

CITY OF CHICO

FY13-14 ANNUAL BUDGET



BUDGET POLICIES

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FY2013-14 ANNUAL BUDGET
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CITY OF CHICO FY2013-14 ANNUAL BUDGET - BUDGET POLICIES

A. INTRODUCTION

In its adoption of the Budget, the City Council recognizes that the appropriations approved for the operating and capital budgets are based upon estimates of municipal needs for the fiscal year. Therefore, in order to establish appropriate control in the administration of the Budget, the following policies are adopted to provide necessary authority for the City Manager to administer the Budget during the course of the fiscal year in the light of varying conditions which may occur.

These policies are in addition and supplemental to any provisions contained in the Charter of the City of Chico (the Charter), the Chico Municipal Code (Code), including the Personnel and Employee Representation Rules (PERRs), the Final Budget Resolution, all Memoranda of Understanding (MOU) with recognized employee organizations, all Pay and Benefit Resolutions regarding pay, benefits and other terms and conditions of employment relating to other officers and employees, the City of Chico Administrative Procedure and Policy (AP&P) Manual, and other documents relating to the Budget, as such provisions may apply to the administration of the Budget.

B. DEFINITIONS

B.1. Appropriations (Operating and Capital Budgets).

The term "**Appropriations**" means the amounts approved for expenditure by the City Council in its adoption of the Budget, together with subsequent "**Supplemental Appropriations**." In addition, appropriations for expenditures for purposes which generate and/or are associated with offsetting revenues shall include the impact of such revenues, (e.g., "Construction Permit and Plan Check Fees - Building Inspection" costs, "Peace Officer Standards and Training Reimbursements - Police Officer Training" costs, etc.).

B.2. Budget Modification.

The term "**Budget Modification**" means an adjustment to operating and capital project funding sources, pay schedules, job title allocations, changes in these Budget Policies, and other non-appropriation matters.

B.3. Supplemental Appropriation.

The term "**Supplemental Appropriation**" means an increase and/or decrease in an existing appropriation(s) in the City Council Adopted Budget or a new appropriation(s).

B.4. Rebudget.

The term "**Rebudget**" means the process of carrying over unspent appropriations or unrealized revenue from one fiscal year into a subsequent fiscal year. Pursuant to Budget Policy No. E.3., Rebudgets shall be documented in a Budget Modification.

C. FISCAL CONTROL POLICIES

C.1. Off-Cycle Funding Requests.

Off-cycle funding requests represent items not contemplated during the normal budget production and approval process which may result in exceeding a department and/or category appropriation. In order to ensure that all budget requests are considered in the context of the entire budget, consideration of funding requests submitted outside the normal budget production process shall be subject to staff analysis to assist the City Council in evaluating the proposal. The formal analysis shall include, where applicable, the short- and long-term budget impact and the impacts on other Council approved priorities; identified source of funding and impact on fund balance; and any other pertinent financial implication relevant for City Council decision-making. The Finance Committee's recommendation shall be forwarded to the City Council together with a formal Supplemental Appropriation or Budget Modification, if appropriate. This policy shall not apply to funding requests for grants and entitlement funded programs, or for emergencies as determined by the City Manager. Following staff analysis, the proposal will be referred to the next available Finance Committee meeting for formal analysis.

C.2. Ongoing Non-Personnel Expenditures.

Approval of all expenditures which would result in an ongoing fiscal commitment shall be funded only with increased revenues or other identified funding source. One-time revenues, including fund balance and reserves, shall be used only for one-time costs, such as capital improvements.

C.3. Statement of Fiscal Impact.

All memoranda to the City Council which relate to issues expected to have a fiscal impact on the City shall include a statement of fiscal impact.

C.4. Guiding Principles for Budget Development.¹

The following principles shall guide budget development:

¹Adapted from: (1) "Budget Strategies for Challenging Fiscal Times" presented by Robert Leland, Director of Finance, City of Fairfield; (2) *Recommended Budget Practices* published by the National Advisory Council on State and Local Budgeting; (3) *A Budgeting Guide for Local Government* published by the International City/County Management Association; (4) *Model Practices for Municipal Governments* published by the Connecticut Town and City Management Association; (5) *Strategic Recruitment for Government, Ten Innovative Practices for Designing, Implementing, and Measuring Recruitment Initiatives in Government* published by the Performance Institute; and (6) City Council Resolution No. 135-07, "Resolution of the City Council of the City of Chico Supporting the City's Strategy in Strengthening the Economic Base of Chico," adopted December 4, 2007.

- C.4.a. A balance between public safety, infrastructure maintenance, and quality of life services is required to ensure a livable community.
- C.4.b. A budget must be sustainable into the future, not balanced with one-time fixes, such as transfers of reserves or set-asides, and must reasonably reflect expenditures that match available revenues.
- C.4.c. Reducing funding for capital projects, or eliminating projects from the Capital Improvement Program, in order to support operating activities sacrifices the community's long-term interests.
- C.4.d. Continuous investment in technology, systems and equipment is needed to improve organizational efficiency, especially when staffing levels are reduced.
- C.4.e. Compensation levels in line with the labor market for similar governmental agencies are desired in order to minimize staff turnover and maintain City productivity; however, compensation levels must stay within a range that the City can sustainably afford while still providing the full range of city services that citizens expect from their city government.
- C.4.f. Additional revenue sources, such as grants and development related income, should be sought to augment City resources after due consideration of the cost associated with accepting a grant or approving development.
- C.4.g. Program cost recovery should be maximized, including reasonable General Fund indirect costs allocated to other funds, to reduce the need for program reductions.
- C.4.h. Quality economic development and strengthening the City's economic base through implementation of the economic development strategy should be promoted to expand the City's revenue base and provide a net resource gain.
- C.4.i. Services and programs that serve a limited number of participants should be the focus of reductions, reformation, elimination, or reorganization, or should be considered for implementation by a private vendor or non-profit organization.
- C.4.j. Reductions should be avoided that could exacerbate liability issues for the City, or have long-term consequences that would be costly to reverse.
- C.4.k. The budget must ensure administrative accountability, internal controls and long-term financial stability.

D. FINANCIAL PLANNING AND IMPLEMENTATION POLICIES

D.1. Balanced Budget and Deficit Reduction Plan.

The City shall establish a plan to reduce current deficits and to structurally balance the City's budget.

Revenue Control

D.1.a. The City will dedicate new ongoing revenue sources in the following manner and priority:

- At least 55 Percent – for reducing fund deficits and replenishing reserve funds to established targets;
- 30 Percent – Fixed cost increases, such as built-in contract escalators, benefit increases outside City control, etc.;
- 15 Percent – Discretionary expenditures and negotiable items.

D.1.b. The City will designate and assess fees for service and other fees in the following manner and in compliance with law.

- Category I – Fees that are determined to have a 100 cost recovery goal and shall be updated annually based on the total costs of providing the service;
- Category II – Fees that are below the 100 percent cost recovery goal. Fees will be adjusted annually by a standardized escalator based on the most recent Consumer Price Index. Fees are generally subsidized where collection of fees is not cost-effective; collection of fees would not comply with regulatory requirements; purpose of the fee is not to offset cost but to provide benefits to the recipients and the community.
- Category III – Penalty and fine fees to the public. Fees in category III should be reviewed annually relative to the reasonableness for the fee and the fiscal effect as it relates to deterrence.

D.1.c. One-time revenues not anticipated during the fiscal year will be primarily dedicated to reducing fund deficits and replenishing reserve funds to established targets.

D.1.d. All revenue receipts shall be processed through the Finance Department. In the case revenue receipts are offset by any non-cash transaction or discounts, Administrative Services Director's review and approval will be required.

D.1.e. Any commitment by the City to perform or pay for services which will be reimbursed by another entity will be documented in a written agreement prior to proceeding with the services and approved by the Administrative Services Director, City Manager, and if over \$50,000, the City Council.

Expenditure Control

D.1.f. Expenditure controls safeguard limited government assets and ensure resources are maintained where they were originally approved during the budget process. To this end, while Budget Policy E.1 provides City Manager control over fund-level expenditures, tighter controls and authorizations are required to maximize safeguards over the use of funds. Operating and Capital expenditures will require the following approvals and process:

D.1.f.1 Personnel and Non-Personnel Expenditure Transfers – Transfers of appropriations between personnel and non-personnel categories requires approval of the Administrative Services Director, City Manager and City Council.

D.1.f.2 Transfers between Departments – Expenditures will be appropriated at the Department level. Appropriation transfers between departments requires approval of the Administrative Services Director, City Manager and/or City Council based the following authorization amounts.

- Under \$10,000 – Administrative Services Director;
- \$10,000 to \$50,000 – Administrative Services Director and City Manager; and
- Over \$50,000 – Administrative Services Director, City Manager, and City Council.
- Exceptions: In the case of emergency, to prevent the loss of capital/grant funds, and/or other circumstance where delay would have a material negative impact to the City, the Administrative Services Director and City Manager can approve appropriation transfers.

D.1.f.3 Transfers between Expenditure Categories – Expenditures will be appropriated at the Category level. Within each category exist object code line items. Departments can expend within the category as necessary without requiring further action. Appropriation transfers between categories requires approval of the Department Director, Administrative Services Director and/or City Manager based the following authorization amounts.

- Under \$25,000 – Administrative Services Director;
- \$25,000 to \$50,000 – Administrative Services Director and City Manager; and
- Over \$50,000 – Administrative Services Director, City Manager, and City Council.
- Exceptions: In the case of emergency, to prevent the loss of capital/grant funds, and/or other circumstance where delay would have a material negative impact to the City. Administrative Services Director and City Manager approval is required.
- Not Applicable: Non-discretionary items such as allocations, technology, fuel and utilities are not available for transfer.

D.1.g. The City will refrain from allowing funds to fall into deficit positions or continuing growth in existing fund balance deficits. Annual fund deficits should be eliminated by transferring funds into the deficit fund to maintain the previous year's fund balance. The only exceptions to this are funds in which future revenues are estimated to be sufficient to cover current deficits (e.g., Development Impact Fee Funds and Capital Grant Funds).

D.1.h. The Finance Department will establish an appropriate purchasing process with adequate controls to ensure expenditures are properly approved and do not exceed City Council appropriations.

D.1.i. The City will evaluate and consider personnel compensation and benefit expenditures from a total compensation perspective.

D.1.j. Any revenue or expenditure item may be submitted to the City Council for review and/or approval at the recommendation of the City Manager. Exceptions to revenue and expenditure controls require City Council notification.

D.2. **Capital Improvement Program.**

The Ten-Year Capital Improvement Program (CIP) is developed and presented coincidentally with the overall City budget.

D.3. **Fee Schedule Adjustments.**

Recommendations for changes in fees will be brought forward to the City Council for approval. While fee schedule adjustments should be incorporated into the overall budget approval process, the City Manager may recommend adjustments as necessary. Each fee will be classified in accordance to the definitions shown in D.1.b.

D.4. **Planning.**

City Manager will ensure the timely completion of appropriate cost allocation plans and user fee studies. Generally, these plans and studies should be completed every 2-3 years and reported to the City Council for review.

E. BUDGET ADMINISTRATION POLICIES

E.1. **Appropriations - Operating and Capital Budgets.**

Appropriations approved for the Operating Budget Activities and Capital Budget Expenditure Accounts of the City's offices/departments are based upon estimates of needs for the fiscal year for projected service level requirements under normal conditions and circumstances.

However, as a result of changing conditions, unanticipated needs, emergencies, the availability of unforeseen State/Federal and/or other funding sources and like circumstances, it may be necessary during the course of the year to increase, reduce, eliminate, or provide new funding for Operating Budget Activities (including Job Title Allocations) or Capital Budget Expenditure Accounts.

Therefore, in administering the Budget, the City Manager is authorized to provide each office/department with sufficient funding to meet its needs in such circumstances, so long as a decision to vary from approved appropriations (or Job Title Allocations) does not exceed, except in the case of emergencies, the total appropriated expenditures of the affected municipal fund at the time of the decision. This policy includes, but is not limited to, the authority to supplement budgeted capital projects by transferring funds reflected in a Council-approved Capital Improvement Program from a future year to the current fiscal year if the City Manager determines that the action is necessary to prevent a disruption to the construction schedule of the project, and that there is sufficient fund balance available to cover the expenditures.

In the event of an emergency, the City Manager is authorized to provide the resources necessary to meet the needs of the emergency subject to the limitations of available fund balance.

In all such instances, the City Manager shall report budgetary decisions to the City Council by means of an appropriate Supplemental Appropriation/Budget Modification.

E.2. **Supplemental Appropriation/Budget Modification Requirements.**

Whenever the City Manager determines that a proposed budgetary adjustment does not fall within the above policies, or that it would add new or substitute substantially different projects, equipment, or programs to those approved for Operating Budget Activity or Capital Budget Expenditure Accounts, the City Manager shall submit to the City Council a Supplemental Appropriation or Budget Modification. Proposed budgetary adjustments shall be included as part of the Quarterly Financial Update provided to the City Council after the close of each fiscal quarter.

E.3. **Rebudget Authority.**

Upon closing the financial books each fiscal year, the Administrative Services Director will review department requests to rebudget unexpended funds and unrealized revenues to the ensuing fiscal year's budget. For those items approved by the City Manager and already encumbered, the Administrative Services Director shall rebudget unexpended funds and unrealized revenues to the ensuing fiscal year's budget. The items rebudgeted shall be documented in a Budget Modification. Unencumbered funds will either be released and available as one-time resources in the ensuing year's budget or in the case of non-encumbered capital, considered for rebudget based on a previously identified project need.

E.4. **Fund Reserves.**

E.4.a. **General Fund Reserve.**

E.4.a.(1). **Operating Reserve.**

The City Manager shall endeavor to achieve a minimum balance in the General Fund to serve as an operating reserve in the amount of seven and one-half percent of the General and Park Funds operating expenditures. Any additional revenue or expenditure savings realized at the year-end close of books shall be incorporated into the fund balance and considered with the overall budget proposed the following June for the new fiscal year.

E.4.a.(2). **Emergency Reserve Fund (003).**

The Emergency Reserve Fund has been established to help buffer the City from issues such as fluctuation in sales tax, changes in State laws as to how the sales tax is allocated, changes in motor vehicle in lieu reimbursement from the State, a sudden draw through employee attrition on vacation payment obligations, or other catastrophic events. The desired level of this fund is established at 20 percent of the General and Park Funds operating expenditures. Following close of the books each year, the Administrative Services Director, at the direction of the City Manager, is authorized to transfer monies to the Emergency Reserve Fund.

E.4.b. **Private Activity Bond Administration Fund (214).**

Fees paid by applicants for the issuance of City of Chico Private Activity Revenue Bonds shall be deposited in Fund 214 by the Administrative Services Director. Expenditures may be made from it to pay costs incurred by the City in connection with the issuance and administration of such bonds, for any litigation which may occur relative to their issuance, and to fund the adaptation of housing units for the handicapped (subject to the provisions of an appropriate AP&P). The desired reserve for this fund shall be \$50,000 per outstanding bond issue. Following close of the books each year, the Administrative Services Director, at the direction of the City Manager, is authorized to transfer fund balance in excess of the desired reserve to the General Fund.

E.4.c. **Assessment District Administration Fund (220).**

Special Assessment District Administrative Fees paid to the City from the proceeds of issuance of Special Assessment District Bonds (for both original and/or refunding issues) shall be deposited in Fund 220. Penalties assessed and collected on delinquent assessments shall also be deposited into this fund. Provided, however, that the portion of the penalty which covers interest lost to an individual assessment district shall be deposited back into the assessment district in order to make it whole. Expenditures may be made from it to pay debt service, costs incurred by the City in connection with the issuance and administration of such bonds, including costs relative to litigation and/or foreclosure proceedings which may occur relative to their issuance, and to replenish the reserve. The desired reserve for this fund shall be \$150,000 per outstanding bond issue. Following close of the books each year, the Administrative Services Director, at the direction of the City Manager, is authorized to transfer fund balance in excess of the desired reserve to the General Fund.

E.4.d. **Building and Facility Improvement Fund (301).**

Fund 301 has been established to accumulate funds for site acquisition, construction, improvement and equipping of municipal buildings and facilities. Expenditures from this fund shall be restricted to the General Fund share of major capital facilities needs approved by the City Council, including fire stations, police facilities, and other municipal buildings. Although no reserve has been established, the fund balance shall continue to accrue until such time as funds are required for the facilities set forth in this section.

E.4.e. **Sewer Fund (850).**

Within the Sewer Fund (850), the following capital equipment replacement set asides have been established:

E.4.e.(1). Collection System Capital Replacement

E.4.e.(2). Water Pollution Control Plant Capital Replacement

The annual contributions to the capital replacement set asides shall be in accordance with terms and conditions of all agreements for State Revolving Fund loans to finance sewer facilities.

E.4.f. **Private Development Funds (861 and 862).**

Fund 862 has been established to account for revenues and expenditures related to private development planning and building inspection services. A reserve for the Building Division to provide resources for the committed services is being established within this fund. The desired reserve for this fund shall be equal to 50 percent of the Building Division's operating budget. Such reserve shall be created by annually setting aside an amount equal to five percent of the Building Division's operating budget until the desired reserve is met. Provided, however, in any fiscal year in which the fund balance in Fund 862 is in a negative position, funds shall not be set aside into the reserve. Fund 861 has been established to segregate the prior deficit from Fund 862 in order to clearly identify the deficit to be paid as well as assisting in analyzing future Fund 862 financial results.

E.4.g. **General Liability Insurance Reserve Fund (900).**

Fund 900 has been established to fund the costs of liability and property damage insurance, and bond and risk management programs. The City is self-insured and is a member of the California Joint Powers Risk Management Authority. The desired reserve for this fund shall be \$2,000,000, which represents an amount equal to four times the self insured retention amount of \$500,000. Following the close of the books each year, the Administrative Services Director, at the discretion of the City Manager, is authorized to transfer fund balance in excess of the desired reserve to the General Fund.

E.4.h. **Workers Compensation Insurance Reserve Fund (901).**

Fund 901 has been established to fund the costs of operating the City's Self-insurance Workers Compensation Insurance Program. The desired reserve for this fund shall be equal to the estimated outstanding losses as set forth in the Actuarial Study of the Self-Insured Workers Compensation and Liability Programs.

E.4.i. **Technology Replacement Fund (931).**

Fund 931 has been established to accumulate funds for the replacement of technological equipment. Annual contributions are made from the funds owning such equipment, based on the estimated cost to replace the equipment at the end of its useful life. The desired reserve for this fund shall be adjusted annually to reflect the amount calculated in the Technology Replacement Schedule.

E.4.j. **Fleet Replacement Fund (932).**

Fund 932 has been established to accumulate funds for the replacement of the City's fleet. Annual contributions are made from the funds owning such equipment, based on the estimated cost to replace the equipment at the end of its useful life. The desired reserve for this fund shall be adjusted annually to reflect the amount calculated in the Fleet Replacement Schedule.

E.4.k. **Facility Maintenance Fund (933).**

Fund 933 has been established to accumulate funds for major building and facility maintenance needs. Annual contributions are made from the funds which own the facilities, based on the estimated cost of the major repairs and maintenance. The desired reserve for this fund shall be adjusted annually to reflect the amount calculated in the Facility Maintenance Schedule.

E.4.l. **Parking Facilities Reserve (853).**

Fund 853 has been established to accumulate funds for parking facilities operations and improvements. As parking facilities age, the facilities require significant rehabilitation and potential reconstruction where annual revenues would not be sufficient to cover the costs and/or where costs would require multiple years' worth of revenue. In order to fund these future costs, the City will annually set aside \$150,000 or 15 percent of revenue, whichever is larger, as a reserve for such expenses. The City may use the parking facilities reserve and any other associated revenue to finance bonds for rehabilitation and potential reconstruction. The use of the parking facilities reserve will require the City Council to take action with a 2/3rd majority of members for allocating reserve funds.

E.5. **Incorporation of Fee Schedule Adjustments.**

The City Manager is authorized to annually adjust fee schedules of any real time or other staff time based fee which is impacted by an increase in personnel compensation adjustments previously authorized and approved by the City Council without further City Council action. Provided, however, any new fee or change in fee which is not the direct result of previously authorized adjustments in compensation will require Council approval. Provided, further, authorization to incorporate annual changes in fees, such as annual increases in the Engineering New Record Construction Cost Index or the Consumer Price Index, which previously were approved by the City Council shall remain in effect.

E.6. **Annual Street Maintenance Program Pre-Budget Authority.**

Because the Final Budget is not adopted until at least June, it is not possible to take full advantage of the weather-related construction season in implementing the City's Annual Street Maintenance Program. Therefore, with the submission of the Proposed Budget to the City Council, the City Manager is authorized to request funds for the annual overlay and slurry seal program for the subsequent fiscal year. In the event the City Council has elected to adopt a biennial budget, the City Manager is authorized to request funds for the annual overlay and slurry seal program for the next two fiscal years.

E.7. **Maintenance District Budget and Fund Establishment Authority.**

Upon recordation of a City Council resolution ordering the formation of a maintenance district, the City Manager is authorized to establish a fund for such maintenance district, and to budget the annual assessments, levy fees, and estimated expenditures in amounts not to exceed those contained in the Engineer's Report adopted by the City Council through the resolution. Such actions shall be formalized through a confirming Supplemental Appropriation.

F. COMMUNITY ORGANIZATION AND ECONOMIC DEVELOPMENT SERVICES

F.1. **Community Organization Funding.**

F.1.a. **Community Development Block Grant Program Funding Set-Aside.**

A portion of the Community Development Block Grant (CDBG) Program entitlement from the Federal Department of Housing and Urban Development (HUD) will be set aside annually for the purpose of providing funding assistance to community organizations meeting HUD requirements. Specific appropriations for assistance to such organizations will be subject to the review and approval of the City Council and will not exceed fifteen percent.

F.1.b. **General and Arts Funding Set-Asides.**

For the purposes of budget development, the total funds available for providing funding assistance to community organizations in the General and Arts Categories will be calculated annually by using the prior fiscal year total appropriations to community organizations in each category and applying the percentage difference between actual General and Park Funds recurring revenue² for the prior two years to the current year's allocation. Provided, however, in the event the percentage difference exceeds the Consumer Price Index for All Urban Consumers - U.S. City Average (CPI-U), the CPI-U for the annual period ending in October shall be applied. The resulting amount of total available funds for community organizations will be presented with City departmental budget requests to the City Manager, who has authority to recommend adjustments if determined the funding is needed for basic municipal services. Specific appropriations for assistance to such organizations will be subject to the review and approval of the City Council.

F.1.c. **Program Administration.**

F.1.c.(1). **Funding Adjustment Authority.**

Upon request of an organization, the City Manager is authorized to approve requested budget line item or programmatic changes without further Council action if the changes are determined by the City Manager to be consistent with the general elements of the program, service levels, or outcomes previously approved by the Council. In the event a requested adjustment would substantially change the program, service levels, or outcomes, the request shall be forwarded for Council consideration. If a request for a substantial change is for an Arts community organization, the request shall first be forwarded for recommendation by the Arts Commission.

F.1.c.(2). **Term Extension Authority.**

The City Manager is authorized to extend the term of an agreement with a community organization for a reasonable period of time if all funds have not been expended prior to the end of the term, provided that expenditures during the extended term are consistent with the agreement. The City Manager will notify the City Council of the extension.

F.1.c.(3). **Funding Rescission Authority.**

The City Manager is authorized to rescind approved funding to an organization on November 1 if such organization has not submitted all acceptable documentation as

²Recurring General and Park Funds Revenues are the difference between the total General and Park Funds revenue and one-time revenues, refunds, reimbursements, and revenues from sources designated for specific use (i.e. new special taxes or other revenues established by the City Council or voter action for a pre-determined purpose).

set forth in the checklist forwarded with the funding agreement. The City Manager is further authorized to extend the November 1 deadline in the event of unique or unforeseen circumstances.

F.2. **Economic Development Services Set-Aside.**

For purposes of budget development, the total funds available for funding economic development/tourism service providers will be calculated annually by using the prior fiscal year total appropriations for economic development/ tourism service providers and calculated annually by applying the percentage difference between actual General and Park Funds recurring revenue for the prior two years. Provided, however, in the event the percentage difference exceeds the Consumer Price Index for All Urban Consumers - U.S. City Average (CPI-U), the CPI-U for the annual period ending in October shall be applied. The resulting amount of total available funds for economic development/tourism service providers will be presented with City Departmental budget requests to the City Manager, who has authority to recommend adjustments if determined the funding is needed for basic municipal services. Specific appropriations for assistance will be subject to the review and approval of the City Council.

G. FINANCIAL ADMINISTRATION POLICIES

G.1. **Claims Settlement Authority - Liability, Property Damage, and Workers Compensation Claims.**

G.1.a. **General Settlement Authority.**

The following staff is authorized, without the prior approval of the City Council, and with the concurrence of the City Attorney, to settle liability, property damage, and workers compensation claims against the City for bodily injury, personal injury, property damage, and industrial injuries, in amounts not to exceed the following:

- | | | |
|------------|--|-------------------------|
| G.1.a.(1). | City Manager | \$50,000 per occurrence |
| G.1.a.(2). | Human Resources and Risk Management Director | \$25,000 per occurrence |

Such general settlement authority may be exercised when, in the opinion of the City Manager and the City Attorney, such settlement would meet any of the following criteria:

- G.1.a.(3). Be in the best interests of the City;
- G.1.a.(4). Result in less cost to the City for legal and adjusting expenses than if the normal adjustment process was utilized in connection with claims covered by the City's applicable insurance coverages; or

G.1.a.(5). Not be covered under the liability or workers compensation insurance coverages available to the City.

G.1.b. **Exceptions to Settlement Authority Limitation.**

G.1.b.(1). When claim settlement authority for a workers compensation claim has been approved by the City Council, and a workers compensation judge or the Workers Compensation Appeals Board orders a settlement amount exceeding such authority, the City Manager may approve the ordered settlement amount without further Council review.

G.1.b.(2). The City Manager may approve, without review by the City Council, workers compensation settlement amounts in excess of \$50,000 which are based solely upon the permanent disability evaluation and rating of the State of California Disability Evaluation Bureau.

G.1.b.(3). Claim settlements for clean-up costs, property damage, and related expenses for damage to private property resulting from a City sewer line backup, when liability for the backup rests with the City, may be approved by the City Manager without City Council review. Any such settlements not covered by liability insurance shall be funded from Fund No. 850 Sewer Fund, and budgeted in the Department 670, Water Pollution Control Plant, operating budget.

G.1.b.(4) The City Manager will report to the City Council any exceptions to the settlement authority limitation.

G.1.c. **Water Pollution Control Plant Waste Discharge Requirements - Authority to Execute Waiver.**

The City Manager is authorized to execute a waiver of the City's right to hearing in connection with fines for certain violations of waste discharge requirements where the City Manager determines that the fine is justified and that it would not be in the best interest of the City to appeal such fine. The City Manager shall report such violation and fine to the City Council as soon as practicable thereafter. Provided, however, the City Council shall be notified in advance of all fines which exceed \$10,000.

G.2. **Real Property Acquisition.**

G.2.a. **Incidental Costs.**

The City Manager is authorized to approve the expenditure of funds necessary to cover the cost of appraisals, environmental assessments, environmental review, and preliminary engineering for property the City proposes to acquire. In addition, the City Manager is authorized to approve Supplemental Appropriations to provide funds for legal costs, administrative costs, and title and escrow costs in connection with acquisition of real property if the City Council has approved a resolution or minute order authorizing the acquisition and allocation of funds for the purchase price.

G.2.b. **Acquisition of Creekside Greenway Along Waterways Located Within the Chico Sphere of Influence.**

G.2.b.(1). The City Manager will consider acquisition of properties offered for sale when such properties are vacant or contain structures which are unoccupied and have minimal or no value. After obtaining necessary information regarding the property, the City Manager will make a recommendation to the City Council regarding whether to proceed with an acquisition.

G.3. **Development Fees.**

G.3.a. **Transportation Facility Fees, Storm Drainage Facility Fees, and Building and Equipment Fees - Funds Established; Authorized Uses.**

Pursuant to Chapter 3.85 of the Chico Municipal Code, various funds have been established for the deposit of Transportation Facility Fees, Storm Drainage Facility Fees, and Building and Equipment Fees collected by the City.

The City Manager may authorize the expenditure of monies from these funds for the purposes of securing appraisals for right-of-way acquisition, for costs related to environmental assessment and environmental review, and for preparation of preliminary design engineering and cost estimates for various improvement projects without securing the prior approval of the City Council. In each such instance, the Administrative Services Director shall establish an appropriate Capital Budget Expenditure Account against which such expenditures shall be charged.

Prior to proceeding with right-of-way land acquisition, preparation of final design, engineering plans, and cost estimates or the construction of improvements, the City Manager shall prepare a Supplemental Appropriation for City Council consideration for such work.

G.3.b. **Park Facility Improvement Fees - Funds Established; Authorized Uses.**

Fund 330 Community Park Fund, Fund 333 Linear Parks/Greenways Fund, Fund 341 Neighborhood Park Zone A, Fund 342 Neighborhood Park Zone B, Fund 343 Neighborhood Park Zones C&D, Fund 344 Neighborhood Park Zones E&F, Fund 345 Neighborhood Park Zone G, Fund 347 Neighborhood Park Zone I, Fund 348 Neighborhood Park Zone J, and Fund 332 Bidwell Park Land Acquisition Fund have been established. Park Facility Fees paid to the City pursuant to the provisions of Chapter 3.85 of the Chico Municipal Code shall be segregated and deposited by the Administrative Services Director in the appropriate foregoing funds.

The City Manager may authorize the expenditure of monies from these funds for the purposes of securing appraisals for park land and creekside greenway acquisitions, for costs related to environmental assessment and environmental review, and for preparation of preliminary design engineering and cost estimates for various park improvement projects without securing the prior approval of the City Council. In each such instance,

the Administrative Services Director shall establish an appropriate Capital Budget Expenditure Account against which such expenditures shall be charged.

Prior to proceeding with land acquisition, preparation of final design engineering plans and cost estimates, or the construction of improvements, the City Manager shall prepare a Supplemental Appropriation for City Council consideration for such work.

The City Manager is authorized to enter into agreements to acquire property for community parks, linear parks and greenways, and neighborhood parks when such property has been reserved pursuant to Chapter 18.34 of the Chico Municipal Code. The City Manager shall enter into such agreements and acquire the reserved property only if the balance in the Community or Neighborhood Park Funds, after deducting all expenditures approved in the Budget and any Supplemental Appropriations, is adequate to fund the acquisition. In the event adequate funding is not available in the fund, execution of the agreement will require City Council authorization.

G.3.c. Annual Nexus Study Update.

The City Manager is authorized to expend monies from the appropriate development impact fee funds set forth in Sections 3 (a) and (b) above for the purpose of conducting a regular nexus study update required by State law to establish the nexus between the amount of development impact fees collected and the cost of the public improvements which are necessary as a result of new development.

G.3.d. Charging Interest to Various Development Impact Fee Funds.

As a general policy, interest will be charged against development impact fee funds which are in a deficit position as a result of projects being funded prior to the collection of fees. However, in the event the estimated fund balance in any park fee fund is less than the actual interest charges for the preceding two-year period, no interest will be charged to the fund until these criteria no longer apply, at which time interest will be applied to the remaining balance.

G.4. Donations, Legacies or Bequests.

The City Manager may accept donations, legacies or bequests which have a value of up to \$20,000 for the acquisition, improvement or preservation of various City facilities or activities, subject to the terms and conditions imposed by the donor. For donations with values greater than \$20,000, the City Manager shall secure the approval of the City Council prior to acceptance of the donation, legacy or bequest. The City Manager shall transmit any monies received to the Administrative Services Director for deposit to the credit of the appropriate municipal fund and may also request the Administrative Services Director to establish an appropriate Operating or Capital Budget Expenditure Account. In the case of receipt of real property (except property acquired pursuant to Section 2R.04.030 of the Chico Municipal Code) or personal property, the City Manager shall direct the Administrative Services Director to record it upon the appropriate inventory records of the City. The City Manager shall have authority to expend any monies received in accordance

with the donor's intent, and charge the appropriate budgetary account for expenditures, so long as no expenditure of City monies is required. If an expenditure of City monies is required, the City Manager shall first secure from the City Council approval for an appropriate Supplemental Appropriation.

The above provisions shall also apply to donations, legacies, and bequests to the Bidwell Park and Playground Commission, pursuant to Section 1006.2 of the Charter.

G.5. **Financial Assistance.**

G.5.a. **Loans and Other Financial Assistance for Manufacturing and Industrial Facilities.**

The City Manager may authorize the expenditure of funds from the amounts budgeted for loans and other financial assistance for manufacturing and industrial facilities for the purpose of securing a financial analysis of a proposal for a loan. In addition, the City Manager is authorized to approve Supplemental Appropriations to provide funds for legal costs, administrative costs, and title and escrow costs in connection with making a loan if the City Council has adopted a resolution or minute order authorizing the execution of agreements to provide the loan and allocating loan funds.

G.5.b. **Emergency Relocation Assistance.**

From time to time during the course of a fiscal year, City actions (such as abatement of dangerous buildings) may occur which result in the loss of housing accommodations for affected low income City residents. In such circumstances, the City Manager is authorized to provide short-term relocation assistance to such persons to fulfill their housing needs. In each such instance, the City Manager shall report such action to the City Council at the earliest practicable date following such approval and shall secure from the Council approval of an appropriate Supplemental Appropriation. Funds for such assistance may be drawn from the Program Contingency or Program Administration Reserves of the Community Development Block Grant (CDBG) Fund, or the Operating Reserves of the General Fund, or such other municipal fund as may be appropriate and lawful for such use.

G.5.c. **Low and Moderate Income Housing Loans - Revolving Loan Accounts.**

G.5.c.(1). **Rehabilitation Loans (CDBG and HOME).**

Principal on all loan repayments from City rehabilitation loans to low and moderate income households shall be deposited in a revolving loan fund to be used for future rehabilitation loans. Such revolving loan fund shall be established by the Administrative Services Director within each fund from which rehabilitation loans are made (i.e., Community Development Block Grant Fund or Home Investment Partnership Program Fund).

G.5.c.(2). **Mortgage Subsidy Program Loans (HOME).**

Principal on all loan repayments from City mortgage subsidy loans to low and moderate income households shall be deposited in a revolving loan fund to be used for future mortgage subsidy loans. Such revolving loan fund shall be established by the Administrative Services Director within the HOME Fund.

G.5.d. **Reduction of Interest on Delinquent Assessments.**

The City Manager is authorized to reduce the interest rate on delinquent assessments to a rate not less than the City's rate of return based on the annualized rate of the City's investment pool for the period of the delinquencies, plus two percent, upon receipt of documentation satisfactory to the City Manager that: (1) the property owner had no knowledge of the delinquent assessments; (2) the property owner had no control over the payment of the delinquent assessments; or (3) the property owner attempted but was not allowed to pay the delinquent assessments because the Butte County Tax Collector would not accept a partial payment.

G.6. **Contractual Authority.**

G.6.a. **Participation in Federal, State, or Other Funding Assistance Programs.**

From time to time the City becomes eligible, pursuant to appropriate statutes and/or regulations of the State and/or Federal Governments, or through programs of private non-profit and for-profit agencies, to apply for and/or receive funding assistance for various activities, programs, or projects (such as employment programs, traffic safety programs, and capital funding assistance for public right-of-way, park, or airport facilities and the like). The City Manager is authorized to file applications and develop or negotiate provisions for such funding assistance on behalf of the City as the City Manager may deem appropriate and in the best interests of the City in connection with the activities, programs, or projects proposed to be funded. If funds have been appropriated for such assistance or if no City funding will be required in connection with it, no action by the City Council shall be required. If funds for such assistance have not been appropriated, the City Manager shall report upon each such application to the City Council. If the Council does not request the City Manager to withdraw the application or not finalize the arrangements, then the City Manager is authorized to take all further actions necessary to secure the assistance and implement the program, activity, or project.

In the event the assistance is received, one of the following courses of action, as applicable, shall be taken:

- G.6.a.(1). If the assistance for the contemplated activity, program, or project fully funds it and no City matching funds are required, no further budgetary action shall be required and the Administrative Services Director is authorized to establish such municipal funds and accounts as appropriate.

- G.6.a.(2). If the assistance and previously appropriated City matching funds fully fund the contemplated activity, program, or project, no further budgetary action shall be required.
- G.6.a.(3). If the assistance and previously appropriated City matching funds are insufficient, or no matching funds have been previously appropriated, they shall be appropriated by Supplemental Appropriation of the Council either in connection with any required Council action regarding acceptance of the assistance, or at such later time as the amount can be reasonably determined.

Should such funding assistance involve the employment of persons in the City service, it is recognized that such employment and the retention of such employees are wholly contingent upon the continued allocation of such assistance to the City and that the City has no obligation for continuing the employment of such persons in the event the funding assistance is terminated or otherwise withdrawn. Accordingly, the City Manager is granted full authority to terminate any persons so employed under these circumstances, unless, with the approval of the City Council, City funding is appropriated to continue their employment.

Should a program, activity, or project funded (in whole or in part) with assistance generate income required to be used for the program, activity, or project funded (e.g., rental income, property sales, housing assistance loan repayments, and the like), such program income shall be used to fund such activities, programs, or projects prior to utilization of any funding assistance monies. It is understood that such program income will increase the scope of the approved programs, projects, or activities. Accordingly, the City Manager is authorized to make such Budget Modifications as may be required from time to time, to reflect the use of such income.

Further, the City Manager, as the Chief Executive Officer of the City, pursuant to the provisions of Section 701 of the Charter, is hereby authorized to sign any and all documents required in connection with State and/or Federal funding assistance for and on behalf of the City, unless specific State and/or Federal requirements necessitate an approving resolution(s) of the City Council.

G.6.b. Participation in Fully Reimbursed Contracts and Agreements.

- G.6.b.(1). From time to time, the City may participate in a contract or agreement for City services which are fully reimbursed by another person, firm, or public agency. The City Manager is authorized to enter into such contracts or agreements as are appropriate and in the best interests of the City. Examples of services to be provided pursuant to such contracts or agreements include environmental impact reports, and City employee overtime when requested by private parties to perform work for the benefit of the private parties.
- G.6.b.(2). The Planning Services and Building and Development Services Departments are authorized to over expend funds budgeted for Contractual Services and Professional Services Activities of the Private Development (862) and Subdivisions (863) Funds

to secure professional services for the preparation of environmental and other special studies related to a specific development project, when such over expenditures are offset by revenues deposited by the applicant(s) for those projects. Purchase orders for consultant services under these circumstances shall include a copy of the official receipt verifying deposit of the funding as an attachment.

G.6.c. **Participation in Agreements with Butte County, the State of California, Public Utilities, Railroad Companies, or Other Similar Agencies.**

The City Manager is authorized to enter into agreements with Butte County, the State of California, public utilities, railroad companies, or other similar agencies in conjunction with projects for which funds have been budgeted. In the event a condition of the agreement will have a fiscal impact on the City beyond the funds budgeted, the City Manager shall secure City Council approval prior to execution of the agreement.

G.6.d. **Submittal of Annual Transportation/Transit Claim.**

Pursuant to the Transportation Development Act (TDA), the City is required to submit an Annual Transportation/Transit Claim to the Butte County Association of Governments (BCAG) in order to receive TDA funds. The City Manager is authorized to submit the Annual Claim to BCAG to request funding for programs and projects which have been approved by the City Council in the Budget.

G.6.e. **Residual Funding Assistance Revenue - Expenditure Authority.**

In the event residual funds remain once funding assistance revenues have been expended for the purposes appropriated by the City Council, the City Manager is authorized to approve minor expenditures of up to \$5,000 provided such expenditures are consistent with the terms, conditions, and eligibility requirements of the funding assistance as originally granted.

H. DESIGNATED EXPENDITURE AUTHORITY

H.1. **Reimbursements/Refunds.**

H.1.a. **Deposit Refunds.**

From time to time, monies are deposited with the City by others for various purposes (e.g., security deposits in connection with the rental of City-owned property, funds to finance the construction or undertaking of projects, programs, or activities and the like). Upon completion of such project, program, or activity, or termination of the rental, the Administrative Services Director is authorized to refund the unexpended portion of any such deposits, upon being informed by the appropriate City officer/employee that all conditions relating to the deposit have been met by the depositor.

H.1.b. **In-Lieu Offsite Reimbursements.**

The City Manager is authorized to expend In-Lieu Offsite funds to reimburse a property owner for construction of specific off-site public improvements if an In-Lieu Offsite Fee for the improvements was previously paid for the property. Such reimbursement shall not exceed the total amount of fees paid by the property owner. In addition, the City Manager is authorized to approve Supplemental Appropriations to establish capital projects from which to expend the reimbursement funds.

H.1.c. **Street Facility Improvement Fees, Storm Drainage Facility Fees, Sewer Lift Station Capacity Fees, and Sewer Main Installation Fees - Reimbursement Authority.**

The City enters into agreements authorized by Chapters 3.84, and 3.85, and Sections 15.36.178 and 15.36.220 of the Chico Municipal Code to reimburse developers for the cost of constructing oversized street facility improvements, oversized storm drainage facilities, excess capacity in a sewer lift station, and/or sewer main extensions. In addition, the City Manager may enter into agreements authorized by the City Council to reimburse developers for the cost of constructing sewer trunklines with sufficient capacity to serve future development on other properties. The City Manager is authorized to expend funds from the Street Facility Improvement Fees Fund, the Storm Drainage Facility Fees Fund, the Sewer Lift Station Capacity Fees Fund, and the Sewer Main Installation Fees Fund when the City has an obligation to reimburse a developer pursuant to such a reimbursement agreement.

H.2. **Police - Special Investigation Account Administration.**

Section 2R.28.010 of the Code establishes the Police Special Investigation Account and authorizes expenditures therefrom. A revolving account has been established in the amount of \$5,000 for authorized Police Special Investigation purposes. During the course of any fiscal year, if funds in excess of this appropriation are requested by the Chief of Police and approved by the City Manager, the Administrative Services Director is authorized and directed to provide such additional monies as may be deemed necessary.

Exception: In addition to the above authority, the City Manager may authorize expenditures for Police Special Investigation purposes in excess of an annual appropriation therefore upon determining that the amount of any such excess expenditures will be reimbursed to the City from a State and/or Federal funding source for such purpose.

H.3. **Interpreter Services.**

From time to time, hearing impaired persons and non-English speaking persons desiring to participate in meetings of the City Council and its Boards and Commissions require the services of an interpreter. If locally available, interpreter services shall be arranged by the City Clerk provided that such services are requested no later than seven days prior to the date of the meeting. Following approval by the City Clerk, the Administrative Services

Director is authorized to expend the necessary monies for the interpreter services after services are rendered.

H.4. **Minor Expenditures.**

The City Manager, upon notice to the City Council, is authorized to approve minor expenditures of up to \$5,000. These expenditures may include, but are not limited to, hiring consultants, hourly staff, or for minor purchases.

H.5. **Community Receptions and Dedications.**

From time to time, the City is requested to participate in the cost of community receptions, dedications and similar events. The City Manager is authorized to incur expenses for such events which are expected to be attended by members of the City Council and other City officials, are expected to further goodwill between the City and various segments of the community, and where such funds are budgeted or have been approved by the City Council in a separate action.

H.6. **Public Notices - Over Expenditure Authority.**

From time to time, the City Council directs staff to mail or publish public notices on certain issues beyond the legal public notice requirements. In the event postage, other mailing expenses, or advertising expenses resulting from such an expanded notice exceed the funds budgeted, the City Manager is authorized to approve over expenditure of the budgeted funds.

H.7. **City Council Special Request Purchases.**

From time to time, the need arises for the City Clerk's office to purchase incidental items on behalf of the City Council, at the request of a Councilmember, such as flowers or donations for ill employees, community members, memorials, or other small purchases outside the scope of already budgeted expenditures. The City Council is authorized to spend up to \$50 per purchase for such expenditures, not to exceed \$500 per year.

H.8. **Reward Offers - Authority to Expend.**

H.8.a. The City Manager is authorized to offer rewards for information leading to the arrest and conviction of any person responsible for assaulting a City employee or a City volunteer acting on behalf of the City, or for causing significant damage to City property or facilities. Such rewards shall not exceed \$10,000 per occurrence without the prior approval of the City Council. In the event a reward is offered, the City Manager is also authorized to process an administrative Supplemental Appropriation to allocate the funds.

H.8.b. After consultation with the Chief of Police to determine whether such action is warranted, the City Manager is authorized to offer rewards for information leading to the arrest and conviction of any person responsible for the commission of a felony crime within the City of Chico. Such rewards shall not exceed \$10,000 per occurrence without the prior

approval of the City Council. In the event a reward is offered, the City Manager is also authorized to process an administrative Supplemental Appropriation to allocate the funds.

I. HUMAN RESOURCES POLICIES

I.1. City Council.

I.1.a. City Council Personal Computer Lending Authority.

Upon request to the City Manager, a Councilmember may borrow a City-owned personal computer during his or her term of office for City business use.

I.1.b. City Council Health Insurance.

Councilmembers shall be covered by the City's employee health insurance plans. Councilmembers shall contribute two percent of their Council pay for the City's lower benefit plan and four percent of their Council pay for the City's higher benefit plan. The City contribution shall be the difference between the Councilmember contribution and the total premium. The City Manager is authorized to determine which plan shall be designated as the lower benefit plan and which plan shall be designated as the higher benefit plan. Consistent with employee health insurance coverage, dental and vision insurance shall be included in the health insurance coverage with no additional payment by Councilmembers.

I.1.c. City Council Remuneration.

If, at the regular City Council meeting held the first Tuesday in December of each even-numbered year, there are more than seven Councilmembers required to be in attendance (Councilmembers-elect and outgoing-Councilmembers), each out-going Councilmember shall receive: (1) one-fourth the maximum monthly salary allowed for pursuant to Charter Section 601; and (2) one-fourth of the cellular telephone allowance per Budget Policy I.5.d.(5). Councilmembers-elect shall receive the maximum monthly salary allowed for Councilmembers in general law cities on the salary schedule set forth in California Government Code section 36516(a) (Charter Section 601).

I.2. Human Resources Administration.

Subject to the applicable provisions of the Charter, the Chico Municipal Code, the Budget Resolution, the PERRs, any applicable AP&P, the City of Chico Classification Plan, and these Budget Policies, the City Manager may take the following actions in the areas noted below:

I.2.a. **Allocation Modifications.**

Modify the "Schedule of Job Title Allocations to Departments" and "Employee Pay Schedules" to the extent that the results of an appropriate job analysis(es) demonstrates that a position or positions should be reassigned from within an appropriate Pay Schedule or Schedules to a different Pay Schedule(s) assignment level, or from one department to another department; provided, however, that there is no substantial financial impact resulting from such action.

I.2.b. **Appointments and Assignments.**

I.2.b.(1). **Lower Job Titles in Class Series; Promotion.**

Appoint candidates for employment who do not meet minimum qualifications for an allocated job title to a lower job title in the same class series, so long as they do meet the minimum qualifications for the lower job title. Subsequent to employment and upon fulfilling the minimum qualifications, these employees may then be promoted to higher job titles within their particular job class series.

I.2.b.(2). **Advanced Step Appointments.**

Appoint a candidate at an advanced pay level within a certain pay range after considering the candidate's qualifications, experience, and the needs of the City when it appears, by virtue of competitive factors in the job market for a particular job title, or a candidate's specific experience and qualifications, that it will not be possible to employ a qualified candidate for appointment at the beginning pay step in the pay range to which the job title is assigned. Initial starting salaries which are in the merit maximum portion of the salary range shall be specifically justified in writing as part of the consideration in hiring new management employees.

I.2.b.(3). **Interim Appointments.**

Make interim appointments, in the absence of appropriate employment lists, whether for promotional or non-promotional positions, and also make appointments to fulfill the requirements of offices/departments when an employee regularly filling a position is unavailable for duty for extended periods by reason of illness or other justified absence. Such appointments may be on a contractual basis or as an hourly exempt appointment.

I.2.b.(4). **Overhire Appointments.**

Authorize appointment of permanent employees in excess of the number of allocated positions in a particular classification in situations where a vacancy is anticipated within a short period of time, or in situations where a current employee is not actively at work and is not expected to return for a significant period of time or at all, provided there is no substantial overall financial impact resulting from such action.

I.2.b.(5). **Hourly Exempt Appointments.**

Appoint persons to classified and exempt service job titles on an hourly exempt pay basis, normally at the beginning pay step in the pay range to which the job titles are assigned. Provided, however, that former employees of the City, who have resigned in good standing or retired, may be paid at a pay level within the pay range for the job title to which they are appointed which is equivalent to the pay they were receiving at the time of their resignation or retirement. Further, the City Manager may employ a person as an hourly exempt employee at other than the beginning pay step if his/her qualifications or experience warrant. Persons employed on an hourly exempt pay basis intermittently over a period of years may be advanced from the initial pay at which they were appointed, from time to time, in recognition of their increased value to the City by virtue of their length of service, experience, productivity, and like work-related factors. The City Manager may authorize benefits in addition to wage payments for hourly exempt employees who are hired into management or non-represented job titles with the expectation that they will work for an extended period of time. A separate employment agreement which specifies the wages and benefits payable for the assignment will be prepared for each position and may be updated periodically.

I.2.b.(6). **Training and Intern Appointments.**

Execute agreements with Federal, State, or local agencies, or non-profit or private rehabilitation firms for the placement of trainees, observers, or volunteers at City work sites when the City is requested to participate in employment and/or job training programs which are funded by such agencies or firms. Such placement would be made to provide experience and training to program participants and may include City assumption of certain incidental costs, including workers compensation or liability obligations, provided adequate funding is available in the operating budget of the department where the placement is made.

I.2.b.(7). **Supervisory Assignments.**

Assign responsibility to supervise and direct the work of several other employees appointed to like job titles in offices and departments of the City from time to time, as the needs of the City may require. This responsibility should be outside the normal course and scope, and not typically expected of the position in question. Such assignments shall be designated "Supervisory Assignments" and shall be made upon recommendation of a Department Head and approval of the Human Resources and Risk Management Director. Employees so assigned shall be selected on the basis of their extended knowledge and demonstrated ability to perform the duties and responsibilities of their jobs, together with their initiative and willingness to accept such an assignment. An employee's continuation in a supervisory assignment shall be conditioned solely upon his or her performance, the continuing needs of the City, and like factors. No employee so assigned shall hold any rights or entitlements to such assignment, and supervisory assignments may be rotated among other employees from time to time if the best interests of the City so dictate. Employees holding supervisory assignments shall be entitled to receive an additional five percent compensation during their

assignment tenure in excess of the compensation they would otherwise receive for their regular job title assignment.

I.2.b.(8). **Permanent Appointments.**

Upon recommendation of the City Manager, the City Council will authorize the City Manager to proceed with the recruitment, selection and appointment of any new or vacant permanent city position prior to appointment. The City Manager will include the current and ongoing cost impacts of the appointment as well as an identified funding source for the position. This temporary policy will expire on June 30, 2014.

I.2.c. **Salary Adjustments.**

At the City Manager's discretion,

I.2.c.(1). **Hourly Exempt Pay Rate Increases.**

Increase the pay rates for hourly exempt employees when the pay rates for permanent employees holding the same job titles are increased. Such increases shall be effective upon City Council approval of the pay and benefit resolution or resolution approving a memorandum of understanding, or other scheduled date pursuant to a Council approved action, but shall not be retroactive, even if the pay increase is retroactive for permanent employees.

I.2.c.(2). **Supervisory Management Positions - Salary Adjustment.**

May consider, in addition to merit pay adjustments, salary adjustments of up to ten percent for employees in supervisory management positions who, on a regular basis, earn a lower salary (regular pay and benefits) than employees supervised. Employees shall be eligible to continue to receive salary increases authorized under this section only so long as they continue to supervise the classification of employee whose salary created the salary compaction issue.

I.2.d. **Management Leave Rates Authority.**

The City Manager may establish vacation or management leave accrual rates or initial balances which are greater than those provided through the Management Team and the Public Safety Management Team Pay and Benefits Resolutions, based on the past experience of such new employee if such accrual rates or initial balances are specified in a written agreement with the management employee.

I.2.e. **Severance Authority.**

The City Manager may develop, at his or her sole discretion, an individual severance benefit for an at-will management employee who was appointed to a permanent position in the event a determination is made to terminate the employee. Such severance benefit shall not be the right of such terminated employee, but rather is an additional benefit that

may be established based on the particular situation of the employee, through negotiation with the City Manager. Such benefit may include compensation for wages, extension of health or other insurance coverage, or other benefits and/or payments as meet the individual need of the terminated employee and the City. The City Manager will advise the City Council when a severance exceeds three months.

I.3. **Conference Attendance.**

I.3.a. **Officers, Boards, and Commissioners - Council Appointed.**

I.3.a.(1). The City Manager and the City Attorney are authorized to attend such professional conferences each fiscal year as they may deem pertinent and appropriate, within the limits of the funds appropriated in the Budget.

I.3.a.(2). Board and commission members are authorized to attend professionally related conferences which are sponsored by the League of California Cities or an appropriate professional organization(s), within the limits of the funds appropriated in the Budget. Provided, however, the annual individual expenditure may not exceed \$1,500 per board or commission member without prior approval of the Council.

I.3.b. **Officers and Employees - City Manager Appointed.**

Officers and employees are authorized to attend one professionally related conference which is sponsored by the League of California Cities or their appropriate professional organization(s) each fiscal year, within the limits of the funds appropriated in the Budget, subject to the following conditions:

I.3.b.(1). Approval for conference attendance shall be secured in advance from the City Manager or the appropriate Department Head.

I.3.b.(2). Total time away from the City for conference attendance shall be limited to three working days each fiscal year; provided, however, that the City Manager may approve time away from the City in excess of three days for conference attendance under special circumstances.

I.3.b.(3). The annual individual expenditure may not exceed \$1,500 per officer or employee, or \$2,000 per Department Head without prior approval of the City Manager.

I.e.b.(4). At the City Manager's discretion, the City Manager may establish limits and parameters for conference expenses when documented in a written agreement.

I.3.c. **Conference Expense Reimbursement.**

Reimbursement for conference expenses shall be in accordance with the applicable provisions of the "Schedule of Authorized Reimbursements - Incurred Expenses" as set forth below in Section 5., within the limits of the funds appropriated in the Budget.

I.4. **Business Expense.**

I.4.a. **General Provisions.**

From time to time, during the course of their official duties, City officers and employees incur expenses for transportation, lodging, meals, training, and related items for other than conference or local civic function purposes. Such instances include, but are not limited to, meeting with business guests at meals; paying the transportation, meal, lodging, and/or related expenses of candidates for employment; paying the transportation, lodging, meal, and/or related expenses of individuals requested by the City to participate in personnel interview/assessment panels; and the like. All such expenses shall be charged to the appropriate Business Expense or Employee Training Expense of the particular officer/employee's Operating Activity Budget, or the appropriate capital project, and each such expense item shall be subject to the allowance rates set forth in the "Schedule of Authorized Reimbursements - Incurred Expenses" appearing in Section 5. below, unless exceeding such rates has been approved as set forth below. An officer or employee shall secure the prior approval of the City Manager to incur Business Expenses in the following instances:

- I.4.a.(1). When the proposed expenditures are to be charged to an account other than the officer/employee's Business Expense or Employee Training Expense, or a specific capital project managed by the officer/employee.
- I.4.a.(2). When expenditures will be made for individuals other than City officers, employees, or business guests.
- I.4.a.(3). At the City Manager's discretion, the City Manager may establish limits and parameters in the amount and means of reimbursement for business expenses when documented in a written agreement.

I.4.b. **Meals and Other Local Civic Functions.**

From time to time in the course of their duties, City Councilmembers and Department Heads are expected to attend meals or other local civic functions to which they are invited to include a guest. Funds budgeted for business expenses may be expended for the cost of meals for guests of Councilmembers and Department Heads.

I.4.c. **Biennial Board and Commission Appreciation Dinner.**

Funds budgeted for the Biennial Board and Commission Appreciation Dinner, held in even fiscal years, may be expended to cover the dinner cost for individual guests of Councilmembers, Board and Commission members, and City staff.

I.4.d. **Biennial Volunteer Recognition.**

The City Manager is authorized to expend funds, in an amount not to exceed \$10,000, for a dinner or other appropriate activity in odd fiscal years to recognize the services of City

volunteers. In the event such activity is planned, the City Manager is also authorized to process an administrative Supplemental Appropriation to allocate the funds.

I.5. **Schedule of Authorized Reimbursements - Incurred Expenses.**

I.5.a. **Expense Reimbursement Rules - General Provisions.**

I.5.a.(1). Officers and employees of the City, members of City boards and commissions for which a budget for such expense has been established, and such other persons as may be designated by the City Council, shall be entitled to reimbursement for expenses incurred during the performance of their official duties at the reimbursement rates set forth in Item d. below, subject to the provisions of subsections (a) and (b) of this section, relating to eligibility for expenses incurred inside and outside the Chico Urban Area. The term "official duties" includes, but is not limited to, attendance at authorized conferences, meetings, training sessions, meals, and like civic functions attended by an officer/employee in his/her official capacity, and similar activities; assigned travel in the City service; and expenses incurred in connection with other similar duties. Officers and employees of the City also shall be entitled to reimbursement for expenses incurred for business expense, so long as such expenses are incurred in compliance with the provisions of Section 4. "Business Expense." Under no circumstances shall officers and employees be reimbursed for alcoholic beverages, political activities, fund-raising events, or entertainment.

I.5.a.(1).(a). **Reimbursement Eligibility - Expenses Incurred in Chico Urban Area**

Reimbursement may be obtained for expenses incurred for activities occurring within the Chico Urban Area only for meals or per diem.

Exception: Automotive mileage allowance reimbursement also may be obtained by an officer/employee using a personal vehicle in connection with his/her normal job assignment(s), with the prior approval of the City Manager.

I.5.a.(1).(b). **Reimbursement Eligibility - Expenses Incurred Outside Chico Urban Area**

Reimbursement may be obtained for expenses incurred for activities occurring outside the Chico Urban Area for transportation, lodging, meals, and per diem.

I.5.a.(2). Except as otherwise provided herein, expense reimbursement is not authorized for expenses incurred by guests of officers or employees who may from time to time accompany them while performing their defined official duties.

I.5.a.(3). Requests for expense reimbursement shall be submitted to the Administrative Services Director for payment in accordance with the provisions of City of Chico AP&P No. 15-1, "Expense Reimbursement."

I.5.b. **Expense Reimbursement Rules - City Council (Council Business Expense - Conferences, Seminars, Meetings, Etc.).**

Councilmembers are authorized to expend funds, within the limit of the funds appropriated in the Budget for Council Business Expense to attend conferences, seminars, meetings, and similar events or programs of interest to Councilmembers (such as those sponsored by the League of California Cities and similar organizations) and miscellaneous expenses. The annual individual expenditures shall not exceed \$2,900 for the Mayor and \$2,500 each for Councilmembers, provided that such amounts may be decreased upon approval of the Council when budget reductions are necessary. In addition, funds may be appropriated from time to time when requested by individual Councilmembers and approved by the Council for attendance at meetings when serving in an official capacity as a member of an organization serving the needs of local government. All funds so appropriated shall be subject to the following provisions:

- I.5.b.(1). Councilmember expense for such attendance is subject to the provisions of this Schedule;
- I.5.b.(2). Notwithstanding anything above to the contrary, the Mayor or Councilmembers may exceed their individual allocation if the Mayor or one or more Councilmembers approve the transfer of a portion of their allocation to another member of the Council. In the event of such transfer, the Councilmember shall notify the City Clerk in order that the transfer can be noted on applicable expense reimbursement forms.

I.5.c. **Expense Reimbursement Rules - Non-Officer/Employee Business Expense.**

I.5.c.(1). **City Council Workshops and Forums.**

The Council is authorized to sponsor up to four forums or workshops for Councilmembers, staff, and the public (if appropriate) on matters and issues of general interest to the City within the limits of the funds appropriated in the Budget. The annual expenditures shall not exceed \$1,250 provided that such amount may be decreased upon approval of the Council when budget reductions are necessary. The funds appropriated will be used to pay the expenses (transportation, lodging, meals, etc.) of presenters at such events. Presenters shall submit claims for expense reimbursement regarding their attendance to the City Clerk for payment processing on forms provided to them by the Clerk. Event topics and presenters will require the prior approval of the Council.

I.5.c.(2). **Travel Expenses for Candidates for City Positions.**

Candidates for Department Head and other City positions may be reimbursed for the actual cost of travel, meals, and lodging to participate in interview and selection processes. Such reimbursement must be approved by the City Manager in advance, and shall be subject to the same limitations and rules established for Officers and Employees of the City, provided, however, that such costs may be incurred within the Chico Urban Area. Expense reimbursement is not authorized for expenses incurred by guests of candidates who may accompany them.

I.5.d. **Approved Reimbursement Rates.**

I.5.d.(1). **Transportation Allowance.**

Reimbursement for transportation expenses incurred shall be made in accordance with either Item (a) or (b) below.

I.5.d.(1).(a). Automotive Mileage Allowance - As established by the Federal Travel Regulations (FTR) (41 C.F.R., Part 301-10.303). The Administrative Services Director shall provide the current FTR rates to each department for use in preparing the appropriate Report of Officer and Employee Incurred Expenses.

I.5.d.(1).(b). Alternate Transportation Allowance - actual cost of air carrier, rail, bus and taxi fares, tolls, parking, and similar transportation-related expenses.

I.5.d.(2). **Lodging Allowance.**

Actual cost; provided, however, that if a hotel or motel levies separate rates for "one person" and "two persons," an officer or employee will not be entitled to be reimbursed for the additional cost incurred by the guest of officers or employees.

I.5.d.(3). **Maximum Meal and Per Diem Allowances.**

Rates set forth in the FTR (41 C.F.R., Part 301-11), set forth below are the maximum single meal and per diem allowances which may be paid to an officer or employee for meal costs incurred while engaged in official duties:

I.5.d.(3).(a). Single Meal Allowances (total allowance for day may not exceed per diem maximum set forth in the code):

Within Butte County - (Meal receipts must be attached to the Report of Officer and Employee Incurred Expenses.)

Employees shall not be entitled to reimbursement for lunches for classes or seminars held within the Chico Urban Area unless the lunch is included in the cost of the class or seminar. However, the City may provide lunch for employees participating in department seminars or training if adequate funding is available in the departmental business expense and/or the cost of the lunch is subject to reimbursement from a funding agency, such as Peace Officers Standards and Training (POST).

Outside Butte County - Single meal allowance is based on the daily per diem amount, as established by the U.S. General Services Administration (GSA). (Meal receipts are not required to be attached to the Report of Officer and Employee Incurred Expenses.)

I.5.d.(3).(b). Per Diem Allowance - The per diem allowance shall be as established by the U.S. General Services Administration (GSA) and is dependent on destination of travel. The Administrative Services Director shall provide the current GSA rates to each department for use in preparing the appropriate Report of Officer and Employee Incurred Expenses.

I.5.d.(4). **Exception - Meal and Per Diem Allowances.**

The "Single Meal Allowances" and the "Per Diem Allowance" as specified in the code may be exceeded to the extent that the actual cost of scheduled conference, civic function, and business meeting meals exceed the amounts shown, subject to the approval of the Department Head, and evidenced by receipts.

I.5.d.(5). **Cellular Telephone Allowance.**

City Councilmembers, Department Heads, and senior managers who are required to carry a cellular telephone for City business, and who elect to use their personal cellular telephone instead of carrying a City-provided telephone to be used only for City business, are eligible for an allowance under one of the following options:

I.5.d.(5).(a). A monthly stipend in the amount of \$75 which is taxable income and subject to payroll taxes.

I.5.d.(5).(b). A monthly reimbursement not to exceed \$75 which is not taxable income and not subject to payroll taxes. Expense reimbursement claims shall be processed in accordance with procedures established by the Administrative Services Director and approved by the City Manager.

I.6. **Employee Crisis Counseling.**

Funding has been appropriated in the Human Resources Department Operating Budget (Account No. 001-130-6703) to fund an Employee Crisis Counseling Program for City officers/employees in need of such assistance. Program procedures shall be as set forth in an appropriate AP&P. The City Manager is authorized to exceed this appropriation during the course of a fiscal year upon finding that circumstances and conditions relating to one or several employees requiring counseling assistance so warrant.

I.7. **Grant-Funded Positions Annual Report.**

A status report of all grant-funded positions is reflected in Appendix B. Such report specifically lists each position, the term of the grant funding, the City's share of employment costs, if any, and any other information which would assist the City Council in determining whether the position should be re-authorized upon termination of the grant.

J. CONTINUING AND LONG-RANGE COUNCIL POLICY DECISIONS

Set forth below are a series of continuing and long-range Policy Decisions which have been approved by the Council. These Policies are incorporated within these Budget Policies in connection with the Council's review of this Budget.

J.1. CDBG Program Eligible Neighborhood Improvement Program.

Continue to utilize Community Development Block Grant Program (CDBG) funds for public improvements in neighborhoods that meet the income eligibility requirements as defined by the Department of Housing and Urban Development. Projects will be selected by Council on an annual basis as part of the Annual Plan process for CDBG based on project priorities established through the Capital Improvement Program.

J.2. Contracting for Services.

Where feasible and cost effective, contract with private enterprise for City materials, supplies, and services requirements. Pursuant to the provisions of Section 3.08.060 C. of the Chico Municipal Code, utilize public and/or private nonprofit California corporations operating workshops serving the handicapped for the foregoing whenever possible. Prior to awarding a bid for a service proposed to be contracted, notify the City Council of the proposed award.

J.3. Development Fees.

Establish appropriate development fees to fund new or expanded public facilities improvements which are required because of new development.

J.4. Fair Trade Products.

Support fair trade and commit to serving certified fair trade products when purchasing food and beverages whenever such products are available and comparably priced to non-certified products.

J.5. Fees and Charges.

Utilize fees and charges to support operating services and programs of special benefit to users which are not of a general benefit to residents and taxpayers.

J.6. Fines.

In consultation with the Court of appropriate jurisdiction, review the various fines imposed for violations of Chico Municipal Code provisions to assure that they provide an effective enforcement tool, as well as generate sufficient revenue to cover present and projected citation processing and enforcement costs.

J.7. **Sustainability.**

J.7.a. **City Facilities.**

Green building standards and techniques shall be incorporated into the construction of any new, or substantially renovated or remodeled City facility if determined to be feasible following an analysis which considers such factors as energy efficiency and the rate of return on the investment over the life and operation of the facility.

J.7.b. **Vehicles.**

When appropriate, purchase hybrid, or other alternative fueled vehicles as new vehicles are required, and retrofit existing vehicles to alternative fueled vehicles as feasible.

J.7.c. **Single Serving Water Bottles.**

Except in cases where potable water is not easily available, where there are no reasonable alternatives to access safe drinking water, and where a lack of potable water poses health or safety concerns for City employees, the use of City funds to purchase single serving plastic water bottles is prohibited. Such prohibition shall apply to City-funded or sponsored events.