



**LEBANON FINANCE ADVISORY COMMITTEE
SEPTEMBER 17, 2026 - 11:00 AM
COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM
LEBANONNH.GOV/LIVE**

1. Call to Order

The September 17, 2026, Finance Advisory Committee Meeting is hereby called to order.

2. Approval of Minutes

- A. July 29, 2026
- B. August 13, 2026

3. Old Business

- A. Date for Next Impact Fee Assessment/ Fee Increase
- B. Results of Health Insurance Study/ Peer Group Analysis
- C. Solar Implementation and Buyout
- D. Personnel Summary/ Full-Time Equivalent (FTE) Report

4. New Business

- A. Set Meeting Schedule
- B. Budget Format
- C. Summary Format
- D. Presentation from the Department of Public Works on Paving Plan and Budget

5. Other Business

6. Adjournment

Meetings are open for in-person and remote attendance. Members of the public who wish to attend remotely may do so by going to LebanonNH.gov/Live where you will find instructions on how to enter the meeting. Members of the public will be able to participate and ask questions through the City's virtual platform or by phone. Please note: Should technical difficulties occur during the meeting that disrupt virtual or phone connection(s), the meeting will continue without remote access capabilities.

Any person with a disability who wishes to attend this public meeting and needs additional accommodation, please contact the ADA coordinator at City Hall by calling 603-448-4220 at least 72 hours in advance so that the City can make any necessary arrangements.

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LEBANON FINANCE ADVISORY COMMITTEE

COUNCIL CHAMBERS, CITY HALL

JULY 29, 2026 11:00 AM

MEMBERS PRESENT: Jay Simms, Robert Moses, Matthew Smith, Bill Martin, Mayor Douglas Whittlesey, Councilor Lori Key.

ALTERNATES PRESENT: Fran Casale and Kevin Purcell.

MEMBERS ABSENT: Councilor Nicole Ford Burley

STAFF PRESENT: City Manager Andrew Hosmer, Deputy City Manager David Brooks, Finance Director Alesia Williams, and Deputy Finance Director Victoria Paquin.

1 CALL TO ORDER

2 The first meeting of the Finance Advisory Committee (FAC) was called to order following
3 introductions.

4 NEW BUSINESS

5 A. Recommendation of Chair and Vice Chair

6 Staff advised that under City Code, the City Council appoints the Chairperson and Vice
7 Chairperson of the Finance Advisory Committee. Because the Committee was beginning its
8 work mid-year, members discussed making recommendations to the City Council for those
9 positions.

10 A motion was made to recommend Jay Simms as Chair of the Finance Advisory Committee. No
11 additional nominations were offered.

12 The Committee voted in favor of recommending Jay Simms as Chair.

13 The Committee then considered nominations for Vice Chair.

14 Robert Moses was nominated for Vice Chair. No additional nominations were offered.

15 The Committee voted unanimously to recommend Robert Moses as Vice Chair.

16 Following the votes, Jay Simms assumed responsibility for facilitating the remainder of the
17 meeting.

18 B. Committee Purpose and Draft Charter

19 Mr. Simms reviewed materials he had circulated as potential working documents, including a
20 proposed FAC charter, a budget summary format, and ideas concerning the Committee's purpose
21 and long-term responsibilities.

22 Mr. Simms stated that he viewed the Committee as a resource to the City Council, City Manager,
23 and staff rather than simply as a body that reviews or "rubber stamps" a proposed budget.

24 Potential areas of work discussed included:

25 Identifying revenue opportunities and cost-saving opportunities; Exploring shared services with
26 other municipalities or the State; Benchmarking City departments against appropriate peer
27 communities; Reviewing major financial outliers and significant cost drivers; Providing

1 independent analysis of major financial proposals; Improving the accessibility and presentation
2 of financial information; Evaluating long-term financial risks and opportunities; and Helping the
3 Council and public understand complex municipal financial information.

4 Members generally supported developing a clear charter defining the Committee's goals,
5 responsibilities, and priorities.

6 **C. Budget Presentation and Financial Reporting**

7 The Committee discussed ways to improve the presentation of the annual budget and quarterly
8 financial information.

9 Members emphasized the need to balance detailed line-item information with higher-level
10 summaries that are understandable to Council members and the general public. The Committee
11 discussed providing concise executive-level information while retaining detailed supporting data
12 for those wishing to review individual accounts.

13 Mr. Simms noted that wages and benefits represent a significant portion of City expenditures and
14 recommended adding supplemental personnel schedules to the budget. He suggested presenting
15 full-time and part-time staffing and full-time equivalent (FTE) information by department,
16 including historical comparisons and proposed staffing levels.

17 Members also discussed:

18 Historical budget-versus-actual comparisons; Major expense categories and financial trends;
19 Department-level summaries and narratives; Appropriate standards for determining financially
20 material items; "Burn rate" analysis to identify areas where spending may be occurring faster
21 than anticipated; Encumbrances and other committed expenditures; Debt management; Risk-
22 benefit analysis for significant recommendations; and Presentation formats that allow residents
23 without a financial background to understand the budget more easily.

24 There was general agreement that the Committee should focus primarily on significant financial
25 issues rather than minor line-item variances, while recognizing that smaller expenditures may
26 become material when aggregated across departments.

27 **D. Strategic and Long-Term Financial Issues**

28 Members discussed the importance of examining financial issues beyond the annual budget
29 cycle.

30 Potential areas identified for future analysis included:

31 Opportunities to reduce reliance on property taxes; Revenue potential associated with City
32 assets; Enterprise fund operations, including the Airport and landfill; Long-term debt
33 management; Major capital and infrastructure costs; Benchmarking against comparable
34 communities; Coordination with other local governmental entities, including the school district;
35 Multi-year financial projections; and Evaluation of assumptions used in major financial
36 proposals.

37 The Committee discussed the landfill gas-to-energy project as an example of a project where
38 multiple scenarios and assumptions should be examined before major financial decisions are
39 made. Members expressed interest in reviewing best-case, base-case, and other realistic scenarios
40 when evaluating long-term projects.

1 Members also emphasized the importance of understanding the underlying causes, or “drivers,”
2 of municipal cost increases rather than relying exclusively on comparisons with other
3 communities.

4 **E. Committee Role as an Independent Financial Resource**

5 Several members discussed the value of the FAC serving as an additional independent review of
6 City financial information.

7 Members stated that the Committee could help translate complicated financial information into
8 an understandable format for residents and provide the Council with additional analysis before
9 major financial decisions are made.

10 The Committee discussed its responsibility to act as a fiduciary resource for residents while
11 maintaining a collaborative relationship with City staff.

12 **F. Staff Comments and Workload Considerations**

13 City Manager Hosmer thanked Committee members for volunteering their time and stated that
14 the FAC offers opportunities to improve operational efficiency and financial decision-making.

15 He cautioned, however, that some of the proposed work could result in a substantial additional
16 workload for City employees. Staff must continue to meet existing daily, weekly, monthly, and
17 quarterly responsibilities while responding to Committee requests.

18 Members acknowledged this concern and agreed that requests should be coordinated in a manner
19 that minimizes unnecessary demands on individual departments.

20 **G. Communication Protocol**

21 The Committee and staff discussed establishing a clear communication process.

22 There was general agreement that individual FAC members should not independently contact
23 department heads for information. Instead, Committee requests should generally be consolidated
24 through the Chair.

25 The proposed process discussed was for Chair Jay Simms to serve as the Committee’s primary
26 conduit for information requests, with requests forwarded to the City Manager, who would
27 determine the appropriate staff member or department to respond.

28 The Mayor would be kept informed as appropriate.

29 City Manager Hosmer, Finance Director Williams, Deputy City Manager Brooks, and Deputy
30 Finance Director Paquin indicated an intention to participate in the Committee’s initial meetings.
31 Members discussed whether, after the Committee becomes established, regular staff attendance
32 might primarily consist of the City Manager and Finance Director, with other staff participating
33 as needed.

34 **H. Document Management and SharePoint**

35 The Committee discussed establishing a central location for FAC documents.

36 Staff recommended using a City SharePoint site, similar to arrangements used for other
37 committees. The SharePoint site would allow Committee members and staff to access working
38 documents while helping the City maintain records in a manner consistent with RSA 91-A
39 requirements.

1 FOLLOW-UP: Staff will coordinate with Cyber Services to establish SharePoint access for
2 Committee members.

3 Members and staff also discussed the risks associated with conducting Committee business
4 through personal email accounts. Members were reminded that substantive discussions
5 conducted through personal email may create public records subject to disclosure.

6 Staff agreed to explore whether dedicated City email accounts could be established for FAC
7 members and potentially for members of other boards and committees.

8 **I. 2027 Budget Process and Labor Agreements**

9 The Committee asked about the status of the 2027 budget.

10 Staff indicated that departmental work was approximately 75 to 80 percent complete but that
11 departments had not yet formally submitted their initial budget proposals and Finance and
12 management had not yet begun detailed departmental budget review.

13 The Committee also discussed collective bargaining agreements. City Manager Hosmer reported
14 that the City was negotiating with four newly organized bargaining units, including a separate
15 Library bargaining unit. He anticipated that the new agreements would ultimately run
16 concurrently with the City's existing bargaining agreements through the end of calendar year
17 2027.

18 The City Manager anticipated beginning negotiations involving all eight bargaining units on or
19 about January 1, 2027.

20 **J. Second Quarter Financial Review**

21 The Committee discussed preparation for its review of the City's second-quarter financial results.

22 Staff clarified that the second-quarter financial report was now scheduled for presentation to the
23 City Council at its September 2, 2026 meeting rather than August 19.

24 This revised schedule provides the FAC additional time to review the financial information and
25 prepare comments for the Council.

26 Finance staff anticipated making substantially complete second-quarter information available in
27 the near term. The quarterly reports will include activity through June 30 as well as a separate
28 section identifying encumbered expenditures.

29 The Committee requested historical financial information for comparison, particularly 2024 and
30 2025 budget-versus-actual results. Members agreed that existing reports should be used where
31 possible rather than requiring Finance staff to create new reports on a short timetable.

32 Members expressed a preference for receiving financial data in Excel format when available.

33 The Committee discussed examining current-year spending through a burn-rate approach rather
34 than attempting to project full-year actual results based on approximately six or seven months of
35 activity.

36 **Follow-up and Timeline**

37 Finance will provide the Q2 financial information when substantially complete. Available
38 historical 2024 and 2025 budget-versus-actual reports will be shared where practical. Materials
39 will be placed on the FAC SharePoint site once established. The Committee will prepare
40 summary comments for the September 2 City Council agenda. FAC comments should be

1 provided to Deputy City Manager Brooks by approximately August 21, 2026, to allow materials
2 to be included in the agenda packet scheduled for release on approximately August 26.

3 **OTHER BUSINESS**

4 **A. Future Work Items**

5 Members identified several subjects for future FAC consideration, including:
6 Development and refinement of the FAC charter; FTE and staffing analysis; Historical budget-
7 versus-actual comparisons; Budget presentation improvements; Revenue opportunities and cost-
8 saving initiatives; Enterprise fund analysis; Debt management; Benchmarking and peer-
9 community analysis; Major financial risk and scenario analysis; Coordination with other
10 governmental entities; Infrastructure investment; and Paving management and roadway
11 maintenance.
12 Mr. Simms expressed particular concern regarding the City's paving and infrastructure needs.
13 Members discussed the long-term cost implications of deferred road maintenance and suggested
14 that a future meeting could include a presentation from the Department of Public Works
15 regarding the City's paving management strategy, including preventive maintenance, patching,
16 reclamation, and reconstruction.
17 Members and staff also discussed the importance of communicating clearly with department
18 heads that the FAC is intended to operate collaboratively and as an advisory resource rather than
19 as an adversarial review body.

20 **B. Next Meeting**

21 The Committee agreed to hold its next meeting on Thursday, August 13, 2026, at 11:00 a.m.
22 Staff confirmed that Council Chambers was available.
23 The primary purpose of the meeting will be to begin reviewing the second-quarter financial
24 information and developing the Committee's summary comments for the City Council.

25 **ADJOURNMENT**

26 A motion was made to adjourn, and the meeting adjourned.
27 These minutes were drafted with artificial intelligence assistance.
28 Reviewed by: City Manager's Office and Finance Department

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LEBANON FINANCE ADVISORY COMMITTEE

COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM
AUGUST 13, 2026 11:00 AM

MEMBERS PRESENT: Jay Simms, Bill Martin, Mayor Douglas Whittlesey, Robert Moses, Councilor Nicole Ford Burley, and Matthew Smith (arrived after the meeting began).

ALTERNATES PRESENT: Fran Casale and Kevin Purcell.

MEMBERS ABSENT: Councilor Lori Key

STAFF PRESENT: City Manager Andrew Hosmer, Deputy Finance Director Victoria Paquin, and Finance Director Alesia Williams.

1 CALL TO ORDER

2 Jay Simms called the meeting to order at 11:02 a.m. Members and staff introduced themselves
3 for purposes of the meeting transcription.

4 NEW BUSINESS

5 A. Second Quarter 2026 Budget Review

6 The Committee reviewed the second-quarter budget reports and financial summary. Staff
7 reported no significant overall budget concerns at the midpoint of the year. Fuel costs were
8 trending higher than anticipated, and the Airport budget was also running higher in certain areas,
9 although staff indicated that some of the apparent variance was attributable to the timing of
10 expenditures.

11 Regarding the paving budget, Deputy Finance Director Paquin explained that paving
12 expenditures commonly occur later in the year because projects must first be bid. Funds may
13 then be encumbered for construction occurring in the following construction season. Staff agreed
14 to confirm the current status of the paving procurement.

15 Committee members requested additional analytical information in future financial reports,
16 including percentage expenditure or “burn rate” information within major categories such as
17 wages, salaries, and benefits. The Committee also discussed allocating health insurance costs
18 among departments based on FTEs for analytical purposes so that reports would provide a
19 clearer representation of the full employment cost associated with individual departments. The
20 intent was to accomplish this through reporting or automated analysis rather than changing the
21 City’s underlying accounting methodology.

22 Property Tax Revenue and Collections

23 The Committee reviewed property tax revenues and noted that the budgeted property tax amount
24 was approximately \$27.7 million and slightly below the prior-year figure. Members also noted
25 that collections through the first half of the year represented approximately 45.6 percent of the
26 annual amount, compared with approximately 47.7 percent at the same point in the prior year,
27 while interest and penalties on delinquent payments were higher.

1 Staff stated that there was no known concern regarding property tax collections. Deputy Finance
2 Director Paquin explained that first-half tax bills are based on one-half of the prior year's tax rate
3 applied to the current valuation and therefore do not necessarily equal exactly one-half of the
4 ultimate annual property tax levy. Staff believed the variation was primarily attributable to
5 timing.

6 **Building Permits and Impact Fees**

7 The Committee noted that building permit revenues were substantially ahead of the prior year
8 and had reached approximately 77 percent of the annual budget.

9 Staff clarified that impact fees are maintained separately in restricted funds and must be tracked
10 according to the department or purpose for which they are collected. Discussion followed
11 regarding the level of Lebanon's impact fees, their effect on residential and commercial
12 development, the costs associated with community growth, and the need to balance development
13 incentives with the cost of providing municipal infrastructure.

14 Staff indicated that the Planning Board is principally involved in the impact-fee process and that
15 the most recent comprehensive review had involved a consultant assessing qualifying capital
16 projects and developing appropriate rates. Members observed that prior reviews appeared to
17 occur on an approximately three-year cycle and discussed whether another review might
18 therefore occur in the next several years.

19 The Committee also discussed whether the City tracks impact fees that are waived. Staff agreed
20 to confirm the City's current tracking practices.

21 **Meals and Rooms Tax**

22 Staff advised that the State generally distributes the City's meals and rooms tax allocation near
23 the end of the year, typically around November. The Committee discussed the uncertainty
24 created by legislative decisions affecting municipal distributions and noted that the budget had
25 generally maintained a flat assumption based on the State's recent treatment of those revenues.

26 **Grant Administration Revenue**

27 The Committee discussed City staff time used to administer or write grants benefiting nonprofit
28 organizations, including Community Development Block Grant activities. Staff explained that
29 when a grant permits administrative overhead, the City charges and collects allowable
30 administrative expenses. Staff agreed to review the specific reimbursement status associated with
31 the Families Flourish grant.

32 **Employee Benefits And Dependent Care Program**

33 The Committee discussed a prior compensation and benefits study performed for the City and
34 whether recommendations from that study would result in benefit changes for 2027. City
35 Manager Hosmer stated that he was not prepared to characterize the study's conclusions without
36 reviewing it further and agreed that the report could be revisited at a future meeting. He noted
37 that the 2027 compensation assumptions being developed would reflect existing labor
38 agreements and contracts anticipated to come into effect later in the year.

39 The Committee held an extended discussion regarding the City's dependent care benefit, under
40 which eligible employees may receive up to \$5,000 in assistance. Members discussed the
41 benefit's cost, usage, comparative availability in other municipalities, and whether household
42 income or other eligibility criteria should be considered.

1 Staff explained that dependent care expenses are initially processed through a special revolving
2 fund and subsequently allocated back to the responsible departments. Because reimbursements
3 and departmental transfers occur periodically, the second-quarter report did not necessarily
4 reflect the full year's activity.

5 City Manager Hosmer stated that the dependent care program is discretionary rather than
6 contractually required and that its utilization and cost were being reviewed as part of the 2027
7 budget process. He identified the program as a potential area for savings while noting that no
8 decision had been made.

9 Mayor Whittlesey provided historical context that the benefit had been developed in part as an
10 employee recruitment and retention measure, particularly for employees with young families,
11 and as a response to workforce demographics and anticipated retirements. Members emphasized
12 that any significant change should consider employee reliance on the benefit and the City's
13 broader recruitment, retention, vacancy, and workforce-age trends. The Committee expressed
14 interest in receiving retention and workforce-age information by department as part of future
15 human resources discussions.

16 **Solar Energy And Municipal Electric Costs**

17 The Committee asked for an update regarding the City's multi-phase solar initiative, including
18 the status of the proposed third phase and the potential purchase or restructuring of existing solar
19 arrangements. City Manager Hosmer requested that the detailed project update be deferred to a
20 future meeting.

21 Staff explained that reported electricity expenses may appear higher in part because the City now
22 records solar revenue separately instead of netting that revenue against electricity expenditures.
23 Electricity rates themselves have also increased.

24 The Committee requested additional information regarding the extent to which municipal solar
25 facilities offset City electricity use and costs.

26 **Landfill Gas-to-Energy Project And Solid Waste Operations**

27 The Committee reviewed the financial performance of the landfill gas-to-energy project. Staff
28 advised that the facility had only become fully operational toward the end of the previous year
29 and that available data remained preliminary. Current revenue appeared sufficient to cover
30 operating expenses and a portion of the project's debt service. Staff therefore believed continued
31 operation remained financially appropriate based on information presently available.

32 Deputy Finance Director Paquin confirmed that renewable energy credit revenue associated with
33 the landfill gas-to-energy project remains within the Solid Waste Enterprise Fund.

34 The discussion expanded to the long-term future of the City's landfill. Members considered
35 whether the City should continue operating the landfill or eventually transition to a transfer-
36 station model. The Committee discussed the limited number of remaining municipal disposal
37 facilities in New Hampshire, the effect of continued regional development on available landfill
38 capacity, the City's obligations to outside communities using the facility, and the financial
39 consequences of restricting or terminating outside use.

40 City Manager Hosmer stated that Phase 2 was being closed out and was expected to reach the
41 end of available capacity around late 2028 or mid-2029. If approved, Phase 3 was estimated to
42 provide approximately 19 additional years of capacity under current assumptions. He indicated
43 that the City did not presently have an appetite to pursue Phase 4, which could involve reopening

1 and lining the older Phase 1 area and could introduce additional environmental and operational
2 risks.

3 Members noted that the landfill provides more than \$500,000 annually to the General Fund
4 through the community host fee. Eliminating outside disposal activity could therefore increase
5 the burden on property taxpayers in addition to potentially increasing disposal costs.

6 The Committee discussed the work of the City's landfill task force and requested consideration
7 of a direct financial comparison between continued landfill operation and conversion to a
8 transfer station. Members also emphasized the importance of planning for eventual closure and
9 post-closure environmental monitoring.

10 Staff stated that Sanborn Head periodically estimates closure and post-closure obligations and
11 that the City maintains reserves for those costs. Discussion indicated that approximately \$12
12 million was currently reserved. Members stressed the importance of reviewing investment-return
13 assumptions, future monitoring requirements, tipping fees, host fees, and other revenue sources
14 to ensure that adequate funds will exist when the landfill ultimately closes.

15 **Enterprise Fund Accounting**

16 The Committee discussed whether profitable City enterprises such as the Airport or Solid Waste
17 operation could generate revenue for general municipal purposes.

18 Deputy Finance Director Paquin stated that enterprise funds are subject to restrictions on
19 transfers to the General Fund and are not intended to generate unrestricted profit for general
20 municipal purposes. The City may, however, allocate legitimate administrative and support costs
21 to the enterprise funds. Accordingly, the Water, Sewer, Airport, and Solid Waste funds
22 reimburse the General Fund for services such as City management, Finance, Cyber Services, and
23 administrative support.

24 Members requested that future budget reports be available in both PDF and Excel formats.

25 **Departmental Budget Questions**

26 **Planning and Zoning**

27 Councilor Ford Burley asked why the Planning and Zoning consultant line showed no year-to-
28 date spending. Staff explained that the City had added a building inspector as an employee rather
29 than relying on an outside consultant. Other consultant funds could potentially be used for
30 planning initiatives such as the master plan. Staff agreed to determine what expenditures the
31 department anticipates before year-end.

32 **Human Services Direct Assistance**

33 Councilor Ford Burley also asked about the Human Services direct-assistance account, which
34 was approximately 20 percent expended. Staff explained that the variance reflected both timing
35 and reimbursements received from the County or other communities for certain assistance costs.
36 Human-services spending also tends to fluctuate seasonally, particularly as colder weather
37 approaches.

38 **Debt And Financial Outlook**

39 The Committee reviewed authorized but unissued debt, including projects originally authorized
40 several years earlier. Staff explained that municipal capital projects can require lengthy design,
41 permitting, grant, and construction processes. The City seeks to avoid borrowing before funds
42 are actually needed in order to reduce unnecessary interest expense.

When a project is completed for less than the authorized amount or is no longer proceeding, staff returns to the City Council to request rescission of the remaining borrowing authority.

The Committee discussed approximately \$7.4 million in anticipated 2027 borrowing. Staff clarified that this figure was not necessarily attributable to newly proposed projects but largely represented previously authorized projects expected to reach a stage requiring borrowing in 2027.

Members requested that future financial-outlook materials include a concise five-year schedule of anticipated principal payments so readers can more easily see when existing debt service declines or expires.

Legal Expenses

Matthew Smith asked about legal expenditures, which were approximately 19 percent of budget through the second quarter.

City Manager Hosmer explained that the City had experienced unusually costly litigation during prior years and had budgeted accordingly. He has attempted to reduce outside legal costs by assigning some work to an attorney already employed in the Planning Department, although he cautioned that additional legal assignments could interfere with that employee's primary planning responsibilities.

The City Manager also described a significant outstanding legal bill associated with a legal matter [case name to be confirmed] and an RSA 91-A records request. The work had been referred by the City's law firm to another firm and resulted in an invoice in the hundreds of thousands of dollars. City Manager Hosmer stated that he did not intend to pay the invoice as submitted without seeking concessions because he believed the ultimate cost had substantially exceeded expectations.

The Committee discussed potential recovery of costs associated with RSA 91-A requests and the need to balance cost recovery with the expense of further legal action. City Manager Hosmer stated that the City was considering options for reducing and better managing legal expenses in the 2027 budget.

Winter Operations

Matthew Smith noted that winter operations appeared to be approximately 92 percent expended even though the final months of the calendar year remained.

Staff explained that many winter expenses are concentrated in January through April. In addition, open purchase orders, including an encumbrance for road salt, are reflected in the financial reports as committed expenditures. Based on prior municipal experience, staff did not consider the current percentage inherently unusual.

Airport Operations

The Committee discussed Airport expenditures and the decision to defer certain maintenance work to 2027. Staff stated that the Airport Manager considered the deferred projects relatively minor and did not expect the postponement to have an adverse operational impact.

Major Airport capital work supported by Federal Aviation Administration funding, including significant infrastructure projects, would continue. Members distinguished those federally supported capital improvements from smaller maintenance activities being deferred.

1 **Cyber Services Hardware**

2 Mayor Whittlesey asked why hardware expenditures were only a small percentage of the annual
3 budget and whether equipment purchases were expected later in the year.

4 Staff indicated that Cyber Services Director Perry Eaton often places hardware purchase orders
5 later in the year. Staff agreed to follow up regarding the expected timing of hardware
6 expenditures.

7 **General Budget Performance**

8 A Committee member commented that the overall budget appeared to be tracking well through
9 the first six months and expressed appreciation for staff's management of expenditures.

10 City Manager Hosmer thanked the member and stated that he had likewise been impressed by
11 the competence, professionalism, and commitment to public service demonstrated by City staff.
12 He noted that opportunities for improvement remained but said he would share the positive
13 feedback with employees.

14 **B. FTE Analysis and 2027 Budget Presentation Format**

15 The Committee discussed how personnel information should be presented during the upcoming
16 2027 budget process. Members expressed interest in tables showing full-time, part-time, and
17 total full-time equivalents (FTEs) for the current actual workforce, the current budget, and the
18 proposed 2027 budget, accompanied by explanations for material staffing changes.

19 Mayor Whittlesey explained that clearer staffing information would help identify situations in
20 which positions had been added, converted from part-time to full-time, or otherwise changed
21 between budget cycles. Members emphasized that significant staffing changes should be clearly
22 disclosed so the Council and public do not discover them only after positions have been filled.

23 Alesia Williams noted that producing multiple presentations of the same staffing data could be
24 time consuming and raised questions concerning the technical definition of FTEs, particularly
25 where overtime and part-time staffing are involved. The Committee discussed distinguishing
26 simple employee counts from calculated FTE equivalents and agreed that the underlying detailed
27 personnel information could support a more concise summary for public presentation.

28 Members also discussed adopting a departmental budget format that would identify
29 accomplishments, upcoming goals, and major expenditure categories in a more accessible format
30 for the general public while retaining detailed line-item information for those wishing to review
31 it.

32 **OTHER BUSINESS**

33 **A. SharePoint and Document Access**

34 Members confirmed their ability to access SharePoint. The Committee anticipates using
35 SharePoint to distribute meeting and budget materials in the future.

36 **B. Future Agenda Items**

37 The Committee identified future discussion topics including the 2027 budget presentation format
38 and summary reporting; FTE and personnel analysis; paving management, roadway condition,
39 and infrastructure investment; the municipal solar program; landfill and landfill gas-to-energy
40 financial analysis; and outstanding follow-up items from the second-quarter budget review.

1 Members expressed particular interest in a future Public Works presentation regarding roadway
2 condition, the pavement index, maintenance costs, and the level of paving investment necessary
3 to maintain the City's road network.

4 **C. Next Meeting**

5 The Committee scheduled its next meeting for Thursday, September 17, 2026, at 11:00 a.m.

6 Staff confirmed that the meeting room was available.

7 Members agreed to continue meeting approximately monthly until the budget process intensifies,
8 with the possibility of additional meetings later in the fall after departmental budget workshops
9 are completed.

10 **ADJOURNMENT**

11 The meeting adjourned at approximately 12:23 p.m.

12 These minutes were drafted with artificial intelligence assistance.

13 Reviewed by: City Manager's Office and Finance Department