percentage of Revenue	37.09%	32.92%	24.06%
Minimum Fund Balance for 20% Reserve	\$ 20,082,904	\$ 18,991,223	\$ 19,296,394
Over/(Under)	17,163,941	12,271,350	3,921,421

Model 4 builds on Model 3 and incorporates a 5% furlough (5% pay reduction/reduced work hours) for employees, excluding APOA and APSMA bargaining unit employees, and assumes all elected officials take a 5% stipend reduction as well as a full fiscal year implementation. A 5% equivalent pay reduction for APOA and APSMA positions would be \$1,306,530 in FY26 and \$1,350,062 in FY27 that Council should negotiate for not only further reducing the deficit, but parity as well, if a furlough is implemented.

\$5M in Budget Stabilization Funds are utilized in FY26 and FY27. The 20% minimum fund balance is met and exceeded each fiscal year. The Budget Stabilization fund balance is projected to be \$32,941,944 at the end of FY26 and \$26,641,944 at the end of FY27 if \$5M per year if funds are used to offset the deficit.

General Fund Expenditure Reductions - MODEL 4

	FY26	FY27
MODEL 1 REDUCTION TOTALS	\$ (10,429,889)	\$ (11,281,545)
MODEL 2 REDUCTIONS	(1,339,138)	(1,366,910)
MODEL 3 REDUCTIONS	(941,482)	(612,850)
MODEL 4 PROPOSALS:		
5% Furlough/Pay Reduction	(998,748)	(1,040,863)
Reduction Recreation Subsidy for 5% Furlough	(94,320)	(98,252)
Reduction Animal Services Subsidy for 5% Furlough	(77,438)	(79,858)
Reduction Marina Subsidy for 5% Furlough	(12,200)	(12,800)
Total Additional Expenditure Budget Adjustments	(1,182,706)	(1,231,773)
MODEL 4 REDUCTION TOTALS	<u>\$ (13,893,215)</u>	<u>\$ (14,493,078)</u>

GENERAL FUND BUDGET – MODEL 5			
	2024-25 Revised	2025-26 Proposed	2026-27 Proposed
Beginning Balance, July 1	\$ 43,258,769	\$ 38,343,799	\$ 33,134,750
Total Revenue	100,414,522	94,948,631	96,474,221
Total Expenditures	105,329,492	106,340,386	109,723,683
EXPENDITURE ADJUSTMENTS:			
Additional 5% Furlough (total 10%)	-	(998,748)	(1,040,863)
Reduce Recreation Subsidy for Additional Furlough	-	(94,320)	(98,252)
Reduce Animal Services Subsidy for Additional Furlough	-	(77,438)	(79,858)
Reduce Marina Subsidy for Additional Furlough	-	(12,200)	(12,800)
Total Expenditure Adjustments	-	(1,182,706)	(1,231,773)
Total Revised Expenditures	105,329,492	105,157,680	108,491,910
FY24 Encumbrance Roll-Over	(5,358,842)	-	-
Budget Stabilization Transfer	-	5,000,000	5,000,000
Surplus/(Deficit)	443,872	(5,209,049)	(7,017,689)
Ending Balance, June 30	\$ 38,343,799	\$ 33,134,750	\$ 26,117,061
Committed-Litigation Reserve	-	500,000	500,000
Committed-Comm. Dev. Fees	1,096,954	196,954	-
Unassigned Fund Balance	\$ 37,246,845	\$ 32,437,796	\$ 25,617,061
Percentage of Revenue	37.09%	34.16%	26.55%
Minimum Fund Balance for 20% Reserve	\$ 20,082,904	\$ 18,989,726	\$ 19,294,844
Over/(Under)	17,163,941	13,448,070	6,322,217

Model 5 builds on Model 4 and incorporates a total of a 10% furlough (10% pay reduction/reduced work hours) for employees, excluding APOA and APSMA bargaining unit employees, and assumes all elected officials take a 10% stipend reduction as well as a full fiscal year implementation. A 10% equivalent pay reduction for APOA and APSMA positions would be \$2,613,060 in FY26 and \$2,700,124 in FY27 that Council should negotiate not only for further reducing the deficit, but parity as well, if a furlough is implemented.

\$5M in Budget Stabilization funds are utilized in each of the next two fiscal years. The Budget Stabilization fund balance is projected to be \$32,941,944 at the end of FY26 and \$26,641,944 at the end of FY27 if \$5M per year if funds are used to offset the deficit.

A table summarizing the grand total of all reduction measures incorporated into Model 5 follows. Model 5 begins with the Model 1 baseline and incorporates all proposals in Models 2-5.

General Fund Expenditure Reductions - MODEL 5

	FY26	FY27
MODEL 1 REDUCTION TOTALS	\$ (10,429,889)	\$ (11,281,545)
MODEL 2 REDUCTIONS	(1,339,138)	(1,366,910)
MODEL 3 REDUCTIONS	(941,482)	(612,850)
MODEL 4 REDUCTIONS	(1,182,406)	(1,231,773)
MODEL 5 PROPOSALS:		
Additional 5% Furlough/Pay Reduction, for Total 10%	(998,748)	(1,040,863)
Reduction Recreation Subsidy for Additional 5% Furlough	(94,320)	(98,252)
Reduction Animal Services Subsidy for Additional 5% Furlough	(77,438)	(79,858)
Reduction Marina Subsidy for Additional 5% Furlough	(12,200)	(12,800)
Total Additional Expenditure Budget Adjustments	(1,182,706)	(1,231,773)
MODEL 5 REDUCTION TOTALS	<u>\$ (15,075,621)</u>	<u>\$ (15,724,851)</u>

Additional Budget Considerations

As part of this budget exercise, we are requesting definitive direction on items previously discussed in prior sessions, including those items in the reduction tables presented, whether to continue to include or exclude and/or concurrence for the final draft budget that is presented. Prior budget session items discussed:

Public Works Budget

As outlined in the Public Works budget discussion on April 1, 2025:

1. \$227,000 in FY26 and \$233,810 in FY27 has been excluded from the Street Maintenance budget for additional street sweeping services that City Council requested in the FY25 budget. Should City Council want to continue providing this additional service, a budget reduction in another area should be considered to offset this cost.
2. \$50,013 in FY26 and \$52,072 in FY27 for part-time help in the Facilities Maintenance division to aid in increasing demand for maintenance of City facilities. The division is only staffed with one Lead Facilities Maintenance Worker and two Facility Maintenance Workers.
3. \$110,000 new to fleet vehicle and equipment purchases comprised of two trailers for the Streets division. These purchases could be authorized to be paid from the Vehicle Replacement Fund, with contributions to catch-up and repay the purchases to be evaluated in the next two-year budget cycle.

Public Safety and Community Resources (PSCR) – Environmental Resources

1. As outlined in the March 4th and March 11th PSCR budget presentations, the Energy Efficiency & Conservation division accounted for in the Capital Improvement Fund will be fully depleting PG&E rebate funds received in FY26, thus creating a funding shortfall of \$52,500 in FY26 and \$58,037 in FY27 to implement the Climate Action and Resilience Plan (CARP). Potential funding sources for this are Gas Tax, Water Fund, General Fund and Marsh Landing Mitigation Funds. If funding is not provided, the City will not be able to complete energy efficiency programs for low income households and will not be able to increase outreach on sustainable programs available to our community.

Non-Departmental Budget

1. \$60,000 is included in the FY25 budget for a Chinese History Project. Council may want to evaluate returning funds to reserves or allocating to a higher priority General Fund need.
2. \$277,131 is included in the FY25 budget for non-profit capacity building grants. As of yet, no guidelines or parameters have been established to carry this out. Council may want to evaluate returning funds to reserves or allocating to a higher priority General Fund need.

Other

1. All budget models presented remove vehicle replacement set aside for all General Fund departments for the next two fiscal years and assume any new to fleet needs for the General Fund will be paid from the replacement fund. This will require an increase in the replacement fund contribution in future years to “catch up” for this deference. The estimated 6/30/25 balance of the replacement fund is approximately \$11.2M.

ATTACHMENTS

None

ATTACHMENT B

General Fund Expenditure Reductions - MODEL 1

	FY26	FY27
Police Department (PD)		
Vacancy savings	\$ (4,590,423)	\$ (4,704,298)
Overtime reductions	(1,020,000)	(1,020,000)
Contractual service/supplies reductions	67,481	(75,019)
Total PD Adjustments	(5,542,942)	(5,799,317)
Human Resources (HR)		
Remove request for new position	(220,805)	(227,269)
Total HR Adjustments	(220,805)	(227,269)
Finance Department		
Freeze vacant Business License Representative position	(141,940)	(146,492)
Freeze vacant Accounting Specialist II position	(161,260)	(172,424)
Total Finance Department Adjustments	(303,200)	(318,916)
Public Works (PW)		
Re-allocated General Laborer to Gax Tax Fund	(124,634)	(133,472)
Re-allocate Development Svcs./Engineer. Tech. to Wtr/Swr	(103,057)	(114,932)
Remove part time help request for facilities	(50,013)	(52,072)
Reduce contract engineering services	(784,500)	(984,500)
Reduce other contractual services/supplies	(287,000)	(298,610)
Total PW Adjustments	(1,349,204)	(1,583,586)
Community Development		
Eliminate 1 CEO and Add Promotional Levels	(82,925)	(95,250)
Total Community Development Adjustments	(82,925)	(95,250)
Economic Development (ED)		
Eliminate Economic Development Director	(365,754)	(377,191)
Add Administrative Analyst I	213,399	220,165
Eliminate Part-Time Help	(26,302)	(37,160)
Reduce contracts/business expenses	(50,000)	(50,000)
Total ED Adjustments	(228,657)	(244,186)
City Manager		
Remove Part-Time Help	(26,302)	(27,159)
Remove Second Assistant City Manager	(440,465)	(452,543)
Total City Manager Adjustments	(466,767)	(479,702)
City Attorney		
Reduce legal services contracts	-	(250,000)
Total City Attorney Adjustments	-	(250,000)
City Council		
Remove Part-Time Help	(63,127)	(64,329)
Total City Council Adjustments	(63,127)	(64,329)
Public Safety & Comm. Resources (PSCR)		
Remove 4 Community Engagement Specialists	(728,158)	(753,109)
Total PSCR Adjustments	(728,158)	(753,109)
Other Adjustments		
Reduce Recreation subsidy-inc. Child Care transfer	(74,905)	(84,905)
Reduce Golf Course water estimate	(50,000)	(50,000)
Reduce Non-Departmental contracts	(75,000)	(75,000)
Revised Library Contribution	(62,899)	(74,676)
Remove vehicle replacement set aside all departments	(1,181,300)	(1,181,300)
	(1,444,104)	(1,465,881)
Total MODEL 1 Expenditure Budget Adjustments	\$ (10,429,889)	\$ (11,281,545)

ATTACHMENT C

General Funded Contracts Over \$25,000						
Yes	No	Vendor	Amount	Purpose	Description	Non Funded Impact
		City Manager				
		Spearhead Security	\$162,000	Downtown Security	Provides private security in nine downtown parking lots from 6pm-12am, seven days per week.	No enhanced security in the downtown area
		TM Consulting	\$50,000	Executive Coaching	Council/ Executive Team strengthening of communication skills sets, set expectations, establish clear goals and a strategic plan to achieve positive results.	Coaching/ Visioning/ Strategic Planning efforts will end June 30
		Townsend Public Affairs	\$150,000	Grants/ Legislative Advocacy	Provides grant funding research, grant proposal development, grant management, provides comprehensive knowledge of current legislative activities of the state and federal government to allow the City to understand how potential legislation can affect operations.	Significantly reduced capacity to obtain outside funding
		TBD (Contracts)	\$50,000	Operational Assessment	Evaluation of department operations, recommendations for changes to allow for greater efficiency in service delivery and distribution of responsibilities within departments	Operational Assessment will not occur
		David Mensah	\$50,000	Municipal Customer Service Delivery	Evaluation of current customer service practices, ensuring that customer service delivery is consistent and equitable, providing training and resources to staff to improve service delivery	Customer Service will not be evaluated or enhanced
		TBD (Contracts)	\$50,000	Succession Planning Consulting	Create succession plan to ensure seamless transition in all departments as department leaders retire or transition to other agencies	Succession Planning will not be evaluated or enhanced
		TBD (Contracts)	\$60,000	Fee Study Update	Update the City's cost allocation and fee study	Study has not been completed since 2019 and revenues will not be evaluated or enhanced based on current costs
		Economic Development				
		Evvia	\$30,000	Branding	Ad design	No advertising and promotion design
		Sierra Display	\$44,061	Citywide Banners	Street Beautification.	Deterioration/ removal of street banners
		TBD (Contracts)	\$60,000	Downtown Business Association/ Economic Development Projects	Grant funding for three firms at \$20,000 each to carry out projects designed to enhance Economic Development (formerly funds to create a Downtown Business Association)	No new investment in Economic Development Projects
		TBD (Marketing)	\$259,313	Citywide Marketing	Marketing efforts to attract businesses and development to Antioch	Marketing efforts will not increase
		TBD (Programming)	\$37,500	Downtown Activation	New programs to include support for Farmers Market, Artist Pop-Ups, Downtown Beautification, etc.	Funds not available for Downtown Activation
		TBD (Programming)	\$37,500	Continuity of Antioch Business Collaborative	Supports the small business community in Antioch through one-on-one advisory services, workshops and trainings, and help with access to capital.	Program will end in FY26 upon depletion of ARPA funds
		Finance				
		TBD (Contracts)	\$71,410/\$74,990	Independent Financial Audit	Annual required independent financial audit	City will be out of compliance with state law, potential loss of grant funding, jeopardize bond rating
		Central Square	\$314,819/\$330,555	General Ledger Software	General Ledger software for City financials and HR and payroll systems	City will not be able to operate, track revenue & expenditures, pay employees
		Information Systems				
		Microsoft Licensing	\$146,000	Software	Microsoft O365 annual licensing, Microsoft Office applications, Email, SharePoint, and cloud data storage.	This contract is vital—without it, the City risks losing access to the Microsoft tools that support its communication, documentation, and day-to-day work.
		Arctic Wolf	\$110,000	Cyber Security Solution	Hosted Cyber security solution, protects City from potential cyber attacks.	This contract is a critical component of the City's cybersecurity strategy; without it, key systems are at risk
		CrowdStrike Falcon	\$67,000	Virus Protection	Hosted End Point protection solution, server and desktop virus protection.	Failing to fund this contract would significantly increase the City's vulnerability to a cyber virus, potentially leading to a broader cyber attack.
		Phones/Data Switches	\$50,000	Support for phones & data switches	Vendor support for City phones & data switches	Failure to support contract could put City's phone & data system in jeopardy
		Website vendor	\$85,000	Website support contract	Website support contract	Could hinder the maintenance & updating of City's website
		DUO MFA	\$25,000	Multi-Factor Authentication	Multi-Factor Authentication; this confirms our users are who they say they are when logging into City systems.	Failure to fund this contract may result in unauthorized access to the City's data, potentially leading to serious cyber threats.

100k budgeted in FY26/27.

FY26 only

FY25 only

FY25 only

FY26 only

Contained within the Marketing Budget listed below

Proposed increase in FY26. FY25 budget is \$70,089 (includes banner program)

FY26 only

FY27 only

Estimated FY26 and FY27 cost, RFP to be issued late 2025

FY26 and FY27 cost

ATTACHMENT C

General Funded Contracts Over \$25,000

Yes	No	Vendor	Amount	Purpose	Description	Non Funded Impact	Notes
		Community Development					
		Tyler Technologies - ERP/L	\$189,000	Permitting & Licensing Software	Permitting, Land Management, Code Case Processing Software for use for all COD (and Dev, Eng) Services	Unable to receive/process/issue the following services/programs: Building Permits Planning / Land Use Entitlements Code Enforcement Complaints and Cases Encroachment Permits (Development Engineering Division of the Public Works Department)	
		Placeworks	\$69,761	Inclusionary Housing Ordinance	Inclusionary Housing Ordinance	Non-compliance with a California inclusionary housing ordinance can lead to: financial penalties, loss of state funding, and potential legal action. City could face fines, court-ordered remedies, and even lose authority to issue building permits.	
		Sharp LLC dba ServiceMaster	\$50,000	Private Property Abatement	Private Property Abatement	Public Nuisances, Severe Blight, Safety Hazards, and other situation would go unresolved if a Private Property Owner does not resolve/address of their own accord. The lack of an update General Plan could mean: Limited access to state funding, potential lawsuits, and difficulty in guiding future development and addressing evolving community needs. Inconsistencies between local zoning and development, making it harder to implement projects that align with community goals.	<i>Fully cost recoverable through citation and lien process</i>
		TBD	\$1,000,000/yr	General Plan Update	General Plan Update		
		Parks and Recreation					
		Various Community Recipients	\$50,000	Community Engagement	Community base grant giving out to group to hold recreational events or enhancement projects in the community	Community base grant giving out to group to hold recreational events or enhancement projects in the community	
			\$37,000	Information & Advertisement	Cost of printing 120,000 rec guide each year	The impact would reduce visibility and information sharing in the community. we propose printing only 2,000 copies each season (6,000 for the year) for in-house pickup and establishing a stronger digital presence. Reduced Community engagement and city pride. Can result in lower morale and loss of tradition. Missed opportunities for partnerships and visibility for tourism.	
		Various	\$110,000	4th of July Event	City wide celebration of July 4th including bands, parade, and a live fireworks show over the Delta.	Reduced Community engagement and city pride. Can result in lower morale and loss of tradition. Missed opportunities for partnerships and visibility for tourism.	
		Various	\$50,000	Special events	Special events line item includes over 20 events around the community including moves nights, big truck day, Juneleenth, Dia De Los Muertos, Holiday Tree lighting and more	Reduced Community engagement and city pride. Can result in lower morale and loss of tradition. Missed opportunities for partnerships and visibility for tourism.	
		Lincoln Equipment	\$45,000	Chemicals	Weekly or as needed deliveries of CO2 to maintain safe pool levels.	We need this until the AirGas PO is created to maintain pool levels. Once AirGas is in place, we will not need this PO. This cost would still exist as this is essential function of the Water Park pools.	
		Knorr	\$30,000	Chemicals	Weekly or as needed deliveries of CO2 to maintain safe pool levels.	We need this until the AirGas PO is created to maintain pool levels. Once AirGas is in place, we will not need this PO. This cost would still exist as this is essential function of the Water Park pools.	
		ADVANTASOFT INC	\$33,000	Online Store Software	Operations of online store where guests can purchase special event and general admission tickets in advance, season passes and reserve birthday parties and loungers.	Reduced customer service and longer wait times to enter the park as all ticket sales would need to be done on site (ActiveNet does not offer an alternative to this feature). Potential loss of birthday rentals and revenue as AVP staff doesn't have the capacity or budget to oversee and process these rentals.	
		US Foods Inc	\$37,500	Concessions Food	Weekly deliveries of all food and supplies to operate the Gator Grill.	Gator Grill would not be operational, loss of revenue.	
		General Fund	\$200,000	Set-Aside for Prewett repairs & maintenance	Prior Council authorized \$200K per year set aside to Prewett CIP fund for repairs & maintenance	Removing this funding will make it more difficult to fund future capital needs of the Water Park.	<i>In FY26 & FY27 draft budget</i>
		Police Department					
		Adamson	\$30,000	PO for uniforms, supplies	See Purpose for description.	Uniforms for new-hires and related equipment	
		Aries (CCC)	\$35,700	LEO Regional Sharing Platform	See Purpose for description.	Mandatory expenditure. Required for booking prisoners and county data sharing.	
		Arrowhead Tow	\$100,000	Towing and Vehicle Evidence storage	See Purpose for description.	Mandatory expenditure. Needed to tow and store vehicles.	
		AT&T Mobility/First Net	\$75,000	Department phones (including cell phones)	See Purpose for description.	Mandatory expenditure. Required for body cameras.	
		Axon/Evidence.com	\$601,000	BWC and Digital Evidence Storage	See Purpose for description.	Mandatory expenditure. Needed for body cameras, tasers, and digital evidence storage.	
		BPS Tactical	\$80,000	Ballistic Vest	See Purpose for description.	Ballistic vests for new-hires and replacements for officers every 5 years.	
		CAL ID Services	\$200,000	County CAL-ID	See Purpose for description.	Can't cut. Required for fingerprint identification services and DOJ checks.	
		CCC Office of the Sheriff	\$55,000	Police Academy	See Purpose for description.	Tuition expenses for academy students.	
		CCC Office of the Sheriff	\$300,000	Forensic Services	See Purpose for description.	Mandatory expenditure. Evidence processing.	
		Chapin & Hill Investigative	\$150,000	Outside IA Investigation Consultant	See Purpose for description.	Outside investigators for internal affairs.	

ATTACHMENT C

General Funded Contracts Over \$25,000

Yes.	No	Vendor	Amount	Purpose	Description	Non Funded Impact	Notes
		Police Department (Cont)					
		Code 3 Wear	\$75,000	Uniforms	See Purpose for description.	Uniforms for new-hires and related equipment	
		Code Pro Media	\$96,000	Media Consultant	See Purpose for description.	Media consultant.	
		Concast	\$50,000	Internet, Cable	See Purpose for description.	Mandatory expenditure. Needed for department internet service.	contract is on the June 10th agenda for Council consideration
		Concord Uniforms	\$50,000	Uniforms	See Purpose for description.	Uniforms for new-hires and related equipment	
		Crisis MC 911	\$45,000	Emergency Preparedness Services	See Purpose for description.	Required city-wide emergency response training and manual update	
		Cump/Knox/ Lopez Investigations	\$61,700	Background Investigations	See Purpose for description.	Mandatory expenditure. Backgrounds for new hires.	
		D-1ac	\$34,200	K-9 Training Services	See Purpose for description.	Mandatory expenditure. POST mandated training for K-9 officers.	
		East Bay Vet	\$80,000	Emergency Hospital Services - OES	See Purpose for description.	After hours or emergency vet service for animal control.	
		EBRCSA	\$249,000	Radios, Dispatch, Portables, Vehicles and Encryption	See Purpose for description.	Mandatory expenditure. Required for emergency operations and radio communication.	
		Fernandes Tow	\$40,000	RV Towing Services	See Purpose for description.	RV towing.	
		Flick	\$50,000	Cameras	See Purpose for description.	City interaction cameras.	
		Galls	\$30,000	Uniforms, supplies	See Purpose for description.	Police safety equipment and supplies.	
		GrayShift	\$33,000	Digital Forensics Analysis Software	See Purpose for description.	Used by detectives to solve major crimes.	
		Hills Science Diet	\$25,500	Animal Food	See Purpose for description.	Animal control food	
		Koefran	\$28,000	Pet Cremation Services	See Purpose for description.	Animal cremation services	
		LEHRDIN	\$50,000	Community Camera Maintenance	See Purpose for description.	City interaction cameras	
		Lexipol	\$40,000	Policy Management	See Purpose for description.	Mandatory expenditure. Required to have policies and procedures.	
		Live View	\$50,000	Mobile Cameras	See Purpose for description.	Portable security cameras.	
		MMI	\$125,000	Animal Service Supplies	See Purpose for description.	Local animal control supplies	
		Navigating Preparedness	\$66,000	Emergency Preparedness Services	See Purpose for description.	Local Hazard Mitigation Plan preparation. Required for FEMA & Cal OES	
		Periprive	\$200,000	Analysis Platform, E-file DA	See Purpose for description.	Required for criminal prosecution with the DA office and data sharing	
		Pfizer Animal Health	\$26,000	Animal Services	See Purpose for description.	Animal control pharmaceuticals	
		Public Safety Family Counseling (PSG)	\$75,000	Psychological Services & Support	See Purpose for description.	Counseling services for critical incident debriefs	
		R. Giordano Consulting & Investigations	\$50,000	Outside IA Investigation Consultant	See Purpose for description.	Outside investigators for internal affairs.	
		Safestore	\$95,000	Evidence Storage	See Purpose for description.	Mandatory expenditure. Off site evidence storage.	
		San Diego Police Equipment Co	\$83,000	Ammunition	See Purpose for description.	PD ammunition required for training	
		Serological Institute	\$67,000	DNA Analysis	See Purpose for description.	Expedited DNA analysis for major crime investigations.	
		Smarrsh	\$39,500	Cell Phone Monitoring	See Purpose for description.	Monitors PD issued cell phones	
		Sound Thinking (Shotspotter)	\$525,000	Safety Software	See Purpose for description.	Shotspotter service	
		SunRidge/RIMS	\$424,748	RMS-CAD System (current)	See Purpose for description.	Mandatory expenditure. Operates all systems in dispatch and records management.	FY26 and FY27 budget, \$490,000 funded by grant
		Verizon	\$150,000	Cell Service, Modems for Patrol Vehicles	See Purpose for description.	Mandatory expenditure. Needed for police patrol vehicle function.	
		Veritone	\$49,999	Investigative software	See Purpose for description.	AI software used by detectives to investigate major crimes	
		Versaterm	\$150,000	Call Triage - Public Survey/Case Software	See Purpose for description.	Customer service public survey software.	
		Vigilant	\$23,100	ALPR System and Cameras	See Purpose for description.	City intersection cameras.	
		WBA Consultants	\$450,000	Consultant (Addington)	See Purpose for description.	Police Department consultant services.	
		Zoetis	\$25,000	Vet Supplies	See Purpose for description.	Animal control supplies.	FY26 budget, not in FY27

ATTACHMENT C

General Funded Contracts Over \$25,000

Yes	No	Vendor	Amount	Purpose	Description	Non Funded Impact	Notes
		Public Safety and Community Resources					
		Consultant TBD	\$75,000	Community Assessment	The community assessment and strategic plan is a foundational roadmap that informs the City's Violence Intervention and Prevention (VIP) efforts by identifying key needs, gaps, and strategies to reduce gun violence.	If unfunded, the City will lack a coordinated strategy to address gun violence, limiting the effectiveness and sustainability of VIP efforts.	
		St. Vincent DePaul	\$40,000	Emergency Rental Assistance	Emergency rental assistance provides short-term financial support to help residents avoid eviction and maintain stable housing during times of financial hardship.	Antioch Parish will exhaust its rental assistance funds by June 6 and will unfortunately no longer be able to accept or support new rental assistance requests beyond that date. Residents seeking support will need to explore alternative resources after this time.	
		Consultant TBD	\$30,000	Grant Writer - CALVP	Needed to develop compelling, data-driven proposals to secure funding for gun violence prevention initiatives, aligning community needs with grant requirements to support sustainable intervention strategies.	Without funding for a grant writer, the City may miss critical opportunities to secure resources for gun violence prevention, limiting program expansion, sustainability, and impact.	
		Consultant TBD	\$35,000	Data Management	Data management for the department includes a centralized system that tracks participant demographics, service engagement, outcomes, and contract compliance to ensure accountability and impact across all programs.	If unfunded, the department will lack a reliable system to track participant progress and program performance, making it difficult to evaluate impact, meet reporting requirements, or make data-informed decisions.	
		Consultant TBD	\$25,000	Staff Training	Staff training in the fundamentals of youth development equips personnel with the skills and knowledge to effectively support, engage, and empower young people in a strengths-based, trauma-informed manner.	If unfunded, staff will lack the essential training needed to effectively support youth, potentially leading to inconsistent engagement, missed developmental opportunities, and reduced program impact.	
		Human Resources					
		Negov	\$50,000	Various platforms	Platform for recruitment, advertising, employee onboarding and evaluations, and forms routing.	Significantly will impact automated services for recruitment, onboarding, performance evaluations. Will generate more staff as more duties will be done manually.	
		IEDA	\$83,000	Labor relations	Fees are monthly for labor relations.	City does not have the necessary resources to effectively conduct employee relations for successor bargaining or labor relations.	
		Michelle Fizer Consulting	\$40,000	Consultant Services	Consultant services for updating Personnel Rules and policies.	City Personnel Rules were last updated in 1978 and many policies are outdated. This can create a liability for the city due to many new law changes in various areas.	
		City Clerk					
		TBD (Contracts)	\$125,000	Records Management	Automation of Citywide Records, Scanning, and Records Destruction. Moving records out of the Warehouse located at Public Works.	Records Retention Schedule last adopted date was in 2008	
		Wordly	\$32,000	Translation Services	Provides translation services in over 50 different languages at all Council/Board/Commission/Committee Meetings.	On average if a Spanish Interpreter is requested for a meeting, the cost for one interpreter is about \$450 per hour with a 3-hour minimum. Two interpreters are required to provide 20 minute interval breaks.	This service will provide written translation services for agendas, staff reports, etc.
		Public Works - General Fund					
		Streets Division					
		ANRAK	\$50,000	ASPHALT GRINDING	ASPHALT GRINDING	Repairs of failing roadways will not be performed	
		HERMANN EQUIPMENT	\$50,000	PAVER REPAIR	PAVER REPAIR	Repairs of failing roadways will not be performed	
		KENT'S OIL	\$50,000	PAVING OIL	PAVING OIL	Repairs of failing roadways will not be performed	
		VARIOUS	\$136,000/\$140,000	SIGNS AND SIGNS REPAIR	SIGNS AND SIGNS REPAIR	Installation of street and wayfinding will not be performed	
		Signals & Street Lights Division					
		CONTRA COSTA COUNTY	\$472,000	STATE OF CALIFORNIA TRAFFIC	STATE OF CALIFORNIA TRAFFIC	City traffic signal will not be maintained	
		DC ELECTRIC	\$315,000/\$324,000	STREET LIGHT MAINTENANCE	STREET LIGHT MAINTENANCE	City street lighting will not be maintained	
		Facilities Division					
		American Plumbing	\$50,000	Various plumbing Repair	Various plumbing Repair	City will not have an emergency plumbing contractor	
		Bay Alarm	\$68,016	Monthly Maintenance	Monthly Maintenance	City will not have security or surveillance at many of the facilities	
		Bay Cities	\$40,000	Sprinkler Inspections and Maintenance	Sprinkler Inspections and Maintenance	City will not have anyone to maintain or repair fire suppression systems	
		Dream Ride	\$25,000	Elevator Services	Elevator Services	City will not have anyone to maintain or repair elevators	
		Honeywell	\$124,300	Mechanical Maintenance	Mechanical Maintenance	Other general repairs or equipment outside the scope of our agreement	
		Honeywell	\$140,000	City Hall Electronic Zones	City Hall Electronic Zones	Upgrades to City Hall HVAC Controls for energy efficiency will not be made forcing us to continue to use outdated and less efficient equipment. This also contributes to higher maintenance and operational costs.	
		Honeywell	\$25,000	Honeywell HVAC Lab	Honeywell HVAC Lab	Repairs at Water Treatment Plant will not be made.	F727 only
		Honeywell	\$50,000	Honeywell HVAC Filter Gallery	Honeywell HVAC Filter Gallery	Repairs at Water Treatment Plant will not be made.	F727 only
		Honeywell	\$50,000	Honeywell BMS Upgrade	Honeywell BMS Upgrade	Increased cost of operation and loss of system efficiency.	F727 only
		Honeywell	\$30,000	Honeywell Boiler	Honeywell Boiler	Increased cost of operation and loss of system efficiency.	F727 only
		Honeywell	\$150,000	HVAC Repairs Various Facilities	HVAC Repairs Various Facilities	This is for contingency HVAC repairs and failures at various locations	

ATTACHMENT C

		General Funded Contracts Over \$25,000					
Yes	No	Vendor	Amount	Purpose	Description	Non Funded Impact	Notes
		Public Works - General Fund (Cont.)					
		Facilities Division (cont.)					
		Lopez/Luma	\$50,000	All Maintenance Shops Windows and Building Painting	All Maintenance Shops Windows and Building Painting	OLD Corp Yard Building from the 1960s will not be weather proof potential mold and damage inside the building	FY27 only
		Odysey Power	\$25,000	Generator Maintenance and Service	Generator Maintenance and Service	City will not have anyone to maintain or repair facility generators	
		Pepper Investments	\$25,350	Aantex Pest and Rodent Control	Aantex Pest and Rodent Control	City will not have anyone to perform pest control	
		Real Protection	\$20,000	Real Protection Fire Panel Upgrade	Real Protection Fire Panel Upgrade	Panel at Corp Yard will not be replaced	FY27 only
		Real Protection	\$30,000	Fire Alarm Inspections and Monitoring	Fire Alarm Inspections and Monitoring	City will not have anyone to inspect or monitor fire alarms	
		TBO (Contracts)	\$150,000	Roof Repairs & Assessment Various Facilities	Roof Repairs & Assessment Various Facilities	Leaky roofs will not be fixed, potential damage to interior of buildings and slip and falls during rainy season.	
		Parks Division					
		MIRACLE PLAYSYSTEMS	\$300,000	PLAYGROUND PARTS/REPAIR	PLAYGROUND PARTS/REPAIR	Playgrounds will not be replaced	
		PROFESSIONAL TREE	\$120,000	TREE SERVICE	TREE SERVICE	City will not have anyone to trim trees at parks	
		TERRACARE	\$1,410,911	PARKS MAINTENANCE	PARKS MAINTENANCE	Park maintenance will not be performed	
		TERRACARE	\$200,000	CONTINGENCY	CONTINGENCY	Park maintenance outside of the contract scope will not be performed	
		Medians Division					
		PROFESSIONAL TREE	\$	TREE SERVICE	TREE SERVICE	City will not have anyone to trim trees in medians	
		TERRACARE	\$	CONTINGENCY	CONTINGENCY	Median landscape maintenance outside of the contract scope will not be performed	
		TERRACARE	\$153,083/\$157,676	LANDSCAPE SERVICE	LANDSCAPE SERVICE	Median landscape maintenance will not be performed	
		WESTSIDE LANDSCAPE	\$	FIREBREAK AND DISKING	FIREBREAK AND DISKING	Fire break diskling will not be performed	
		WESTSIDE LANDSCAPE	\$	CONTINGENCY	CONTINGENCY	Fire break diskling outside of the contract scope will not be performed	
		Engineering Division					
		INTERWEST CONSULTING	\$500,000/\$300,000	ENGINEERING SERVICES	ENGINEERING SERVICES	When combined with the freeze of positions, the City will not have anyone performing traffic, entitlement or development engineering	
		Public Works - Other Funds w/General Fund Impact					
		NPDES					
		LIVE OAK ASSOCIATES INC	\$30,000	BIOLOGIST SERVICES	BIOLOGIST SERVICES	City would have limited biological assistance while working in creeks and sensitive areas.	
		NOMAD ECOLOGY LLC	\$30,000	BIOLOGIST SERVICES	BIOLOGIST SERVICES	City would have limited biological assistance while working in creeks and sensitive areas.	
		SILVA LANDSCAPE	\$190,000	3-PERSON STORM SYSTEM MAINTENANCE PERMITS	3-PERSON STORM SYSTEM MAINTENANCE CREW PERMITS	Maintained of storm channels will be very limited. City will not be in compliance with State regulations	
		SWRCB	\$115,000	TRASH CAPTURE	TRASH CAPTURE DEVICES PROJECT	City will not be in compliance with State regulations	FY26 only
		TBO (Contracts)	\$200,000				
		SILVMD Funds					
		TERRACARE ASSOCIATES	\$308,011/\$307,642	LANDSCAPE SERVICES	LANDSCAPE SERVICES	Landscape maintenance will be severely limited	
		WESTSIDE LANDSCAPE AND CONCRETE	\$63,366	FIREBREAK MOW AND DISKING	FIREBREAK MOW AND DISKING	Fire break maintenance will be very limited	
		PROFESSIONAL TREE	\$80,000	TREE SERVICE	TREE SERVICE	Preventative maintenance will not be performed liability to the City will increase.	
		SITE ONE	\$50,000	IRRIGATION CONTROLLERS	IRRIGATION CONTROLLERS	Irrigation will need to be turned off to some areas when controllers are damaged or need to be replaced.	
		VARIOUS	\$30,000	ELECTRICAL, TREE MAINTENANCE, MULCH	ELECTRICAL, TREE MAINTENANCE, MULCH	Repairs will not be made as needed, Landscape will deteriorate.	

ATTACHMENT C

General Funded Contracts Over \$25,000						
Yes.	No	Vendor	Amount	Purpose	Description	Non Funded Impact
		GIS Division				
		CIVIC PLUS (SeeClickFm)	\$45,000	SOFTWARE LICENSING	SOFTWARE LICENSING	Will not have a platform/app for residents to report concerns to Public Works.
		ESRI SGEA	\$85,000	SOFTWARE LICENSING	SOFTWARE LICENSING	Will not be able to operate our GIS system.
		KOSMOS GEOSPATIAL	\$90,000	GIS CONSULTING SERVICES	GIS CONSULTING SERVICES	Consultant will not be available to assist with projects. Staff is already short one permanent vacancy. Further development of Gis and CMMS would cease.
		ROK Technologies	\$75,000	SOFTWARE LICENSING	SOFTWARE LICENSING	CMMS across multiple departments will not be accessible.
		Marina				
		HUNT AND SONS	\$45,000	FUEL	FUEL	The marina will not be able to sell fuel.
		VARIOUS	\$35,000	FENCE, CARD READER, KEY FOBs, WEED HARVESTER	FENCE, CARD READER, KEY FOBs, WEED HARVESTER	Fuel card reader will not be replaced. Fuel sales will limited to operating hours only.
		CIP Projects				
		TBD (Contracts)	\$39,977	Rivertown Landmark Signs	Rivertown Landmark Signs	Main entry sign is complete, would not be able to add more
		TBD (Contracts)	\$47,117	Restoration of Public Fountains	Restoration of Public Fountains	No money available to fix future repairs needed
		TBD (Contracts)	\$46,648	Restoration of Public Art	Restoration of Public Art	No money available to fix future repairs needed
		TBD (Contracts)	\$377,671	Citywide Signage Program	Citywide Signage Program	Signage not completed at targeted locations
		TBD (Contracts)	\$1,428,822	City Hall Remodel	Remodel of 2nd floor & basement	Space/Capacity issues not addressed and offices will remain outdated compared to 1st & 3rd floors
						<i>FY25 budget, no activity since 2023, money could be returned to GF</i>
						<i>FY25 budget, no activity since 2021, money could be returned to GF</i>
						<i>FY25 budget, no activity since 2023, money could be returned to GF</i>
						<i>FY25 remaining budget, money could be returned to GF</i>
						<i>FY25 remaining budget, money could be returned to GF</i>

ATTACHMENT D**GENERAL FUND TRANSFERS IN DETAIL**

Transfers In	2024-25	2025-26	Purpose
	Revised	Proposed	
A-2 City Wide Main. Dist (256)	\$ 30,000	\$ 30,000	Reimburse landscape costs
Almondridge Main. Dist (253)	55,000	55,000	Reimburse landscape costs
Lone Tree Main. Dist (251)	21,092	21,092	Reimburse landscape costs
SLLM Admin Fund 257	26,478	27,252	Reimburse landscape costs
Byrne Grant (233)	48,150	40,927	Police Services
Gas Tax (213)	1,010,000	1,010,000	Street Maintenance
NPDES (229)	260,323	263,549	Reimburse engineering staff costs/channel maintenance work
CFD 2016-01 (280)	314,117	313,962	Police Services
CFD 2018-02 (282)	755,170	754,469	Police Services
Street Impact Fund (241)	1,925,000	1,650,000	Street Maintenance
Abandoned Vehicle Fund (228)	0	300,000	Police Services
Supplemental Law Enforce. Grant (232)	302,375	302,375	Police Services
Traffic Safety Fund (237)	48,000	75,000	Street light & signal maintenance
American Rescue Plan Fund (206)	4,303,594	0	Reimburse government services costs
Water Fund (611)	278,984	0	Reimburse for legal fees related to Water Enterprise paid by General Fund
Capital Improvement Fund (311)	1,448,540	0	Return CIP funds Council authorized
Total Transfers In To General Fund	\$ 10,826,823	\$ 4,843,626	

GENERAL FUND PROJECTIONS 6.9.25

	2024-25	2025-26	2026-27	2027-28	2028-29
Beginning Fund Balance	\$43,258,769	\$41,111,384	\$26,419,665	\$19,799,016	\$20,364,333
Taxes	57,209,393	59,252,576	60,936,158	63,288,902	65,113,148
1% Sales Tax	19,921,225	19,997,489	20,235,000	20,993,000	21,326,000
Services Charges/Permits	8,327,300	7,816,479	7,910,991	8,036,479	8,151,636
All Other Revenues	5,124,732	3,037,179	2,405,179	2,308,334	2,329,946
Transfers In	10,826,823	4,843,626	5,007,752	4,873,495	4,936,827
Total Revenues	101,409,473	94,947,349	96,495,080	99,500,210	101,857,557
	% Change				
Personnel	60,135,023	68,441,308	71,199,042	80,765,171	84,611,888 (a)
Services/Supplies/Transfers	43,421,835	41,197,760	41,187,506	43,630,373	45,554,550 (b)
Total Expenditures	103,556,858	109,639,068	112,386,548	124,395,544	130,166,438
	% Change				
Transfer In Budget Stabilization	-	-	9,270,819	25,460,651	- (c)
FY24 Encumbrance Roll-Over	(5,358,842)	-	-	-	-
Surplus/(Deficit)	3,211,457	(14,691,719)	(6,620,649)	565,317	(28,308,881)
Ending Fund Balance	\$41,111,384	\$26,419,665	\$19,799,016	\$20,364,333	(\$7,944,548)
Committed	1,096,954	696,954	500,000	500,000	0
Unassigned	\$40,014,430	\$25,722,711	\$19,299,016	\$19,864,333	(\$7,944,548)
Unassigned %	39.46%	27.09%	20.00%	19.96%	-7.80%

- (a) Assumes all positions fully funded and 2% COLA in FY28 and FY29
 (b) Assumes continued funding of AQCRT and Homekey
 (c) Budget Stabilization Funds fully depleted in FY28 and Gen Fund out of money in FY29

ATTACHMENT F

Program	ARPA	
	Allocations	
MAP	\$	625,000.00
Mental Health Crisis Response		5,700,000.00
Bridge Housing Lease		2,342,952.00
Bridge Housing Support Services		3,382,761.00
Meals on Wheels		25,000.00
Small Business Grants		717,500.00
Façade Improvement Grants		25,726.00
Small Business Support		1,341,250.00
Government Services Category		
Prewett Perimeter Fence		420,524.00
Transfer out to Gen Fund - Pay for Govt Services		4,303,593.00
EBRCS Radios		475,581.00
Concrete Replacement Parks		178,451.00
Wi-Fi Install Downtown/Maintenance		130,000.00
Pub Safety Comm Resources Facility		1,882,562.00
Total Government Services		7,390,711.00
TOTALS	\$	21,550,900.00

ATTACHMENT G

FY25 YEAR TO DATE OVERTIME BY FUND & DEPT

GENERAL FUND

Finance	245.00
Public Works	127,799.00
Police Department	3,589,256.00
Police Department-Crime Prevention (A)	211,402.00
Community Development	41,310.00
City Clerk	3,339.00
Human Resources	5,650.00
Total General Fund	\$ 3,979,001.00

ANIMAL SERVICES FUND 19,593.00

RECREATION FUND 6,187.00

LIGHTING & LANDSCAPE DISTRICT FUNDS 54,913.00

INFORMATION SERVICES FUND

Information Systems Department	27,690.00
Public Works	2,877.00
Total Information Services Fund	30,567.00

WATER ENTERPRISE FUND 601,995.00

SEWER ENTERPRISE FUND 249,542.00

MARINA ENTERPRISE FUND 10,680.00

CIP PROJECT FUNDS 5,112.00

NPDES FUND 13,028.00

VEHICLE MAINTENANCE FUND 8,432.00

TOTAL FY25 OVERTIME THROUGH 5.31.25 **\$ 4,979,050.00**

(A) prior City Council approved \$500,000 through June 30, 2025 for crime prevention enforcement, including outside agency assistance