FINAL

LEBANON CITY COUNCIL
BUDGET WORK SESSION MINUTES
Tuesday, November 19, 2024, 5:30 p.m.
Council Chambers
Remote Via Microsoft Teams: LebanonNH.gov/Live

MEMBERS PRESENT:	Mayor Tim McNamara, Assistant Mayor Clifton Below, Erling Heistad, Douglas Whittlesey
MEMBERS ABSENT:	Christian Simon, Karen Liot Hill, Devin Wilkie, George Sykes, Karen Zook
STAFF PRESENT:	City Manager Shaun Mulholland, Deputy City Manager David Brooks, Human Resources Director Samantha Lauzon, Chief of Police Phillip Roberts, Deputy Chief of Police Alan Lowe, Finance Director Vicki Lee, Director of Planning & Development Nathan Reichert, Deputy Finance Director Alesia Williams, Airport Manager Carl Gross

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1. CALL TO ORDER: Mayor McNamara called the meeting to order at 5:30 p.m.
City Manager Mulholland reviewed the City's meeting in-person and REMOTE attendance policies and procedures and the criteria for this meeting.

2. Review of 2025 City Budget - Question & Answer Sessions
City of Lebanon 2025 Proposed Operating Budget available at LebanonNH.gov/Budget

- **Human Resources**

Included in the agenda packet: **(All supportive documents and information can be found on pages 2-8, Council agenda packet)**

HR Director Samantha Lauzon and Deputy HR Director Angela Vivian came forth to review the Human Resources budget for 2025.

Council/Saff discussions:
City Manager Mulholland noted the City has experienced the highest increase in health insurance costs (18.6%) since 2006. He said the City will look into other more affordable options:
- Health Trust
- New Hampshire Interlocal Trust
- SchoolCare
- Buying directly from insurance carriers

He said many other communities have experienced much higher increases in cost than Lebanon. City Manager Mulholland described an employee development program that they are planning to use to help grow the City's workforce and offer valuable leadership training.

City Manager Mulholland said that $2,000 had been earmarked for newspaper "want ad" advertising in years past but they no longer buy ads of this kind because virtually all open positions are listed online. He said the $2,000 has been added to the training budget.

City Manage Mulholland said the City is looking into developing an onboarding program using existing resources (similar to what is being done in Biddeford, ME).

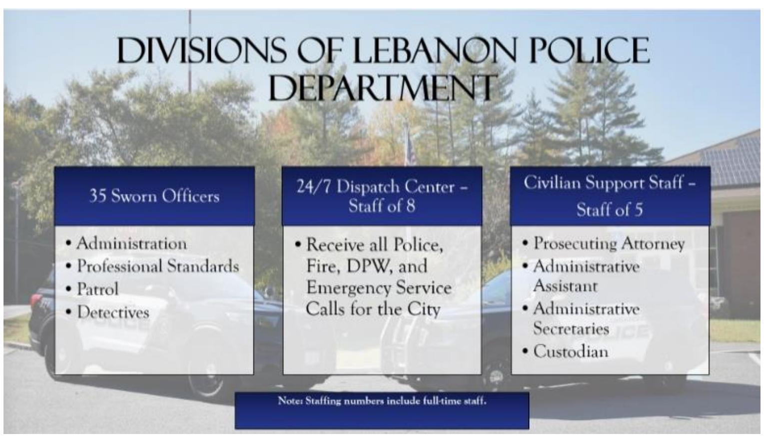
Assistant Mayor Below asked if the City has considered staff reductions in order to achieve a lower tax rate. The group discussed the costs to the City and residents if City employees are not offered training and support. City Manager Mulholland said other towns have many open positions and (as a result) overworked, under-supported staff and are not providing the quality of services that the City wants to offer its residents.

Mr. Below asked if many other communities have wage classification study targets to achieve some percentile of the market comparable rates. (Lebanon's is 60%). City Manager Mulholland said some of the larger cities may (Hanover's is 70%) but smaller towns may not.

- **Police**

Included in the agenda packet: **(All supportive documents and information can be found on pages 9-33, Council agenda packet)**

Deputy Chief Alan Lowe, Chief Phil Roberts, and Captain Adam Leland came forth to review the Lebanon Police budget for 2025 as highlighted below. Please refer to the detailed budget line items on pages 31-33, Council agenda packet for further information.

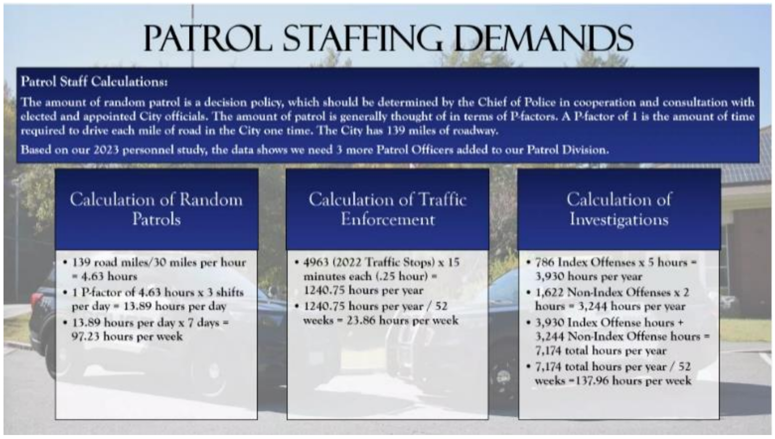


Council/Staff Discussions:
Deputy Chief Lowe said there are two people on during the busy hours. He said they found it is not necessary to have two people on based on call volume in the mornings and overnight hours.

He said many employees are on on-call and many police officers are cross-trained to work as dispatchers.

He explained staffing models used by the FBI Bartell Formula to calculate how many officers are needed for the number of residents in the city.

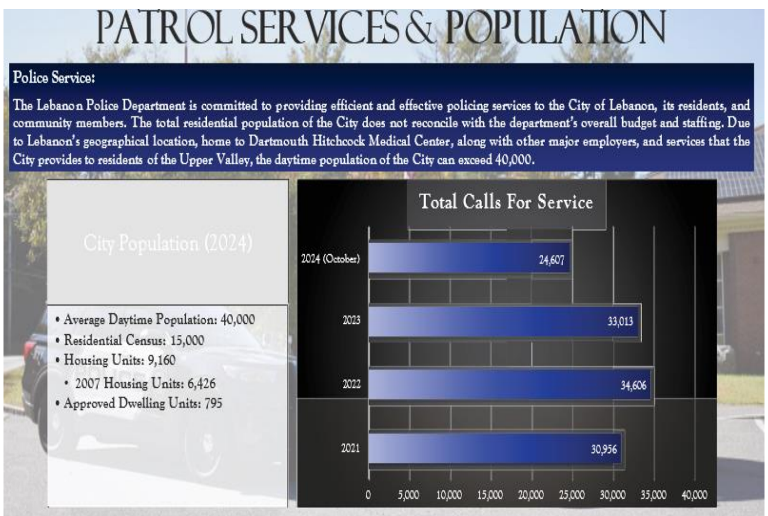
- UCR (Uniform Crime Reporting) data



He said, per the formulas, they would need to add two additional officers to meet the minimum needs of the department. He said the police department is not currently advocating adding more officers. He said the department is down four employees (slightly more than 11%) of the staff of 35 employees. He said other communities are down a lot more.

Mayor McNamara confirmed that all the funded positions in the department are currently filled.

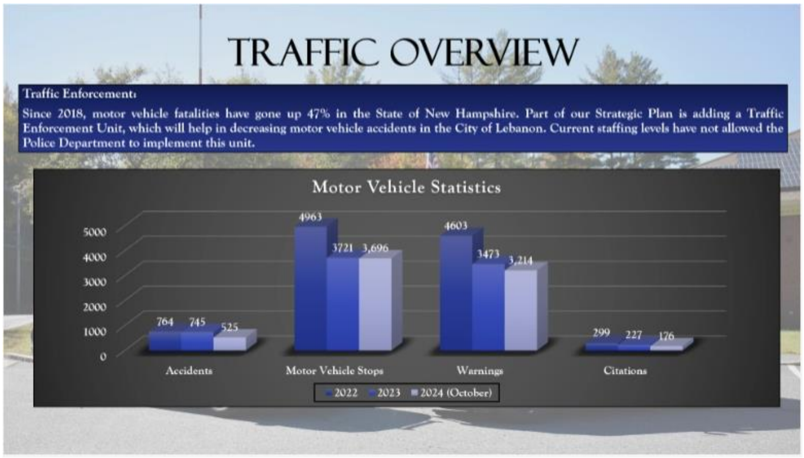
Assistant Mayor Below asked about the number of cases that go to Lebanon District Court as opposed to the Superior Court in Haverhill, NH. Deputy Chief Lowe said more cases are held in Lebanon District Court (so less time spent driving to and from court). He said some training is held in Concord, NH.



Mayor McNamara asked about the 795 approved dwelling units noted in the presentation. City Manager Mulholland said those are units that have been approved but not yet built. He said that approved development represents future growth in population that the police department may not have the staff needed to provide appropriate levels of service.

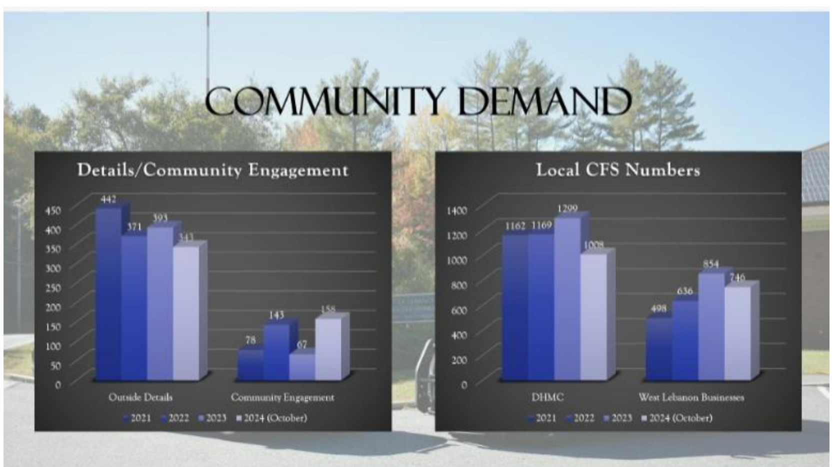
Deputy Chief Lowe explained the department takes a proactive approach to adjusting police presence levels according to crime rate trends. He said (for example) a year ago (around the holidays), the number of patrol officers on Route 12A was increased because of an uptick in shoplifting incidents.

Deputy Chief Lowe said it is in the police department's strategic plan to have a full-time traffic unit. He said, currently, staffing doesn't allow them to establish a unit.



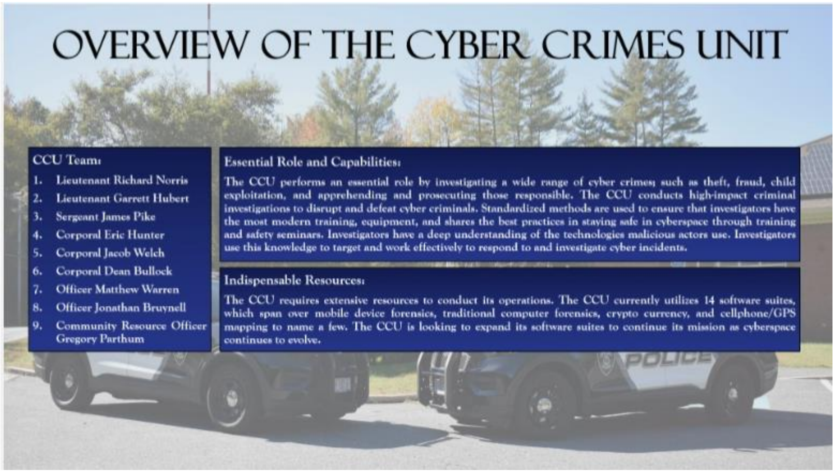
He explained that motor vehicle enforcement does decrease the incidence of other crimes (shoplifting, negligent drivers, etc)

He said Lebanon Officers handle about 75% of the incidents that occur on Interstate 89 (as opposed to having State Police presence) because State Police staffing is down about 18% right now. He said it often takes state police officers an hour to reach the Lebanon portion of Interstate 89 so it is easier and quicker for Lebanon officers to handle situations.



Chief Roberts noted the department continues to take part in the NH Highway Safety Program. He said the department received a grant for $22,000 to provide for overtime shifts for officers.

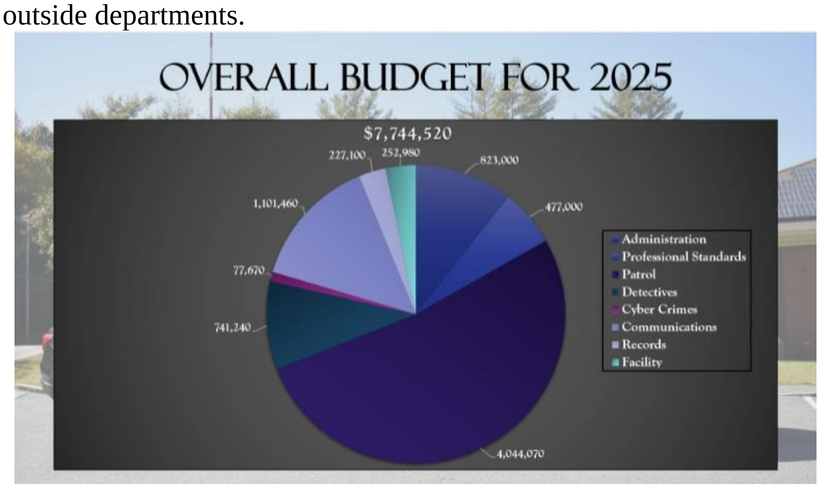
City Manager Mulholland said it is important to pay attention to the "downshifting" issue – where services normally provided by state departments are shifted over to cities and towns because of lack of funding and/or staffing. He said this may happen again with the passing of the 2025 NH State Budget (if it happens).



He confirmed that red light cameras are not allowed in NH.

The group discussed the Call For Service (CFS) numbers and how many calls are specifically related to incidents at Dartmouth Hitchcock Medical Center. Deputy Chief Lowe said the City is on track to meet or exceed the CFS numbers of 2022.

Deputy Chief Lowe gave an overview of the activities of the Cyber Crimes Unit. He said there are other agencies in the area that have a small capability of what this department can do. He said the department gets requests from other towns for lab services. He said the state lab can take up to 2-3 years to extract cell phone data where Lebanon's department can get that same data in 2-3 hours. Chief Roberts said the City does not charge outside agencies when these services are requested. He said the unit had recently become overwhelmed by the number of requests, so he began reviewing and approving each request from outside departments.



City Manager Mulholland said if other communities are interested in providing funding for Lebanon's CCU to provide these services, the City would consider it.

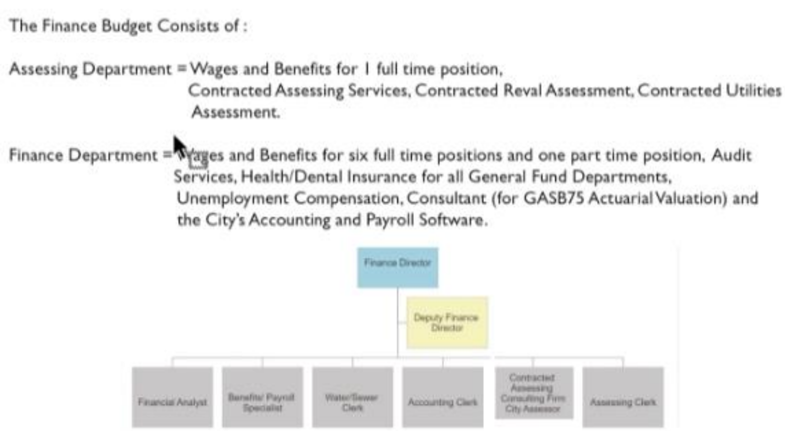
Deputy Chief Lowe said the increases in this budget are mostly due to proposed increases in patrol services (parking enforcement) and for vest replacement. He said some new software licenses need to be purchased, and upgrades in recording software.

Chief Roberts explained that the consultant fee (line item) is for former LPD Tim Cohen, who provides training consulting services. He said that line item also includes funding for an intern in the prosecutor's office.

Mayor McNamara asked about the status of a previous idea to provide regional dispatch services to the community. Chief Roberts said discussions with other communities have stalled because of lack of interest on their part. He said Lebanon's dispatch services just Lebanon right now.

Deputy Chief Lowe said the 2025 budget has an approximate 4.7% increase from last year. Assistant Mayor Below asked about the reductions that would be necessary as part of overall budget cuts if the City is trying to reduce to the 7% tax rate increase. Deputy Chief Lowe said in order to reduce to the 7% tax rate increase, the department would have to cut one patrol officer position. He said they would have to cut two positions in order to achieve a 3% tax rate increase.

He explained that one of the positions that may be considered to be cut is the parking enforcement officer, who also provides fingerprinting services, which is currently free to Lebanon residents. He said those services are offered 24/7 for childcare workers. He said if that position was cut, the fingerprinting services may no longer be free to Lebanon residents and businesses or may only be available in Concord. Chief Roberts said this position also does lab runs (which can take half a day due to travel) so other officers do not have to lose this time on patrol.



- **Finance / Assessing**

Included in the agenda packet: **(All supportive documents and information can be found on pages 34-40, Council agenda packet)**

Finance Director Vicki Lee and Deputy Finance Director Alesia Williams came forth to review the Finance / Assessing budget for 2025 as highlighted below.

Please refer to the detailed budget line items on pages 39-40, Council agenda packet for further information.

ASSESSING:

2024:		2023:	
Property Sales	329	Property Sales	373
Property Inspections as of 10/31/2024	982	Property Inspections	895

Council/Staff Discussions:
Mayor McNamara asked about the 45% increase in the Assessing portion of the budget for "official and administrative services." Director Lee said that is related to the revaluation that is anticipated in 2025.

FINANCE:

Accounts Payable processes approximately 800 invoices a month, credit card invoices approximately 360/month

150 1099's processed for 2023

Payroll processes approximately 200 paychecks weekly except summer/election months

when it increases significantly.

315 W2's processed for 2023

Utility Billing processes approximately 3,500 bills every quarter,

300 landfill bills monthly, also processes late notices and handles shut offs every quarter

City Manager Mulholland said the valuation for the City is at 73% right now and should be between 90-110%.

He noted that another property tax increase and the revaluation will both occur in 2025 and both will increase taxes.

- **Revenues, Interfund Transfers, Debt Service**

Included in the agenda packet: **(All supportive documents and information can be found on pages 41-50 Council agenda packet)**

Finance Director Lee came forth to review the Revenues, Interfund Transfers, Debt Service budget for 2025 as highlighted below.

Director Lee said the only increases in the general fund are for DHMC. City Manager Mulholland said if a state budget does pass, more of the funding that is usually provided by the state may not be available and the City will have to absorb that which will increase the tax rate even more.

Deputy Director Williams said they changed the calculation they used for enterprise funds and moved costs for several services to individual offices. City Manager Mulholland said several fees are paid for by communities that use services (such as the airport and the landfill).

General Fund Line-Item Budget
REVENUES

GL Number	Description	Amended Budget	Activity	Recommended	Requested Amt Change	Requested % Change
NON-DEPARTMENTAL REVENUES						
Estimated Revenues						
TAXES						
1100-3185-0010-9030-0000	YIELD TAXES	13,355.00	13,354.81	5,000.00	(8,355.00)	-63%
Total Department TAXES:		13,355.00	13,354.81	5,000.00	(8,355.00)	-63%
PAYMENT IN LIEU OF TAXES						
1100-3186-0010-9040-0000	LEBANON HOUSING AUTHORITY	31,273.00	0.00	40,000.00	8,727.00	28%
1100-3186-0010-9040-0010	MASCOMA HYDRO	7,411.00	7,411.00	7,410.00	(1.00)	0%
1100-3186-0010-9040-0020	RIVERMILL HYDRO	2,213.00	2,212.50	2,210.00	(3.00)	0%
1100-3186-0010-9040-0030	DHMC	2,031,437.00	2,031,437.00	2,079,300.00	47,863.00	2%
1100-3186-0010-9040-0040	PARKHURST	10,000.00	0.00	10,000.00	0.00	0%
1100-3186-0010-9040-0050	SKYHIGH LLC SOLAR	5,152.00	5,152.11	5,410.00	258.00	5%
1100-3186-0010-9040-0060	APD	306,475.00	306,475.00	314,140.00	7,665.00	3%
Total Department PAYMENT IN LIEU OF TAXES:		2,393,961.00	2,352,687.61	2,458,470.00	64,509.00	3%
EXCAVATION TAX						
1100-3187-0010-9050-0000	EXCAVATION TAX	5,000.00	6,293.50	6,000.00	1,000.00	20%
Total Department EXCAVATION TAX:		5,000.00	6,293.50	6,000.00	1,000.00	20%
INT & PEN ON DELINQUENT TAXES						
1100-3190-0010-9070-0000	LATE TAX PAYMENTS	90,000.00	104,498.03	95,000.00	5,000.00	6%
1100-3190-0010-9070-0010	TAX DEEDED PENALTY	0.00	139.05	0.00	0.00	0%

Total Department INT & PEN ON DELINQUENT TAXES:		90,000.00	104,637.08	95,000.00	5,000.00	6%
OTHER LICENSES PERMITS & FEES						
1100-3290-0010-9110-0000	PERMITS	500.00	1,383.00	1,000.00	500.00	100%
Total Department OTHER LICENSES PERMITS & FEES:		500.00	1,383.00	1,000.00	500.00	100%
MEALS & ROOMS TAX DISTRIBUTION						
1100-3352-0010-9310-0010	MEALS & ROOMS TAX	1,509,476.00	0.00	1,509,480.00	4.00	0%
Total Department MEALS & ROOMS TAX DISTRIBUTION:		1,509,476.00	0.00	1,509,480.00	4.00	0%
WATER POLLUTION GRANTS						
1100-3354-0010-9330-0030	#C-844 CSO WSTWTR/SAG	13,620.00	13,621.60	13,260.00	(360.00)	-3%
1100-3354-0010-9330-0050	#C-903 CSO DANA&CRAFT AVE/SAG	16,110.00	16,110.00	15,890.00	(220.00)	-1%
1100-3354-0010-9330-0060	#C-924 CSO11-PHASE 1/SAG	13,770.00	0.00	13,510.00	(260.00)	-2%
Total Department WATER POLLUTION GRANTS:		43,500.00	29,731.60	42,660.00	(840.00)	-2%
OTHER STATE GRANTS & REIMBURSEMENTS						
1100-3359-0010-9370-0010	RAILROAD TAX	2,772.00	2,772.26	3,000.00	228.00	8%
Total Department OTHER STATE GRANTS & REIMBURSEMENTS:		2,772.00	2,772.26	3,000.00	228.00	8%
INCOME FROM DEPARTMENTS						
1100-3401-0010-9390-0350	COMMUNITY NURSE: DARTMOUTH MIH	75,000.00	0.00	80,000.00	5,000.00	7%
Total Department INCOME FROM DEPARTMENTS:		75,000.00	0.00	80,000.00	5,000.00	7%
OTHER CHARGES						
1100-3409-0010-9450-0010	COMPUTER SERVICES	121,720.00	121,720.00	20,600.00	(101,120.00)	-83%
1100-3409-0010-9450-0020	ADMINISTRATIVE OVERHEAD	1,246,890.00	1,246,890.00	1,818,880.00	571,990.00	46%
Total Department OTHER CHARGES:		1,368,610.00	1,368,610.00	1,839,480.00	470,870.00	34%
SPECIAL ASSESSMENTS						
1100-3500-0010-9500-0000	MT SUPPORT RD SPECIAL ASSESSMENT	46,280.00	23,180.27	46,280.00	0.00	0%
Total Department SPECIAL ASSESSMENTS:		46,280.00	23,180.27	46,280.00	0.00	0%
SALE OF MUNICIPAL PROPERTY						
1100-3501-0010-9510-0010	SALE OF CITY OWNED PROPERTY	4,000.00	17,487.00	0.00	(4,000.00)	-100%
Total Department SALE OF MUNICIPAL PROPERTY:		4,000.00	17,487.00	0.00	(4,000.00)	-100%
INTEREST ON INVESTMENTS						
1100-3502-0010-9520-0010	INVESTMENT INCOME/INTEREST	500,000.00	575,387.60	700,000.00	200,000.00	40%
Total Department INTEREST ON INVESTMENTS:		500,000.00	575,387.60	700,000.00	200,000.00	40%
RENTS OF PROPERTY						
1100-3503-0010-9530-0010	MASCOMA HYDRO	15,000.00	15,000.00	15,000.00	0.00	0%
1100-3503-0010-9530-0100	226 MASCOMA STREET	0.00	7,200.00	0.00	0.00	100%
1100-3503-0010-9530-0130	LEBANON OPERA HOUSE	1,000.00	0.00	1,000.00	0.00	0%
Total Department RENTS OF PROPERTY:		16,000.00	22,200.00	16,000.00	0.00	0%
OTHER MISC REVENUE						
1100-3509-0010-9570-0010	CABLE TV FRANCHISE FEE	150,000.00	69,918.18	150,000.00	0.00	0%
1100-3509-0010-9570-0020	MISCELLANEOUS REVENUE	20,000.00	31,090.56	15,000.00	(5,000.00)	-25%
1100-3509-0010-9570-0025	MISCELLANEOUS COPY CHARGES	0.00	3.00	0.00	0.00	0%
1100-3509-0010-9570-0040	LANDFILL FUND HOST COMMUNITY FEE	550,000.00	453,741.04	550,000.00	0.00	0%
1100-3509-0010-9570-0050	TRNS FROM SEWER FUND	3,230.00	3,230.00	3,110.00	(120.00)	-4%
1100-3509-0010-9570-0290	DOWNTOWN TIFD FUND	270,980.00	270,980.00	262,310.00	(8,670.00)	-3%
Total Department OTHER MISC REVENUE:		994,210.00	828,962.78	980,420.00	(13,790.00)	-1%
TRANSFERS FROM IMPACT FEES						
1100-3912-1215-2025-7211	RECREATION VEHICLE REPLACEMENT	0.00	0.00	40,000.00	40,000.00	100%
Total Department TRANSFERS FROM IMPACT FEES:		0.00	0.00	40,000.00	40,000.00	100%
TRANSFERS FROM CAPITAL RESERVE-RAP						
1100-3915-4520-9570-0300	TRANSFER FROM CAPITAL RESERVE	0.00	0.00	50,000.00	50,000.00	100%
Total Department TRANSFERS FROM CAPITAL RESERVE-RAP:	0.00		0.00	50,000.00	50,000.00	100%
Total Revenues	**7,062,664.00**		**5,346,687.51**	**7,872,790.00**	**810,126.00**	**11%**

Director Lee said the Revolving Fund was established in February to purchase the Main Street and Mascoma Street properties that are owned by the City.

General Fund Line-Item Budget
REVOLVING FUND PROPERTIES

GL Number	Description	2024 Amended Budget	2024 Activity	2025 Recommended	2025 Requested Amy Change	2025 Requested Change
PROPERTY						
Account Category: Estimated Revenues						
3502-0010						
2147-3502-0010-9520-0010	INVESTMENT INCOME/INTEREST	0.00	66.47	0.00	0.00	0%

Total 3502-0010:		0.00	66.47	0.00	0.00	0%
3503-0010						
2147-3503-0010-9530-0100	226 MASCOMA STREET	18,000.00	0.00	9,600.00	(8,400.00)	-47%
2147-3503-0010-9530-0120	14 28 30 MAIN STREET	84,000.00	35,416.65	0.00	(84,000.00)	-100%
Total 3503-0010:		102,000.00	35,416.65	9,600.00	(92,400.00)	-91%
3911-1100						
2147-3911-1100-9600-0028	GENERAL FUND	16,020.00	16,020.00	13,500.00	(2,520.00)	-16%
Total 3911-1100:		16,020.00	16,020.00	13,500.00	(2,520.00)	-16%
Total Revenues		**118,020.00**	**51,503.12**	**23,100.00**	(94,920.00)	**-80%**
Account Category: Appropriations						
4194-0040						
2147-4194-0040-3000-0000	LEGAL SERVICES	3,000.00	0.00	1,300.00	(1,700.00)	-57%
2147-4194-0040-4110-0000	WATER	2,700.00	1,212.95	300.00	(2,400.00)	-89%
2147-4194-0040-4120-0000	SEWER	3,900.00	1,757.63	200.00	(3,700.00)	-95%
2147-4194-0040-4300-0000	REPAIR/MAINTENANCE SERVICES	12,500.00	8,477.44	2,000.00	(10,500.00)	-84%
2147-4194-0040-5000-0000	OTHER PURCHASED SERVICES	9,500.00	0.00	2,000.00	(7,500.00)	-79%
2147-4194-0040-6100-0000	GENERAL SUPPLIES	19,500.00	17.98	4,000.00	(15,500.00)	-79%
2147-4194-0040-6220-0000	ELECTRICITY	21,520.00	6,203.12	2,400.00	(19,120.00)	-89%
2147-4194-0040-6230-0000	BOTTLED GAS	5,900.00	2,749.00	0.00	(5,900.00)	-100%
2147-4194-0040-6240-0000	FUEL OIL	8,700.00	4,649.80	2,300.00	(6,400.00)	-74%
2147-4194-0040-8000-0050	PROPERTY TAXES	30,800.00	12,007.00	8,600.00	(22,200.00)	-72%
Total 4194-0040:		118,020.00	37,074.92	23,100.00	(94,920.00)	-80%
Total Appropriations		**118,020.00**	**37,074.92**	**23,100.00**	(94,920.00)	**-80%**

General Fund Line-Item Budget
INTERFUND TRANSFERS

BUDGET REPORT FOR CITY OF LEBANON
Calculations As Of 10/14/2024

GL Number	Description	2024 Amended Budget	2024 Activity	2025 Recommended	2025 Requested Amt Change	2025 Requested % Change
INTERFUND TRANSFER						
Appropriations						
TRANSFERS TO SPECIAL REVENUE FUNDS						
1100-4912-0000-9100-0003	HERITAGE FUND	400.00	400.00	400.00	0.00	0%
1100-4912-0000-9100-0005	EMERGENCY MANAGEMENT FUND-EQUIPMENT	25,000.00	25,000.00	25,000.00	0.00	0%
1100-4912-0000-9100-0018	PUBLIC ASSISTANCE REVOLVING FUND	125,000.00	125,000.00	0.00	(125,000.00)	-100%
1100-4912-0000-9100-0019	ENTERPRISE PROPERTIES REVOLVING FUND	16,020.00	16,020.00	13,500.00	(2,520.00)	-16%
Total Department TRANSFERS TO SPECIAL REVENUE FUNDS:		166,420.00	166,420.00	38,900.00	(127,520.00)	-77%
TRANSFERS TO CAPITAL PROJECT FUNDS						
1100-4913-0000-9300-0048	LAHAYE DRIVE PED & BIKE IMPROVEMENTS	48,000.00	48,000.00	0.00	(48,000.00)	-100%
Total Department TRANSFERS TO CAPITAL PROJECT FUNDS:		48,000.00	48,000.00	0.00	(48,000.00)	-100%
TRANSFERS TO PROPRIETARY FUNDS-WATER						
1100-4914-0050-9100-0001	FIRE PROTECTION: HYDRANTS	284,800.00	284,800.00	293,300.00	8,500.00	3%
Total Department TRANSFERS TO PROPRIETARY FUNDS-WATER:		284,800.00	284,800.00	293,300.00	8,500.00	3%
TRANSFERS TO CAPITAL RESERVE FUNDS						
1100-4915-0000-9600-0001	FIRE EQUIPMENT	200,000.00	200,000.00	300,000.00	100,000.00	50%
1100-4915-0000-9600-0002	DPW VEHICLES/EQUIPMENT	0.00	0.00	905,000.00	905,000.00	100%
1100-4915-0000-9600-0003	RECREATION EQUIPMENT/VEHICLES	0.00	0.00	25,000.00	25,000.00	100%
1100-4915-0000-9600-0007	ACCRUED BENEFITS LIABILITY	50,000.00	50,000.00	64,150.00	14,150.00	28%
Total Department TRANSFERS TO CAPITAL RESERVE FUNDS:		250,000.00	250,000.00	1,294,150.00	1,044,150.00	418%
TRANSFERS TO EXPENDABLE TRUSTS						
1100-4916-0000-9600-0029	URBAN FORESTRY	107,000.00	107,000.00	0.00	(107,000.00)	-100%
Total Department TRANSFERS TO EXPENDABLE TRUSTS:		107,000.00	107,000.00	0.00	(107,000.00)	-100%
Total Appropriations		**856,220.00**	**856,220.00**	**1,626,350.00**	**770,130.00**	**90%**

General Fund Line-Item Budget
DEBT SERVICE

GL Number	Description	2024 Amended Budget	2024 Activity	2025 Recommended	2025 Requested Amt Change	2025 Requested % Change
DEBT SERVICE						
Appropriations						
PRINCIPAL-LONG TERM BONDS/NOTES						
1100-4711-0000-9820-0000	NHMBB04B	172,150.00	172,143.00	0.00	(172,150.00)	-100%
1100-4711-0000-9821-0000	NHMBB05B	225,000.00	225,000.00	225,000.00	0.00	0%
1100-4711-0000-9822-0000	NHMBB06A	220,000.00	220,000.00	220,000.00	0.00	0%
1100-4711-0000-9823-0000	NHMBB07B	298,600.00	298,600.00	298,600.00	0.00	0%
1100-4711-0000-9824-0000	NHMBB08A	69,530.00	69,525.05	69,530.00	0.00	0%
1100-4711-0000-9825-0000	NHMBB09C	121,000.00	121,000.00	121,000.00	0.00	0%
1100-4711-0000-9826-0000	NHMBB10B	197,370.00	197,370.00	197,370.00	0.00	0%
1100-4711-0000-9827-0000	NHMBB11B	170,000.00	170,000.00	170,000.00	0.00	0%
1100-4711-0000-9828-0000	NHMBB12B	20,360.00	20,360.00	20,360.00	0.00	0%
1100-4711-0000-9829-0001	NHMBB14A	65,000.00	65,000.00	0.00	(65,000.00)	-100%
1100-4711-0000-9830-0000	NHMBB16B	90,000.00	90,000.00	90,000.00	0.00	0%
1100-4711-0000-9831-0000	NHMBB17B	110,000.00	110,000.00	110,000.00	0.00	0%
1100-4711-0000-9832-0000	NHMBB18B	164,000.00	164,000.00	164,000.00	0.00	0%
1100-4711-0000-9833-0000	NHMBB20B	409,120.00	409,115.79	404,120.00	(5,000.00)	-1%
1100-4711-0000-9834-0000	NHMBB20A	375,000.00	375,000.00	375,000.00	0.00	0%
1100-4711-0000-9835-0000	NHMBB21C	67,000.00	67,000.00	67,000.00	0.00	0%
1100-4711-0000-9836-0000	NHMBB22C	96,720.00	96,711.63	96,720.00	0.00	0%
1100-4711-0000-9837-0000	NHMBB23B	19,020.00	19,014.00	19,020.00	0.00	0%
1100-4711-0000-9839-0000	NHMBB24C	0.00	0.00	884,870.00	884,870.00	100%
Total Department PRINCIPAL-LONG TERM BONDS/NOTES:		2,889,870.00	2,889,839.47	3,532,590.00	642,720.00	22%
PRINCIPAL-STATE REVOLVING FUND NOTES						
1100-4711-0010-9801-0010	CS-333092-05 CSO	74,040.00	74,035.36	74,040.00	0.00	0%
1100-4711-0010-9802-0010	CS-333092-07 CSO	55,750.00	55,747.07	55,750.00	0.00	0%
1100-4711-0010-9803-0010	CS-333092-08 CSO	56,000.00	56,000.00	56,000.00	0.00	0%
1100-4711-0010-9804-0010	CS-330092-10 CSO	32,780.00	0.00	32,780.00	0.00	0%
1100-4711-0010-9805-0010	1321010-02 CSO	35,600.00	35,596.86	35,600.00	0.00	0%
1100-4711-0010-9806-0010	CS-330092-11 CSO	202,040.00	202,036.08	202,040.00	0.00	0%
1100-4711-0010-9807-0010	CS-330092-12 CSO	62,210.00	62,206.47	62,210.00	0.00	0%
1100-4711-0010-9808-0010	DWGT-17	2,860.00	2,859.00	2,930.00	70.00	2%
1100-4711-0010-9809-0010	CS-330092-14 CSO	31,550.00	0.00	31,550.00	0.00	0%
Total Department PRINCIPAL-STATE REVOLVING FUND NOTES:		552,830.00	488,480.84	552,900.00	70.00	0%
INTEREST-LONG TERM BONDS/NOTES						
1100-4721-0000-9820-0000	NHMBB04B	4,080.00	4,075.15	0.00	(4,080.00)	-100%
1100-4721-0000-9821-0000	NHMBB05B	14,970.00	14,968.75	7,540.00	(7,430.00)	-50%
1100-4721-0000-9822-0000	NHMBB06A	9,240.00	9,240.00	5,900.00	(3,340.00)	-36%
1100-4721-0000-9823-0000	NHMBB07B	16,740.00	16,734.00	12,560.00	(4,180.00)	-25%
1100-4721-0000-9824-0000	NHMBB08A	10,210.00	10,205.91	7,260.00	(2,950.00)	-29%
1100-4721-0000-9825-0000	NHMBB09C	25,270.00	25,261.72	19,190.00	(6,080.00)	-24%
1100-4721-0000-9826-0000	NHMBB10B	54,020.00	54,019.62	44,160.00	(9,860.00)	-18%
1100-4721-0000-9827-0000	NHMBB11B	54,400.00	49,157.42	42,360.00	(12,040.00)	-22%
1100-4721-0000-9828-0000	NHMBB12B	6,500.00	3,949.01	3,940.00	(2,560.00)	-39%
1100-4721-0000-9829-0001	NHMBB14A	3,320.00	3,315.00	0.00	(3,320.00)	-100%
1100-4721-0000-9830-0000	NHMBB16B	39,050.00	39,046.50	35,430.00	(3,620.00)	-9%
1100-4721-0000-9831-0000	NHMBB17B	49,920.00	49,915.00	44,310.00	(5,610.00)	-11%
1100-4721-0000-9832-0000	NHMBB18B	87,170.00	87,170.00	78,810.00	(8,360.00)	-10%
1100-4721-0000-9833-0000	NHMBB20B	216,880.00	216,879.36	196,010.00	(20,870.00)	-10%
1100-4721-0000-9834-0000	NHMBB20A	217,680.00	217,672.52	198,550.00	(19,130.00)	-9%
1100-4721-0000-9835-0000	NHMBB21C	44,120.00	44,118.00	40,700.00	(3,420.00)	-8%
1100-4721-0000-9836-0000	NHMBB22C	88,750.00	88,748.48	83,820.00	(4,930.00)	-6%
1100-4721-0000-9837-0000	NHMBB23B	4,930.00	4,929.33	3,880.00	(1,050.00)	-21%
1100-4721-0000-9839-0000	NHMBB24C	0.00	0.00	904,450.00	904,450.00	100%
Total Department INTEREST-LONG TERM BONDS/NOTES:		947,250.00	939,405.77	1,728,870.00	781,620.00	83%
INTEREST-STATE REVOLVING FUND NOTES						
1100-4721-0010-9801-0010	CS-333092-05 CSO	25,130.00	25,113.30	22,610.00	(2,520.00)	-10%
1100-4721-0010-9802-0010	CS-333092-07 CSO	14,550.00	14,494.23	13,380.00	(1,170.00)	-8%
1100-4721-0010-9803-0010	CS-333092-08 CSO	14,560.00	14,560.00	13,440.00	(1,120.00)	-8%
1100-4721-0010-9804-0010	CS-330092-10 CSO	12,420.00	0.00	11,530.00	(890.00)	-7%
1100-4721-0010-9805-0010	1321010-02 CSO	9,710.00	9,705.13	9,100.00	(610.00)	-6%
1100-4721-0010-9806-0010	CS-330092-11 CSO	68,700.00	68,692.07	64,660.00	(4,040.00)	-6%
1100-4721-0010-9807-0010	CS-330092-12 CSO	21,150.00	21,150.20	19,910.00	(1,240.00)	-6%
1100-4721-0010-9808-0010	DWGT-17	1,440.00	1,436.80	1,370.00	(70.00)	-5%
1100-4721-0010-9809-0010	CS-330092-14 CSO	11,360.00	0.00	0.00	(11,360.00)	-100%

Total Department INTEREST-STATE REVOLVING FUND NOTES:		179,020.00	155,151.73	156,000.00	(23,020.00)	-13%
PRINCIPAL-LONG TERM BONDS/NOTES						
2108-4711-0000-9828-0000	NHMBB12B	295,000.00	295,000.00	0.00	(295,000.00)	-100%
2108-4711-0000-9837-0000	NHMBB23B	83,360.00	82,356.00	82,360.00	(1,000.00)	-1%
2108-4711-0000-9839-0000	NHMBB24C	0.00	0.00	16,150.00	16,150.00	100%
Total Department PRINCIPAL-LONG TERM BONDS/NOTES:		378,360.00	377,356.00	98,510.00	(279,850.00)	-74%
INTEREST-LONG TERM BONDS/NOTES						
2108-4721-0000-9828-0000	NHMBB12B	1,800.00	1,800.00	0.00	(1,800.00)	-100%
2108-4721-0000-9837-0000	NHMBB23B	82,060.00	82,053.60	76,510.00	(5,550.00)	-7%
2108-4721-0000-9839-0000	NHMBB24C	0.00	0.00	16,470.00	16,470.00	100%
Total Department INTEREST-LONG TERM BONDS/NOTES:		83,860.00	83,853.60	92,980.00	9,120.00	11%
PRINCIPAL-LONG TERM BONDS/NOTES						
2110-4711-0000-9821-0000	NHMBB05B	30,000.00	30,000.00	30,000.00	0.00	0%
2110-4711-0000-9822-0000	NHMBB06A	30,000.00	30,000.00	30,000.00	0.00	0%
2110-4711-0000-9823-0000	NHMBB07B	77,370.00	77,361.05	77,370.00	0.00	0%
2110-4711-0000-9824-0000	NHMBB08A	39,000.00	39,000.00	39,000.00	0.00	0%
2110-4711-0000-9825-0000	NHMBB09C	34,500.00	34,500.00	34,500.00	0.00	0%
2110-4711-0000-9826-0000	NHMBB10B	49,110.00	49,110.00	49,110.00	0.00	0%
2110-4711-0000-9827-0000	NHMBB11B	135,000.00	135,000.00	135,000.00	0.00	0%
2110-4711-0000-9828-0000	NHMBB12B	10,500.00	10,500.00	10,500.00	0.00	0%
2110-4711-0000-9832-0000	NHMBB18B	40,500.00	40,500.00	40,500.00	0.00	0%
2110-4711-0000-9833-0000	NHMBB20B	103,320.00	103,231.58	103,320.00	0.00	0%
2110-4711-0000-9835-0000	NHMBB21C	39,000.00	39,000.00	39,000.00	0.00	0%
2110-4711-0000-9836-0000	NHMBB22C	21,600.00	21,600.00	21,600.00	0.00	0%
2110-4711-0000-9839-0000	NHMBB24C	0.00	0.00	223,100.00	223,100.00	100%
Total Department PRINCIPAL-LONG TERM BONDS/NOTES:		609,900.00	609,802.63	833,000.00	223,100.00	37%
PRINCIPAL-STATE REVOLVING FUND NOTES						
2110-4711-0010-9801-0010	CS-333092-05 CSO	55,530.00	55,526.52	55,530.00	0.00	0%
2110-4711-0010-9802-0010	CS-333092-07 CSO	41,820.00	41,810.30	41,820.00	0.00	0%
2110-4711-0010-9802-0020	1321010 ARRA WATER METER CONVERSION	35,610.00	35,604.00	36,630.00	1,020.00	3%
2110-4711-0010-9803-0010	CS-333092-08 CSO	42,000.00	42,000.00	42,000.00	0.00	0%
2110-4711-0010-9804-0010	CS-330092-10 CSO	24,580.00	0.00	24,580.00	0.00	0%
2110-4711-0010-9805-0010	1321010-02 CSO	26,700.00	26,697.65	26,700.00	0.00	0%
2110-4711-0010-9805-0015	1321010-01 WATER MAIN	9,450.00	9,448.00	9,640.00	190.00	2%
2110-4711-0010-9806-0010	CS-330092-11 CSO	151,530.00	151,527.06	151,530.00	0.00	0%
2110-4711-0010-9807-0010	CS-330092-12 CSO	46,660.00	46,654.85	46,660.00	0.00	0%
2110-4711-0010-9808-0010	DWGT-17	2,150.00	2,144.24	2,200.00	50.00	2%
2110-4711-0010-9809-0010	CS-330092-14 CSO	23,670.00	0.00	23,660.00	(10.00)	0%
2110-4711-0010-9810-0020	DWGT-23	103,540.00	103,532.62	107,040.00	3,500.00	3%
Total Department PRINCIPAL-STATE REVOLVING FUND NOTES:		563,240.00	514,945.24	567,990.00	4,750.00	1%
INTEREST-LONG TERM BONDS/NOTES						
2110-4721-0000-9821-0000	NHMBB05B	2,670.00	2,662.50	1,350.00	(1,320.00)	-49%
2110-4721-0000-9822-0000	NHMBB06A	4,260.00	4,260.00	2,850.00	(1,410.00)	-33%
2110-4721-0000-9823-0000	NHMBB07B	14,700.00	14,698.60	11,030.00	(3,670.00)	-25%
2110-4721-0000-9824-0000	NHMBB08A	5,790.00	5,780.72	4,130.00	(1,660.00)	-29%
2110-4721-0000-9825-0000	NHMBB09C	7,110.00	7,102.52	5,380.00	(1,730.00)	-24%
2110-4721-0000-9826-0000	NHMBB10B	13,680.00	13,672.56	11,220.00	(2,460.00)	-18%
2110-4721-0000-9827-0000	NHMBB11B	43,200.00	39,388.05	33,980.00	(9,220.00)	-21%
2110-4721-0000-9828-0000	NHMBB12B	3,330.00	2,174.04	1,760.00	(1,570.00)	-47%
2110-4721-0000-9832-0000	NHMBB18B	24,960.00	24,958.13	22,900.00	(2,060.00)	-8%
2110-4721-0000-9833-0000	NHMBB20B	61,580.00	61,578.72	56,310.00	(5,270.00)	-9%
2110-4721-0000-9835-0000	NHMBB21C	27,490.00	27,486.00	25,500.00	(1,990.00)	-7%
2110-4721-0000-9836-0000	NHMBB22C	19,840.00	19,839.66	18,740.00	(1,100.00)	-6%
2110-4721-0000-9839-0000	NHMBB24C	0.00	0.00	228,050.00	228,050.00	100%
Total Department INTEREST-LONG TERM BONDS/NOTES:		228,610.00	223,601.50	423,200.00	194,590.00	85%
INTEREST-STATE REVOLVING FUND NOTES						
2110-4721-0010-9801-0010	CS-333092-05 CSO	18,840.00	18,834.34	16,690.00	(2,150.00)	-11%
2110-4721-0010-9802-0010	CS-333092-07 CSO	10,880.00	10,870.68	10,040.00	(840.00)	-8%
2110-4721-0010-9802-0020	1321010 ARRA WATER METER CONVERSION	9,030.00	9,023.98	8,010.00	(1,020.00)	-11%
2110-4721-0010-9803-0010	CS-333092-08 CSO	10,920.00	10,920.00	10,080.00	(840.00)	-8%
2110-4721-0010-9804-0010	CS-330092-10 CSO	9,310.00	0.00	8,640.00	(670.00)	-7%
2110-4721-0010-9805-0010	1321010-02 CSO	7,280.00	7,278.85	6,820.00	(460.00)	-6%
2110-4721-0010-9805-0015	1321010-01 WATER MAIN	2,740.00	2,736.18	2,560.00	(180.00)	-7%
2110-4721-0010-9806-0010	CS-330092-11 CSO	51,520.00	51,519.30	48,490.00	(3,030.00)	-6%
2110-4721-0010-9807-0010	CS-330092-12 CSO	15,870.00	15,862.65	14,930.00	(940.00)	-6%
2110-4721-0010-9808-0010	DWGT-17	1,080.00	1,077.59	1,030.00	(50.00)	-5%
2110-4721-0010-9809-0010	CS-330092-14 CSO	8,520.00	0.00	8,050.00	(470.00)	-6%
2110-4721-0010-9810-0020	DWGT-23	85,220.00	85,220.58	81,730.00	(3,490.00)	-4%
Total Department INTEREST-STATE REVOLVING FUND NOTES:		231,210.00	213,344.15	217,070.00	(14,140.00)	-6%

PRINCIPAL-LONG TERM BONDS/NOTES						
2115-4711-0000-9820-0000	NHMBB04B	27,860.00	27,857.00	0.00	(27,860.00)	-100%
2115-4711-0000-9821-0000	NHMBB05B	30,000.00	30,000.00	30,000.00	0.00	0%
2115-4711-0000-9822-0000	NHMBB06A	30,000.00	30,000.00	30,000.00	0.00	0%
2115-4711-0000-9823-0000	NHMBB07B	37,460.00	37,460.00	37,460.00	0.00	0%
2115-4711-0000-9824-0000	NHMBB08A	66,480.00	66,474.95	66,480.00	0.00	0%
2115-4711-0000-9825-0000	NHMBB09C	34,500.00	34,500.00	34,500.00	0.00	0%
2115-4711-0000-9826-0000	NHMBB10B	108,520.00	108,520.00	108,520.00	0.00	0%
2115-4711-0000-9827-0000	NHMBB11B	100,000.00	100,000.00	100,000.00	0.00	0%
2115-4711-0000-9828-0000	NHMBB12B	24,140.00	24,140.00	24,140.00	0.00	0%
2115-4711-0000-9829-0000	NHMBB13C	110,000.00	110,000.00	110,000.00	0.00	0%
2115-4711-0000-9832-0000	NHMBB18B	40,500.00	40,500.00	40,500.00	0.00	0%
2115-4711-0000-9833-0000	NHMBB20B	47,660.00	47,652.63	47,660.00	0.00	0%
2115-4711-0000-9835-0000	NHMBB21C	84,000.00	84,000.00	79,000.00	(5,000.00)	-6%
2115-4711-0000-9836-0000	NHMBB22C	21,600.00	21,600.00	21,600.00	0.00	0%
2115-4711-0000-9837-0000	NHMBB23B	65,690.00	65,680.00	65,680.00	(10.00)	0%
2115-4711-0000-9839-0000	NHMBB24C	0.00	0.00	7,550.00	7,550.00	100%
Total Department PRINCIPAL-LONG TERM BONDS/NOTES:		828,410.00	828,384.58	803,090.00	(25,320.00)	-3%
PRINCIPAL-STATE REVOLVING FUND NOTES						
2115-4711-0010-9801-0010	CS-333092-05 CSO	55,530.00	55,526.52	55,530.00	0.00	0%
2115-4711-0010-9801-0020	WWTF CS-330092-03	78,830.00	78,820.81	78,830.00	0.00	0%
2115-4711-0010-9802-0010	CS-333092-07 CSO	41,820.00	41,810.30	41,820.00	0.00	0%
2115-4711-0010-9803-0010	CS-333092-08 CSO	42,000.00	42,000.00	42,000.00	0.00	0%
2115-4711-0010-9803-0020	CS-333092-04 WWTF PHASE II	577,080.00	577,078.19	577,080.00	0.00	0%
2115-4711-0010-9804-0010	CS-330092-10 CSO	24,580.00	0.00	24,580.00	0.00	0%
2115-4711-0010-9805-0010	1321010-02 CSO	26,700.00	26,697.64	26,700.00	0.00	0%
2115-4711-0010-9806-0010	CS-330092-11 CSO	183,280.00	183,277.05	183,280.00	0.00	0%
2115-4711-0010-9806-0020	CS-333092-06 CSO	76,560.00	76,550.71	76,560.00	0.00	0%
2115-4711-0010-9807-0010	CS-330092-12 CSO	46,660.00	46,654.85	46,660.00	0.00	0%
2115-4711-0010-9807-0020	CS-333092-09 CSO	233,610.00	233,604.49	233,610.00	0.00	0%
2115-4711-0010-9808-0010	DWGT-17	2,150.00	2,144.24	2,200.00	50.00	2%
2115-4711-0010-9809-0010	CS-330092-14 CSO	23,670.00	0.00	23,660.00	(10.00)	0%
Total Department PRINCIPAL-STATE REVOLVING FUND NOTES:		1,412,470.00	1,364,164.80	1,412,510.00	40.00	0%
INTEREST-LONG TERM BONDS/NOTES						
2115-4721-0000-9820-0000	NHMBB04B	1,400.00	1,392.85	0.00	(1,400.00)	-100%
2115-4721-0000-9821-0000	NHMBB05B	2,670.00	2,662.51	1,350.00	(1,320.00)	-49%
2115-4721-0000-9822-0000	NHMBB06A	4,260.00	4,260.00	2,850.00	(1,410.00)	-33%
2115-4721-0000-9823-0000	NHMBB07B	7,120.00	7,117.40	5,340.00	(1,780.00)	-25%
2115-4721-0000-9824-0000	NHMBB08A	9,790.00	9,789.37	6,970.00	(2,820.00)	-29%
2115-4721-0000-9825-0000	NHMBB09C	7,110.00	7,102.52	5,380.00	(1,730.00)	-24%
2115-4721-0000-9826-0000	NHMBB10B	30,200.00	30,197.82	24,780.00	(5,420.00)	-18%
2115-4721-0000-9827-0000	NHMBB11B	32,000.00	29,172.53	25,180.00	(6,820.00)	-21%
2115-4721-0000-9828-0000	NHMBB12B	7,650.00	4,998.21	4,040.00	(3,610.00)	-47%
2115-4721-0000-9829-0000	NHMBB13C	52,630.00	52,625.00	41,850.00	(10,780.00)	-20%
2115-4721-0000-9832-0000	NHMBB18B	24,960.00	24,958.13	22,900.00	(2,060.00)	-8%
2115-4721-0000-9833-0000	NHMBB20B	27,950.00	27,946.92	25,520.00	(2,430.00)	-9%
2115-4721-0000-9835-0000	NHMBB21C	56,060.00	56,061.00	51,780.00	(4,280.00)	-8%
2115-4721-0000-9836-0000	NHMBB22C	19,840.00	19,839.66	18,740.00	(1,100.00)	-6%
2115-4721-0000-9837-0000	NHMBB23B	55,920.00	55,916.50	51,650.00	(4,270.00)	-8%
2115-4721-0000-9839-0000	NHMBB24C	0.00	0.00	7,720.00	7,720.00	100%
Total Department INTEREST-LONG TERM BONDS/NOTES:		339,560.00	334,040.42	296,050.00	(43,510.00)	-13%
INTEREST-STATE REVOLVING FUND NOTES						
2115-4721-0010-9801-0010	CS-333092-05 CSO	18,840.00	18,834.34	16,960.00	(1,880.00)	-10%
2115-4721-0010-9801-0020	CS-330092-03 WWTF	13,220.00	13,210.37	10,570.00	(2,650.00)	-20%
2115-4721-0010-9802-0010	CS-333092-07 CSO	10,880.00	10,870.68	10,040.00	(840.00)	-8%
2115-4721-0010-9803-0010	CS-333092-08 CSO	10,920.00	10,920.00	10,080.00	(840.00)	-8%
2115-4721-0010-9803-0020	CS-333092-04 WWTF PHASE II	150,050.00	150,040.33	138,500.00	(11,550.00)	-8%
2115-4721-0010-9804-0010	CS-330092-10 CSO	9,310.00	0.00	8,640.00	(670.00)	-7%
2115-4721-0010-9805-0010	1321010-02 CSO	7,280.00	7,278.84	6,820.00	(460.00)	-6%
2115-4721-0010-9806-0010	CS-330092-11 CSO	62,320.00	62,314.30	58,680.00	(3,640.00)	-6%
2115-4721-0010-9806-0020	CS-333092-06 CSO	19,910.00	19,903.18	18,380.00	(1,530.00)	-8%
2115-4721-0010-9807-0010	CS-330092-12 CSO	15,860.00	15,862.65	14,930.00	(930.00)	-6%
2115-4721-0010-9807-0020	CS-333092-09 CSO	79,280.00	79,276.02	73,620.00	(5,660.00)	-7%
2115-4721-0010-9808-0010	DWGT-17	1,080.00	1,077.59	1,030.00	(50.00)	-5%
2115-4721-0010-9809-0010	CS-330092-14 CSO	8,520.00	0.00	8,050.00	(470.00)	-6%
Total Department INTEREST-STATE REVOLVING FUND NOTES:		407,470.00	389,588.30	376,300.00	(31,170.00)	-8%
PRINCIPAL-LONG TERM BONDS/NOTES						
2120-4711-0000-9822-0000	NHMBB06A	45,000.00	45,000.00	40,000.00	(5,000.00)	-11%
2120-4711-0000-9823-0000	NHMBB07B	26,580.00	26,578.95	26,580.00	0.00	0%
2120-4711-0000-9836-0000	NHMBB22C	66,290.00	66,288.37	66,290.00	0.00	0%
Total Department PRINCIPAL-LONG TERM BONDS/NOTES:		137,870.00	137,867.32	132,870.00	(5,000.00)	-4%
INTEREST-LONG TERM BONDS/NOTES						
2120-4721-0000-9822-0000	NHMBB06A	5,920.00	5,915.00	3,800.00	(2,120.00)	-36%
2120-4721-0000-9823-0000	NHMBB07B	5,050.00	5,050.00	3,790.00	(1,260.00)	-25%

2120-4721-0000-9836-0000	NHMBB22C	60,890.00	60,888.00	57,510.00	(3,380.00)	-6%
Total Department INTEREST-LONG TERM BONDS/NOTES:		71,860.00	71,853.00	65,100.00	(6,760.00)	-9%
Total Appropriations	**9,861,790.00**		**9,621,679.35**	**11,289,030.00**	**1,427,240.00**	**14%**

The group discussed the City's debt obligation and how it affects interest on long-term bonds and notes.

Director Lee said they are not currently looking into using AI to speed up reconciliation work the department does.

General Q & A from All Previous Sessions:
None

City Manager Mulholland said there will be opportunities for public feedback on the proposed 2025 budget at the December 4, 2024 City Council meeting. He said there will be a public hearing on the City budget on December 18, 2024 during which the public can give feedback as well.

Councilor Whittlesey asked if there's a way to categorize the discretionary costs versus nondiscretionary costs. He said he is often asked by residents why certain cost categories can't be held to lower growth (for example, salaries). He said there may be a misconception about the extent to which the Council controls these costs.

City Manager Mulholland said he has worked in towns where turnover of town employees is constant, and he said the level of service provided is significantly lower than what Lebanon provides its residents because the City is able to maintain its workforce development. He said the City is not required to have police or fire, or public works departments so he said there is a lot of discretion in the levels of service that the City chooses to provide.

3. Adjournment:

The meeting was adjourned at 7:29pm.

Respectfully submitted,
Paula Roux
Recording Secretary