



**BUSINESS OF THE CITY COUNCIL
CITY OF MERCER ISLAND**

**AB 5954
November 1, 2021
Regular Business**

AGENDA BILL INFORMATION

TITLE:	AB 5954: 2021-2022 Mid-Biennial Budget Proposals	<input checked="" type="checkbox"/> Discussion Only <input type="checkbox"/> Action Needed: <input type="checkbox"/> Motion <input type="checkbox"/> Ordinance <input type="checkbox"/> Resolution
RECOMMENDED ACTION:	Receive the mid-biennial budget proposals and provide staff feedback to prepare the amendment to the 2021-2022 biennial budget for the November 16, 2021, City Council meeting.	

DEPARTMENT:	Finance
STAFF:	Matthew Mornick, Finance Director Lajuan Tuttle, Deputy Finance Director
COUNCIL LIAISON:	n/a
EXHIBITS:	1. Mid-Biennial Budget Proposals 2. FY 2022 General Fund Budgetary Impacts
CITY COUNCIL PRIORITY:	2. Articulate, confirm, and communicate a vision for effective and efficient city services. Stabilize the organization, optimize resources, and develop a long-term plan for fiscal sustainability.

AMOUNT OF EXPENDITURE	\$ n/a
AMOUNT BUDGETED	\$ n/a
APPROPRIATION REQUESTED	\$ n/a

SUMMARY

Inherent in the 2021-2022 adopted biennial budget was the assumption many City services and operations would continue in limited capacity due to the COVID-19 pandemic (“Pandemic”). This agenda bill provides an overview of notable amendments to the 2021-2022 biennial budget at the midway point in the biennium. Impacts from the ongoing Pandemic remain, yet circumstances have evolved.

Exhibit 1 summarizes all the proposed amendments and their corresponding financial impacts to the 2021-2022 biennial budget. Exhibit 2 outlines the bottom-line impact to the General Fund as a result of the November revenue forecast (AB5953) and the mid-biennial budget proposals as further described in this agenda bill. The budget proposals provide the resources necessary to continue restoration of City services including the Recreation Division and the Mercer Island Thrift Shop.

BACKGROUND

On December 1, 2020, the City Council adopted the City’s 2021-2022 Biennial Budget. The budget reflected dramatically restructured operations that allowed for the continued provision of essential services during the Pandemic and positioned the City to be responsive through the ensuing period of economic uncertainty.

In light of the projected impacts of the Pandemic, staff worked closely with the City Council to preserve critical services, safeguard City resources, and remain responsive to the community's changing needs. Three phases of cost saving measures implemented between March and June of last year reduced 2020 operating expenditures by \$3.8 million, setting the stage for the 2021-2022 biennial budget process.

In November 2020, the City Council utilized the City's General Fund savings from prior years to stabilize operations and fund one-time and ongoing investments. These prioritized investments included one-time contributions to pay down the City's unfunded long-term liabilities tied to the Firefighter's Pension Fund and LEOFF 1 retiree long-term care; one-time resources to support recreation services and Mercer Island Thrift Shop operations; along with ongoing investments in park and Town Center maintenance, diversity training, health initiatives, and an annual operating subsidy for the Farmer's Market.

DISCUSSION

The City Council is required by State law to conduct a mid-biennial review of the City's adopted budget before the end of the first year of the fiscal biennium (RCW 35.34.130).

The mid-biennial budget proposal includes organization-wide one-time funding requests (see Exhibit 1) resulting from updates to collective bargaining agreements, cost of living adjustments, regional partnerships, adjustments to department work plans, and new bodies of work. In addition to the one-time funding requests, the fiscal year 2022 recommended budget proposes funding to support continued restoration of the Recreation Division and the Thrift Shop.

All levels of City operations were fundamentally impacted by the Pandemic, the most notable including the Recreation Division and the Thrift Shop. Inherent in the 2021-2022 adopted biennial budget was the assumption that these services and operations would continue in limited capacity. As circumstances evolved, staff would return to the City Council with a path forward to restart and rebuild recreation and Thrift Shop operations once conditions with the Pandemic were such that services could be resumed successfully without a high likelihood they would need to once again be shut down. Information on the restoration of these two Divisions is described in detail below.

1.0 RECREATION SERVICES

Background

The mission of the Mercer Island Parks and Recreation Department is to provide "the highest quality facilities and services in partnership with the community to enhance livability on Mercer Island." Prior to the Pandemic, the Parks and Recreation Department offered a wide variety of programs and services which included diverse recreation programming and classes for all ages, athletic field and facility rentals, park permits, volunteer services, special events, the operation of the Mercer Island Community and Event Center (MICEC), and other services.

In 2019, the suite of programming and services were delivered by approximately 14.3 FTE staff and over 12,000 hours of casual labor. The Recreation Division ended Fiscal year 2019 with a total of \$2.9M in expenditures and \$1.8M in revenue (61% cost recovery).

With the onset of the Pandemic in March of 2020, Recreation Division programs, facilities, and services were suspended, resulting in the elimination of associated staffing positions. Parks maintenance staff were absorbed within the Public Works Department. Additionally, a Recreation & Operations Coordinator (0.3 FTE)

was retained and moved to the Public Works Department to maintain limited athletic field rentals. Other Recreation Division staff accepted LTE positions within the Emergency Operations Center. By September 2020, staffing within the Recreation Division was reduced from 14.3 FTEs (pre-pandemic) to 0.3 FTE.

Recreation Services

In January 2021 the Operations Transition Team, consisting of staff in LTE positions, was implemented to lead the restoration of recreation services affected by the pandemic.

Throughout 2021, staff engaged the community, the Parks and Recreation Commission, the Arts Council, and the City Council to develop an approach for resetting Recreation Division programs and services.

As the City anticipated a return of services, staff developed the [Strategy for Mercer Island Community and Event Center & Recreation Programs and Services](#) (Reset Strategy) to align organizational and programmatic design with strategic priorities and available resources. This approach was recommended to the City Council by the Parks and Recreation Commission in April 2021 and endorsed by the City Council on July 6. The *Reset Strategy* has served as a working roadmap since adoption.

It should be acknowledged that there have been several stops and starts in 2021. In the Spring of 2021, the Governor announced nearly all COVID-19 restrictions were lifted, paving the way for an accelerated return of services. Staff moved quickly to restore programs, only to be faced with the surge of the COVID-19 Delta variant in the summer and a setback in operations.

Citywide, filling staff vacancies has proven to be one of the greatest barriers to restarting services, and that was certainly the case with the Recreation Division. Patience and persistence over the past ten months has resulted in several recent key hires, setting the stage for many services to resume in early 2022.

2021 Fiscal Year

The 2021 amended expenditure budget for the Recreation Division is \$1.2 million, with an amended revenue budget of \$581,000. This includes funds to develop and implement service offerings consistent with the *Reset Strategy* and in a manner that was measured and consistent with team capabilities and pandemic-related limitations. The 2021 Recreation Division amended budget includes a 0.75 FTE and 5.25 LTEs, with casual labor providing approximately 92 hours per week of staffing support at the MICEC.

The current staffing framework supports the key functions of the Division and relies on team members performing duties across function lines. The structure was designed to be adaptive and support the expansion of several programs and services in 2022.

2022 Fiscal Year Proposal – Restoration of Additional Recreation Services

The 2022 adopted expenditure budget for the Recreation Division is \$422,311, developed as a placeholder while the Operations Transition Team developed a strategy to restore recreation services. This assumed limited operations and included funds for minimal MICEC upkeep and internal operations, athletic field rentals, and some administrative functions. This 2022 budget reflected a 0.75 FTE staff member.

The following ambitions and approaches guided the 2022 budget proposal and corresponding work plan. They are deemed necessary for long-term success:

- Professional management and smart business operations.

- Increased community access to the MICEC.
- Flexible, cross trained staff.
- Leveraging community partnerships and service provider contracts.
- Developing more programs and services, consistent with Division goals and evaluations.
- Boosting self-service possibilities and reducing staff inefficiencies.
- Increasing staffing resources as pandemic conditions improve.

The 2022 proposed expenditure budget is \$1.83 million (a 47% increase as compared to the 2021 amended budget), with estimated revenues of \$977,000 (68% increase as compared to the 2021 amended budget). This reflects a 53% cost recovery for the Recreation Division in fiscal year 2022.

RECREATION DIVISION (\$ in thousands)	A		B	A+B
	2021 Amended Budget	2022 Adopted Budget	Mid- Biennial Proposal	2022 Proposed Budget
REVENUES	\$581	\$300	\$677	\$977
EXPENDITURES	\$1,247	\$422	\$1,409	\$1,832

* 2021 amended budget includes the \$400k General Fund subsidy.

Staff recommends restoring 9.5 FTEs and 2,088 hours of casual labor to support FY 2022 services and increased MICEC facility hours. The use of casual labor at the Community Center provides flexible staffing levels at the front desk and supports after-hour facility rentals. The 2022 proposed staffing plan provides for most recreation service areas to be provided by late-2022, while remaining flexible to Pandemic considerations and allowing for targeted Division growth.

RECREATION DIVISION				
STAFFING SUMMARY	2019	2021	2021	2022
Employee Type/ Functional Area	Budget	Adopted	Amended	Proposed
FTEs				
Administration	6.00	-	-	3.00
MICEC/Rentals	7.00	0.75	-	5.50
Events/Programs	1.30	-	0.75	1.00
TOTAL FTEs	14.30	0.75	0.75	9.50
LTEs & Casual Labor				
Administration	0.83	2.00	3.00	
MICEC/Rentals	0.54	-	3.40	1.00
Events/Programs	4.15	-	0.25	
TOTAL LTEs	5.52	2.00	6.65	1.00
TOTAL FTEs & LTEs	19.82	2.75	7.40	10.50

*The 2022 adopted budget included .75 FTEs and 0 LTEs.

Below is a list of proposed 2022 recreation services:

- Implement additional recreation programs through community partnerships, contracts, and rentals.
- Continue summer camp programming.
- Continue MICEC drop-in activities.
- Open MICEC Fitness Center access. (January 2022)
- Expand MICEC operating hours from 41 hours to about 60 hours per week.
- Restart facility rentals, with availability up to 92 hours per week. Target full building availability at MICEC for facility rentals by May 2022.
- Develop donation management and sponsorship policies. (Q4 2022).

- Restart 2022 City-hosted special events including Expanded Mostly Music in the Park, Shakespeare in the Park, Illuminate MI, Juneteenth, and TBD Seasonal/Town Center focused events. Continue to explore partnerships and sponsorships.

Summer Celebration

Summer Celebration (SC!) has been a long-standing mid-summer tradition on Mercer Island. As a SEAFAIR-sanctioned event, SC! has historically included a community parade, music and entertainment, food and crafts, a classic car show, a fireworks show over Lake Washington, and numerous other family-oriented activities spanning over two days at Mercerdale Park and Luther Burbank Park. The event has served thousands of residents and has gained recognition as a premier regional event in the Puget Sound area. The expense for the 2018 event was approximately \$200,000.

Due to budgetary constraints, the event was eliminated in 2019. Over the past three years, many requests for restoring SC! have been received. In mid-2021, the City Council requested staff provide a proposal and appropriation request for a reduced scale and magnitude SC! in 2022.

Summer Celebration – 2022 Proposal

The proposed 2022 SC! event includes a single-day event at two locations (Mercerdale Park and Luther Burbank Park). Activities at Mercerdale Park would be focused on supporting and partnering with the local business community during the daytime hours. Evening activities would be similar to previous years and focused at Luther Burbank Park, culminating with fireworks.

Specifically, the SC! proposal (on a Saturday in July) is anticipated to include:

- Music, entertainment, and family activities
- Food trucks
- Classic Car Show
- MIVAL Art Show
- Fireworks Show over Lake Washington (Luther Burbank Park)

The SC! proposal is a separate appropriation for Council consideration. As described above, a 2022 SC! will cost \$110,000 with \$45,000 anticipated in revenues. A decision on SC! is needed before January 2022 to ensure completion of necessary planning work and service contracting to develop and implement the event.

2023-2024 Biennium – Continued Restoration of Recreation Services

The staff anticipates continued work on Recreation Division recovery in 2022 with recommendations for expansion of services to be included as part of the 2023-2024 Biennial Budget process. Future program and service recommendations will factor in outcomes from the PROS Plan process and may include boating and water-oriented programs, preschool classes, senior adult activities, specialized recreation opportunities, and formalizing a volunteer program.

2.0 MERCER ISLAND THRIFT SHOP OPERATIONS

Background

The Mercer Island Thrift Shop is a profit center, generating funding to support the community services provided by the Youth and Family Services Department. The Thrift Shop provides volunteer opportunities,

service learning, and environmental stewardship through recycling and upcycling. In 2019, the Thrift Shop generated \$1.1M in net revenues.

The Thrift Shop retail operations are housed in a 7,600 sq ft facility in Mercedale Park. Prior to the Pandemic, the space was used for all donation collection and processing, supply storage, with staff and volunteer workspaces, a lunchroom, and two offices. There are three public restrooms, an elevator, dressing rooms, and 4,800 sq ft of sales floor.

With the onset of the Pandemic, the Thrift Shop suspended operations in mid-March 2020. At the time of the shut-down, the Thrift Shop employed 20 full-time, part-time, and work-study student employees and was supported by more than 130 volunteers. Most of these positions were eliminated when the retail store was temporarily closed, leaving two Thrift Shop Coordinators furloughed at half-time.

In November 2020, the two Thrift Shop Coordinators returned to full-time to restart donation services at MICEC. Donation processing was moved off-site to address Pandemic-related changes to processing including the need to “hold” donated items for up to 48-hours before processing. Given that MICEC was closed to the public, the space was available for deployment of a temporary processing center.

Current Operations – Thrift Shop

The Thrift Shop is currently open for retail sales five days a week, Sunday-Thursday 11am-4pm. These retail hours began on August 1, 2021. Donation collection is picked up five days a week from four bins – two at the MICEC, one at Covenant Shores, and one the South End of QFC. Curbside donation drop off is one day a week, Sundays 9am-1pm at the MICEC.

All donation receiving and processing currently takes place at MICEC. Donation intake operations use about 2,400sq ft in the Mercer Room, a 20x20-foot tent for curbside operations, plus use of the MICEC concourses for staging containers and recycling. Total usage of space is estimated at 3,200 sq ft.

Apparel and jewelry department processing operations remain at the Thrift Shop as the most efficient method of processing. Clothing is presorted at a high level at MICEC and is transferred to the Thrift Shop by van in laundry carts where volunteers and staff perform the final processing. About 400 square feet in back-of-house space at the Thrift Shop was converted for online sales processing and distribution. Online sales through the Thrift Shop’s website are 100% supported by volunteers.

Compared to May of 2020, staffing levels at the Thrift Shop went from 2.0 FTEs (furloughed at half-time) to 3.0 FTEs and 4.75 LTEs as of October 2021. The Thrift Shop team has worked to rebuild the business with limited staff while coordinating an increased number of volunteers, to restart donation collection and processing operations, reopen the retail shop with focus on regaining revenue, and provide excellent customer service. Notable staff-time was committed to marketing to educate customers and donors on new service hours and locations and increase community awareness within the constraints of the ongoing Pandemic.

Store hours will expand again starting November 1, 2021, to 35 hours per week to meet consumer demand and capture sales revenue. Curbside donation collection hours will double starting November 8, 2021, at MICEC.

2021 Fiscal Year – Thrift Shop Operations Restart

Significant time and energy in 2021 have been dedicated to creating and implementing strategies for a rolling restart of the Thrift Shop, while continuing to navigate the constraints resulting from the ongoing Pandemic.

Staffing levels currently include 1 FTE and 5.2 LTEs. Similar to the Recreation Division, temporary staff were hired in 2021 to support the expansion of services while the team continued to work on development of the FY 2022 budget proposal and the ongoing staffing recommendation.

The Thrift Shop continues to be supported by a growing number of volunteers, including approximately 221 individuals who have contributed 5,201 hours to the Thrift Shop through September 2021.

2022 Fiscal Year Proposal – Thrift Shop Recovery Continues

The Pandemic shut down created an opportunity to redesign operations and restructure the organizational chart. Moving most of the donation collection and processing to MICEC allowed for many increased efficiencies and lessons learned, including:

- The collection of a large influx of donations in a limited amount of time (1 day/week) that would not have been possible in the small donation collection space at the Thrift Shop.
- Use of a larger space allowed adherence to industry recommended quarantine periods and adequately spaced-out workstations for donations processing and to maintain safety for staff and volunteers.
- Room to store seasonal goods for price optimization and to meet seasonal demand.
- There is no correlation between rising cases of COVID-19 and demand for Thrift Shop goods and services. That is, demand and sales volume has stayed high despite the constraints of the Pandemic.
- Overall, improved space to move heavy equipment, keep organized, and work safely and effectively.

The fiscal year 2022 proposed expenditure budget is \$1.12 million (an 87% increase from the 2022 adopted budget), with revenues projected to be \$1.67 million (127% increase from the 2022 adopted budget). In total, staff recommends increasing the Thrift Shop’s expenditure budget by \$1.07 million at the mid-point of the 2021-2022 biennial budget (\$263k in 2021 and \$812k in 2022). This reflects a 149% cost recovery target for the Thrift Shop in fiscal year 2022.

	A		B	A+B
THRIFT SHOP (\$ in thousands)	2021 Year-end Estimate	2022 Adopted Budget	Mid- Biennial Proposal	2022 Proposed Budget
REVENUES	\$734	\$310	\$1,358	\$1,668
EXPENDITURES	\$664	\$306	\$812	\$1,118
SOURCES OVER/(UNDER) USES	\$70	\$4		\$549

The thrift retail market relies on three key drivers of profitability: input, throughput, and output. The Thrift Shop is well positioned to capture a large volume of high-quality donations (inputs) and grow sales revenues. This proposal builds on this resource of input by increasing donation days and hours, increasing staffing and volunteer labor resources (throughput or processing), and investing in advertising to increase the Thrift Shop’s regional draw of customers (output).

To reach 2022 forecasted revenue goals, staff will take advantage of the growing marketplace demand in the thrift retail sector by expanding retail hours and donation collection hours. Doing so will capture more retail

sales and maintain larger inventory to support this effort, with a continual focus on working towards pre-pandemic revenue goals.

This proposed budget would support a revised staffing model as outlined below. Emphasis for fiscal year 2022 is to rebuild baseline operations, working towards optimizing sales in 2023. The staffing model includes 3.0 FTEs and 9.0 LTEs, the latter being adjusted based on retail sales trends and the ongoing Pandemic.

MERCER ISLAND THRIFT SHOP				
STAFFING SUMMARY	2019	2021	2021	2022
Employee Type	Budget	Adopted	Amended	Proposed
FTEs				
Business Coordinator	1.00	0.50	1.00	1.00
Operations Coordinator	1.00	0.50	1.00	1.00
Community Engagement Coordinator	-	-	-	1.00
TOTAL FTEs	2.00	1.00	2.00	3.00
LTEs and Casual Labor				
Operations Lead - Donation Center	2.00	-	-	1.00
Operations Lead - Retail	2.00	-	-	1.00
Customer Service - Retail Sales	-	-	-	1.00
Production Assistant - Receiving	1.00	-	-	1.00
Production Assistant - Donation Center	1.00	-	-	1.00
Casual Labor (2022 est at 165 hrs/wk)	4.10	-	-	4.40
TOTAL LTEs	10.10	-	-	9.40
TOTAL FTEs & LTEs	12.10	1.00	2.00	12.40

**The 2022 adopted budget included 1.0 FTEs and 0 LTEs.*

Lessons learned during the Pandemic resulted in a reorganized staffing model with a new Community Engagement & Volunteer Coordinator to manage and coordinate the over 200 community volunteers. The staffing model supports the front of house operations (retail sales), back of house operations (donation collection, donation processing, online sales), and overall administration (community engagement, financial planning, marketing, facility management, and human resources).

In FY 2022, the retail store will be open seven days a week, eight hours a day Monday – Saturday, and Sunday for seven hours. Curbside donation collection will operate 6 hours per day, 5 days per week to support the sales volume needed to reach revenue goals. Donations will also be collected from donation bins which are filled daily.

MITs	2019	2020	2021	2022
Hours of Operation	Actuals	Actuals	Projected	Proposed
RETAIL TOTAL HOURS	3,068	744	775	2,808
DONATION DROPOFF TOTAL HOURS	1,854	403	228	1,802

Below are goals for fiscal year 2022. Efforts to reach service level benchmarks by December 2022 are currently underway:

- Restore a core of staff to ensure all key revenue drivers within the Thrift Shop’s operations are consistently supported.
- Meet monthly revenue goals as outlined in the Thrift Shop FY 2022 revenue forecast.
- Grow volunteer service hours 33% more than 2021 (7,200 est. total hours for 2021) and increase the engagement of the Shop’s volunteer labor pool.
- Increase community engagement and support with new organizational partnerships.
- Increase donation acceptance by 1,574 hours to increase the input of inventory to 473,000 units and sell in bulk 550,000 lbs. of recycled goods for environmental stewardship.

- Expand marketing and advertising to rebuild brand and inform customers of new hours to increase customer traffic. Sell 315,000 units (note: the thrift industry standard is to produce two units to sell one and recycle the remaining in the wholesale market. MITS has established performance of producing 1.5 units to sell 1 unit).
- Increase sales by expanding open retail time by 2,033 hours.

2022 Fiscal Year – Thrift Shop Donation and Processing

Much of the short-term recovery success of the Thrift Shop in FY 2021 is due to the availability of MICEC for donations processing, which allowed for these functions to be streamlined. Thrift Shop operations are planned to move out of MICEC by the end of Q1 so that facility rentals and recreation programs may resume.

Identifying a location for Thrift Shop donations and processing is a critical and urgent work plan item. Staff have explored alternative locations in Town Center over the course of 2021 and have not found a suitable match. In 2020 the City Council also considered the potential use of the Recycling Center for Thrift Shop donations and processing but opted not to pursue this option.

Current alternatives under consideration:

- Return donation processing to the Thrift Shop, which may involve minor renovations to the building to optimize space.
- Continue to explore satellite processing locations on and off Mercer Island to including existing City facilities and leased opportunities.

2023-2024 Biennium – Continued Restoration of Thrift Shop Services

The staff anticipates continued work on Thrift Shop recovery in 2022 with recommendations to be included as part of the 2023-2024 Biennial Budget process. This may include building modifications at the Thrift Shop and continued refinement of the staffing model.

2021-2022 MID-BIENNIAL BUDGET SUMMARY

The General Fund is projected to finish FY 2021 with revenues exceeding expenditures by \$2 million. If the City Council does not adopt mid-biennial budget proposals, the General Fund is projected to end FY 2022 with a \$1.1 million surplus. Adoption of the proposals as outlined in the agenda bill is projected to draw down the FY 2022 surplus, likely resulting in a \$176,000 General Fund surplus at FY 2022 year-end.

001-GENERAL FUND (\$ in thousands)	FY 2022			
	Adopted Budget	November Forecast	Mid-Biennial Proposals	Proposed Budget
A. Revenues	\$30,747	\$31,811	\$677	\$32,488
C. Expenditures	\$30,440	\$30,683	\$1,629	\$32,312
Net Ongoing Impacts (A - C)	\$307	\$1,128		\$176

FUTURE BUDGET CONSIDERATIONS

Several one-time budget proposals are included in Exhibit 1 as part of the biennial budget proposal. These include:

- Cost of Living Adjustment. On July 13 the Bureau of Labor Statistics released the Consumer Price Index (CPI) for the first half of 2021. The “first half” of the current year is the average of the first six months of the year and what we use to estimate the cost-of-living adjustment (COLA) for the

following year. For fiscal year 2022, staff estimated a 2.2% COLA, tied to the “First Half Seattle-Tacoma-Bellevue CPI-W.” The first half of 2021 came in at 3.3%. Staff estimates this COLA increase will have a \$200,000 impact in increased employee compensation on the General Fund, and \$15,000 on the Firefighter’s Pension Fund in FY 2022.

- Comprehensive Plan Update. Work on the Comprehensive Plan Periodic Update is scheduled to take place from Q1 2022-Q2 2023. The proposed budget adjustment provides for consultant resources to support staff with community engagement, Planning Commission and City Council review, development and drafting of updated goals and policies. While scoping of the update must be discussed with the City Council in early 2022, staff anticipate substantial updates will be made to the Housing and Economic Development Elements of the Comprehensive plan, as well as a range of other updates and improvements throughout the plan. The appropriation request is for \$150,000.
- Other items. Since adoption of the 2021-2022 biennial budget, several items have come up that require additional resources. These include maintaining an annual software license, maintaining increased bandwidth levels, re-opening CPR class offerings through the Fire Department, and required maintenance costs in the Luther Burbank Administrative Building.

There are additional one-time budget proposals still under review as outlined in Exhibit 1. This includes funding for the Climate Action Plan, the customer service remodel at City Hall, upgrades to the City Council Chambers, and funding for diversity, equity, and inclusion community programs.

NEXT STEPS

Staff are seeking feedback from the City Council to inform development of the mid-biennial budget amendment proposal scheduled for consideration at the November 16, 2021, City Council meeting.

RECOMMENDATION

Staff recommends the City Council provide feedback on the mid-biennial budget proposals. Staff will return to the City Council with the resulting proposed amendments to the 2021-2022 biennial budget on November 16, 2021.