On Wednesday, February 3, 2021, at 6:06 p.m., the Dayton City Commission met in regular session, remotely through electronic means, at City Hall.

**CALL TO ORDER**
Mayor Whaley called the meeting to order. She said due to the current COVID-19 order, we are conducting the meeting remotely through electronic means. To protect the safety of the community, during the state of emergency related to COVID-19, in-person citizen comments will be suspended for City Commission Meetings.

Citizens interested in making public comment related to calendar items, are asked to do so in writing. Items related to a calendar item will be included in the meeting records under Communications and Petitions.

Citizens who wish to make the City Commission aware of an issue not related to the Commission Meeting Calendar, may also do so. These items will be distributed to the Dayton City Commission for reference.

For complete information on how to submit a comment, please visit daytonohio.gov/CoronaResources or call 937-333-3636.

**INVOCATION**
Commissioner Joseph gave the invocation.

**PLEDGE OF ALLEGIANCE**
Mayor Whaley led the public in the Pledge of Allegiance.

**ROLL CALL**
Roll call was taken and Mayor Whaley, Commissioners Joseph, Mims, Shaw and Fairchild were present. The Clerk of Commission, Ms. Rashella Lavender, and The City Manager, Ms. Shelley Dickstein, were also present through electronic means.

**APPROVAL OF MINUTES**
Commissioner Mims made a motion to approve the minutes from the January 27, 2021, meeting. Commissioner Fairchild seconded the motion. The previous meeting minutes were unanimously approved.

**COMMUNICATIONS AND PETITIONS**
Communication #21519
Work Session – Finance Committee Briefing handout

**SPECIAL AWARDS/PRESENTATIONS**
Greater Dayton Regional Transit Authority Update
Mayor Whaley invited Mr. Mark Donaghy, Director of Greater Dayton Regional Transit Authority, to present a community update.

Mr. Donaghy introduced his team: Mr. Bob Ruzinsky, Deputy CEO, Brandon Policicchio, Chief Customer and Business Development Officer, and Nicole Miller, Manager of Government Relations.

Mr. Donaghy said the response by GDRTA on the pandemic have maintained full service levels for the community. He said they tripled their cleaning and disinfecting efforts on their coaches with support from employees. He said they provided special services for citizens with COVID-19. Mr. Donaghy said they continue to use their fleet for public service announcements to support the state and local efforts on the pandemic.

Mr. Donaghy said the GDRTA current ridership has experienced a 36 percent decline compared to the national average, which is twice as much. He said their commitment to maintain full service levels has been critical and the demand in Dayton for essential workers in the region to get to the critical jobs.

Mr. Ruzinsky said in 2015 GDRTA set a goal to replace their entire fleet of transit buses. He said the goal was to improve reliability, customer service and the overall look of the city. Mr. Ruzinsky said they met their goal by replacing their entire fleet of small buses, 100 of the large green buses, and this year they replaced the yellow trolley buses with 45 new dual mode electric buses. He said under capital investments, they have made a $100 million investment in the City of Dayton.

Mr. Ruzinsky said in 2015 they renovated their facilities and improved their $26 million investment in the downtown core. He said since then they have invested $4 million in updates and improvements. He said they will embark on a two million update this spring.
Mr. Policicchio said in 2017 GDRTA expanded their paratransit services for customers who are unable to utilize regular bus routes. He said this expansion moved the federally required paratransit service area from three quarters of a mile around all bus routes to countywide ensuring all eligible county residents have access to this vital service. He said in 2018 they further expanded the availability of paratransit services by offering same-day reservations for customers for last minute trips.

Mr. Policicchio said also in 2017 they launched connect on demand which offers door-to-door service within certain areas of the Miami Valley where fixed-route service is either unavailable or limited. This service is available 24/7, 365-days a year by either booking with the Lyft or Uber app, or making an advanced or recurring reservation with RTA Customer Service. He said as the mobility leader for the region, they are working to deliver universal access to all shared public mobility modes.

Mr. Policicchio said with fare capping, customers will automatically be limited, or capped, in the amount they pay within a given timeframe once they have ridden enough times to accumulate the equivalent of a daily or 31-day monthly pass.

Mr. Donaghy thanked the Dayton City Commission for their partnership and strong support.

Commissioner Joseph said Mr. Donaghy has been a huge asset for the region and especially for the City of Dayton.

Commissioner Mims thanked Mr. Donaghy for his service and partnership to the City of Dayton.

Commissioner Shaw thanked Mr. Donaghy for his service to the City of Dayton. He thanked him for connecting neighborhoods and eliminated a barrier to employment.

Commissioner Fairchild thanked Mr. Donaghy for his service and his partnership to the community.

Mayor Whaley congratulated Mr. Donaghy on his stellar leadership and his retirement on April 1, 2021.

The Clerk of Commission, Ms. Rashella Lavender, read a proclamation.

**ADDITIONS OR DELETIONS TO THE CALENDAR**

There were no additions or deletions to the calendar.

**REPORTS**

A. Purchase Orders, Agreements and Contracts:

(All contracts are valid until delivery is complete or through December 31st of the current year).

1. Purchase Orders:

   **HUMAN RESOURCES**
   A1. Dayton Society of Natural History, Inc. (learning pod program) $75,000.00

   **PROCUREMENT, MANAGEMENT & BUDGET**
   B1. Opinionworks LLC (professional services related to the 2021 Dayton Survey) 44,100.00

   **PUBLIC WORKS**
   C1. Playcare LLC (park sanitation and cleaning services as needed through 07-31-23) 390,000.00
   C2. Buckeye Power Sales Company, Inc. (trimmers, chainsaws, blowers and related grounds maintenance equipment as needed through 12-31-21) 15,000.00
   C3. Deere & Company, Boone’s Power Equipment (five commercial stand-on and riding mowers) – PO210550 43,908.47
   C4. Deere & Company, Boone’s Power Equipment (one crossover utility gator) – PO210551 28,066.66
   C5. Site-Safe Products LLC dba Site-Safe LLC (one attenuator trailer) 28,676.23
1. (Cont’d):

### RECREATION & YOUTH SERVICES

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<th>Description</th>
<th>Contract Through Date</th>
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<tbody>
<tr>
<td>D1</td>
<td>Aramark Uniform &amp; Career Apparel Group</td>
<td>Work uniforms rental and related services as needed through 07-31-21</td>
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<td>$20,000.00</td>
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<td>D2</td>
<td>Total Tennis, Inc.</td>
<td>Tennis court resurfacing and reconditioning as needed through 03-31-22</td>
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### WATER

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<tr>
<td>E1</td>
<td>NCH Corporation</td>
<td>Oil, lubricants and related items as needed through 12-31-23</td>
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<td>E2</td>
<td>St. Croix Sensory, Inc.</td>
<td>Odor testing and assessment</td>
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<td>Utilities Instrumentation Service-Ohio</td>
<td>Medium voltage electrical systems inspection and maintenance services as needed through 12-31-21</td>
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<td>E4</td>
<td>Hach Company</td>
<td>Hach brand equipment through 12-31-24</td>
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<td>360,000.00</td>
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<td>E5</td>
<td>M &amp; R Electric Motor Service</td>
<td>Electrical motor repair, parts, supplies and related items as needed through 09-30-21</td>
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<td>65,000.00</td>
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<td>E6</td>
<td>Mississippi Lime Company</td>
<td>Quick Lime as needed through 12-31-21</td>
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Total: $1,210,102.36

2. **CBD Advisors – Service Agreement** – to serve as the City’s liaison with the State Administration and the Ohio General Assembly – Dept. of Procurement, Management & Budget.
   - $228,000.00 (Thru 12/31/22)

3. **City of Riverside – Contract Modification** – first amendment for technical and economic development services in association with the Multi-Jurisdictional Source Water Protection Program – Dept. of Water/Environmental Protection.
   - $87,000.00 (Thru 12/31/21)

4. **Progress Corporation – Service Agreement** – for maintenance and support services for the Progress Relational Database Management System that supports the Public Safety Management Information System – Dept. of Central Services/Info. Technology.
   - $56,641.27 (Thru 12/31/21)

5. **Smith Dawson & Andrews, Inc. – Service Agreement** – to serve as the City’s liaison with the Federal Administration and the United States Congress – Dept. of Procurement, Mgmt. & Budget.
   - $344,000.00 (Thru 12/31/22)

### B. Construction Contracts:

6. **Badger Construction Company – Award of Contract** – for Nuisance Abatement Program Residential Demolition III – 2020 (10% SBE and 10% MBE Participation Goal/10% SBE and 10% MBE Participation Achieved) – Dept. of Planning & Community Development/Housing Inspection.
   - $211,000.00 (Thru 12/31/21)

### C. Revenue to the City:

7. **Alcohol, Drug Addiction & Mental Health Services – Service Agreement** – for psychological services provided to probationers, and a portion for a Specialized Probation Officer assigned to Dayton Regional Mental Health Court – The Municipal Court/Court Administrator.
   - $85,079.00 (Thru 12/31/21)

8. **CareSource – Other** – for a Special Use Permit to install fencing into the right-of-way at 219 N. Patterson Blvd. – Dept. of Public Works/Civil Engineering.
   - $200.00 (Paid to the City)
DISCUSSION OF CALENDAR ITEMS

Calendar Item No. 6. Badger Construction Company- Award of Contract

The City Manager, Ms. Shelley Dickstein, said the contract is with a new demolition company that will be disposing of ten residential structures that have fire damage. She said the contract has a hundred day completion timeline.

Calendar Item No. 10. Resolution No. 6564-21-Honorarily Naming West Hillcrest Avenue Between Salem Avenue and the West Corporation Line as “Ohio Players Way”.

Commissioner Mims said this resolution was very fitting since it’s Black History Month. He said the band started as the Ohio Untouchable’s in 1959 in the City of Dayton. He thanked Mr. Ken Marcellus for his hard work on this resolution.

APPROVAL OF CITY MANAGER’S REPORTS

Commissioner Mims made the motion to approve the City Manager’s Reports. Commissioner Fairchild seconded the motion. The City Manager’s Reports were approved with a 5-0 vote. Voting in the affirmative were Mayor Whaley, Commissioners Joseph, Mims, Shaw and Fairchild.

LEGISLATION

RESOLUTION – FIRST READING

Resolution No. 6564-21- Honorarily Naming West Hillcrest Avenue Between Salem Avenue and the West Corporation Line as “Ohio Players Way”.

BOARD APPOINTMENTS

Mayo Whaley recommend the reappointment of Commissioner Jeffrey J. Mims, Jr. to the Solid Waste Advisory Committee (SWAC) and the Solid Waste Management Policy Committee (SWMPC); and the appointment of Mr. Mark Charles, as alternate, for a term ending December 31, 2022.

Commissioner Joseph made a motion to concur with the Mayor’s recommendation to reappoint Commissioner Jeffrey J. Mims, Jr. to the Solid Waste Advisory Committee (SWAC) and the Solid Waste Management Policy Committee (SWMPC); and to appoint Mr. Mark Charles, as alternate, for a term ending December 31, 2022. Commissioner Shaw seconded the motion. The motion was unanimously approved.

Commissioner Mims made a motion to appoint Cheryl Garrett to the Board of Tax Review for a term ending June 30, 2022. Commissioner Fairchild seconded the motion. The motion was unanimously approved.

Commissioner Shaw made a motion to reappoint Katie Joseph to the Board of Tax Review for a term ending June 30, 2022. Commissioner Fairchild seconded the motion. The motion was approved with a 4-0-1 vote. Commissioner Joseph abstained.

Commissioner Fairchild made a motion to reappoint Michael Mariscalco to the Board of Building Appeals for a term ending January 9, 2026. Commissioner Mims seconded the motion. The motion was unanimously approved.

Commissioner Joseph made a motion to appoint Marcy L. Paul, to the Sister City Committee for a term ending December 31, 2021. Commissioner Shaw seconded the motion. The motion was unanimously approved.

Commissioner Mims made a motion to appoint Lekeisha Minor, to the Sister City Committee for a term ending December 31, 2022. Commissioner Fairchild seconded the motion. The motion was unanimously approved.
Commissioner Shaw made a motion to appoint Rockney Carter, to the Human Relations Council for a term ending August 31, 2023. Commissioner Fairchild seconded the motion. The motion was unanimously approved.

Commissioner Fairchild made a motion to reappoint Dave Beddow, Bill Kramer, John Remick, Shalese Henderson and Barbara Smith, to the Greater Downtown Priority Land Use Board, for a term ending December 31, 2022. Commissioner Mims seconded the motion. The motion was unanimously approved.

Commissioner Joseph made a motion to reappoint Ryan Walker, Herb Burton, Kaamil Slaughter, to the West Priority Land Use Board, for a term ending December 31, 2022. Commissioner Shaw seconded the motion. The motion was unanimously approved.

Commissioner Mims made a motion to appoint Loretta Spearman, Erin McClorrine and Reggie Henderson, to the West Priority Land Use Board, for a term ending December 31, 2022. Commissioner Fairchild seconded the motion. The motion was unanimously approved.

Commissioner Mims made a motion to reappoint Dave Beddow, Bill Kramer, John Remick, Shalese Henderson and Barbara Smith, to the Greater Downtown Priority Land Use Board, for a term ending December 31, 2022. Commissioner Mims seconded the motion. The motion was unanimously approved.

Commissioner Mims made a motion to reappoint Donald Bush, Stephanie Lee, and Brenda Moore, to the North Central Priority Land Use Board, for a term ending December 31, 2022. Commissioner Mims seconded the motion. The motion was unanimously approved.

Commissioner Joseph made a motion to appoint Jessie Jackson, Jessica Herzog and Zontaye Richardson, to the North Central Priority Land Use Board, for a term ending December 31, 2022. Commissioner Shaw seconded the motion. The motion was unanimously approved.

Commissioner Mims made a motion to appoint Jim Walker and Joseph Craig, to the North Central Priority Land Use Board, for a term ending December 31, 2021. Commissioner Fairchild seconded the motion. The motion was unanimously approved.

CITIZENS’ COMMENTS
Citizens’ comments were suspended for the meeting.

COMMENTS BY THE CITY MANAGER
The City Manager, Ms. Shelley Dickstein, said the City of Dayton will follow the recommendations of Governor DeWine’s Stay-at-Home advisory and when that is lifted, the City of Dayton is prepared to reopen.

COMMENTS BY THE CLERK OF COMMISSION
The Clerk of Commission, Ms. Rashella Lavender, had no closing comments.

COMMENTS BY THE CITY COMMISSION
Commissioner Shaw
Commissioner Shaw thanked Mayor Whaley and Commissioner Mims for their leadership in getting information to the public about the COVID-19 vaccinations at St. Luke Missionary Baptist Church.

Commissioner Mims
Commissioner Mims said the COVID-19 vaccination was painless and recommended everyone to get their vaccines.
Mayor Whaley
Mayor Whaley said City Hall would be open this week. She looks forward to receiving her vaccine.

Mayor Whaley encouraged citizens to contact Senators Brown, Portman and Turner in support of the $1.9 Trillion rescue package presented by President Joe Biden.

ADJOURNMENT
There being no further business, the meeting was adjourned at 6:50 p.m.

___________________________________
Nan Whaley
Mayor

Attest: _____________________________
Clerk of Commission

A copy of prepared material has been recorded as Communication & Petition Number 21519 dated February 3, 2021.

The Dayton City Commission met in a Work Session on Wednesday, February 3, 2021, at 5:03 p.m., prior to the regularly scheduled City Commission meeting. The meeting was held through electronic means in City Hall. Mayor Whaley, Commissioners Joseph, Shaw and Fairchild were present. Ms. Rashella Lavender, Clerk of the Commission, and Ms. Ariel Walker, Director, City Commission Office, were also in attendance. Commissioner Mims later joined the work session.

Ms. Shelley Dickstein, City Manager, Mr. Joe Parlette, Deputy City Manager, Ms. LaShea Lofton, Deputy City Manager, Ms. Diane Shannon, Director of Procurement, Management and Budget, Mr. Gil Turner, Director of Aviation, Mr. Mike Powell, Director of Water, and Ms. Hilary Browning, Budget Analyst, were the presenters.

An overview was provided regarding the Finance Committee’s Briefing by highlighting:

2020 Year-End Overview
Ms. Shannon reported revenues outperformed expectations, declining 1.8 percent when adjusted for the three one-time BWC rebates. Income Tax collections were flat, while six of the remaining nine revenue categories experienced year-over-year declines. Personnel costs climbed 1.5 percent. When adjusted for the 27th pay, personnel costs increased 0.5 percent as a result of the hiring freeze, elimination of vacant positions, and the Voluntary Separation Program. Contracts, Materials and Other Uses declined 6.9 percent. However, despite weak revenues, sources exceeded used by $1.2M due to aggressive 2020 budgetary actions.

Revenue Trends
Ms. Shannon reported that net income tax collections were flat, and experienced considerable volatility over the course of the year. She said for the nine months, since the pandemic-related economic downturn began, total collections declined 3.2 percent. Income tax beat budget expectations by 2.2 percent. Withholding taxes increased 0.5 percent, registering increases of 10.8% in the first quarter and a decline of 2.8 percent during the remainder of the year. The tax on business profits dropped 2.7 percent in 2020; while the tax paid by individual filers was down 5.4 percent. Refunds declined 6.4 percent which is contributing to higher net collections. Income tax collections performed better than expected due to the support businesses have received from Payroll Protection Program, other stimulus programs and state HB 197 treatment of commuter income taxes.

Ms. Shannon reported Property and Other Taxes dropped 3.5 percent in 2020. The Property Tax component increased 5.4 percent as a result of an increase in property values and higher past due collections. Property values climbed a modest two percent in 2020, and the Hotel Lodging tax showed strong performance through April, but sank for the remainder of the year. For 2020, Hotel Taxes were nearly 60 percent less than 2019 collections as the pandemic kept people at home. She said Hotel Taxes support activities at the Dayton Convention Center, which remained closed due to the pandemic.
Ms. Browning reported Total Other Charges for Services decreased 14.7 percent compared to 2019. Convention Center revenues were down 74.5 percent compared to 2019; as the facility remains closed due to Covid-19. She said Courts Revenues declined 14.9 percent due to pandemic closures. Parking revenues were down 33.5 percent, and that revenues for parking at the Oregon Garage fell by 65 percent. Parking Meter revenues have declined 45 percent. The Recreation Center revenues were down 70.5 percent due to Covid-19 closures and cancellations. She said losses are offset by an increase in the Indirect Cost Reimbursements and Plans Examinations/Zoning Charges revenues, up 29.8 percent.

The proceeds from the Local Government Fun were up slightly compared to 2019. Since the state of the pandemic, the LGF fell $108,200 due to $193.1M decline in state tax sources during the same period. The locally-adopted County formula accounts for the majority of the revenues, and an increase in Direct Allocation proceeds of $39,200 compared to 2019 offset reductions in the County Allocation. She said with the restoration of the Direct Allocation in 2019, the City received $193,000 in proceeds, directly from the State in 2020.

She said Other Intergovernmental category was down 22.4 percent compared to 2019. Losses in Casino taxes, as well as Liquor and Beer Permits, are the largest drivers due to Covid-19 related closures. Casino taxes recovered in Q4 of 2020 after casinos were shut down during the stat-at-home order. Liquor and Beer permits ended the year down 78.1 percent as state HB404 extended the deadline for permit renewal payments until July 1, 2021.

Licenses and Permits declined 25.4 percent compared to 2019, and the largest driver was a sharp decrease in Construction permits. Zoning and Occupancy Permits declined dramatically 30.9 percent compared to 2019. Safety Licenses and Permits declined 44.3 percent compared to 2019, but losses were slightly offset by an increase of nearly 41.2 percent in Street and Sidewalk permits.

She said Other Revenue decreased 4.1 percent, and all categories experienced declines except Cable Franchise and Assessments. Property Sales and Facility rentals declined by 18.6 percent, and Miscellaneous Revenues were down 28.8 percent; attributed to closures at City facilities due to Covid-19. Interest Income declined by 13.9 percent due to a decline in interest rates to historic lows. As a one-time 2020 budget solution, $324,724 in unclaimed funds, were deposited into the General Fund. She said the City received $5.7M from three Ohio Bureau of Workers’ Compensation rebates, a decision by the Legislature to help boost businesses and other organizations during the Covid-19 pandemic.

Ms. Browning said Income Tax remained the largest revenue source in 2020, making up 73.7 percent of all General Fund revenues. All remaining General Fund sources have declined 1.1 percent over the three-year period. Other Charges for Services has been steadily declining since 2018, down 2 percent over the period. Property and Other Taxes, EMS Fees, LGF, and Licenses and Permits saw gains over the period.

Expenditure Trends
Ms. Browning said personnel costs are up 1.9 percent compared to 2019. She said 2020 includes a 27th Pay. She said the Increase for Sworn Wages reflected step and merit increases. The increase for Civilian Wages was entirely the result of the 27th Pay. She said without the 27th Pay, Civilian Wages would be down nearly $600,000 due to fewer filled positions. She said despite the pandemic, both Sworn and Civilian Overtime were down in 2020 compared to the high levels in 2019. Comparing December 2020 to December 2019, there are 141 fewer filled positions across all funds. She said 102 employees participated in the VSP, 44 participants were from the General Fund.

Contracts, Materials and Other Uses were down 6.9 percent compared to 2019. She said Contracts and Materials fell across the board; the reduction reflects organization-wide efforts to contain costs. She said Waste Disposal fees were up 4.1 percent due to higher levels of tipped waste while residents remained at home. Real Estate Taxes and Management & Public Services saw unavoidable cost increases. In 2020, C&M expenses also include nearly $1M in Covid-19 expenses that occurred from March through August, prior to the City’s receipt of CARES.

She said other miscellaneous charges are down 41.6 percent due to embargoes on Travel, reduced P-Card expenses and other cost containment measures. Rentals were down 13.5 percent and Utilities were down 2.2 percent. Professional Services were curtailed in 2020, with expenses down 11.3 percent in 2020 compared to 2019.

Ms. Shannon said revenues declined by 1.8 percent in 2020. After stellar growth of 8.2 percent during the first quarter, revenue from April through December declined 5.3 percent. Excepting. She said although revenues were a light 0.3 percent over budget, seven of ten revenue categories had a negative budget variance. Personnel Costs have been contained at 1.5 percent growth, falling to 0.5 percent growth when adjusted for the extra SA
pay, and were $2.2M under budget. Contracts, Materials and Other Uses fell 6.9 percent as spending was reigned in during the pandemic, despite the addition of $1M in Covid-19 related expenses. She said the City Manager implemented an aggressive budget correct plan to address this unprecedented crisis, resulting in Sources exceeding Uses by $1.2M. She said major budgetary threats remain and they will be monitoring the budget closely.

Department of Aviation
Mr. Turner reported on the 2020 Year-End Results for the Department of Aviation. He said Aviation ended 2020 with 337,517 enplanements, a decline of 62.2 percent from 2019. Aviation drew down a total of $7.4M of the total $14.6M CARES grant award during 2020. Net of reductions for uncollectible minimum annual guaranteed (MAG) payments from Rental Car Companies, and including CARES funds, Aviation Sources were $100,000 higher than uses in 2020. He said Operating Revenue was down significantly in all categories, including Parking, the largest single source of revenue. Personnel expenses declined $1.7M as a result of the Department’s reorganization and solvency plan. Contracts and Material Expenses declined $2.6M mostly as a result of intentional cost-cutting measures. He said without federal CARES assistance, the Department’s total losses would have been more than $7M in 2020. He said 2021 will require diligent fiscal management to maintain liquidity and operating flexibility, as enplanements levels are not expected to return to pre-pandemic levels for the foreseeable future.

Department of Water
Mr. Powell reported on the 2020 Year-End Results for the Water and Sewer Funds for the Department of Water. He said Billed City Customer revenue was slightly higher in 2020 compared to 2019, consumption remaining flat in the City and slightly down in Other Jurisdictions. Personnel costs are down due to fewer filled positions and lower overtime. Contracts, Materials and Other Uses are down 8.5 percent in the Water Fund and down 8.7 percent in the Sanitary Sewer Fund (water decreases were the result of lower Utilities cost and Supplies and Materials cost offset by higher Sludge Disposal and various other charges. Sanitary Sewer decreases were the result of lower utility costs, Sludge Disposal, Supplies and Materials and Computer Maintenance cost).

The Water Department has minimized the effect of constantly rising electric utility cost by locking block and index rates into the future and implementing operational efficiencies. He said Planned Capital Transfers were higher in the Water Fund and lower in the Sanitary Sewer Fund in 2020 compared to 2019. He said to-date, the Water Fund has used $900,000 of the $6.2M planned use of the fund to balance to cover capital investments. The Sewer Fund has used $600,000 of the $1.2M planned use of the fund balance to cover capital investments. Water Management constrained operations spending in anticipation of lower revenue during the pandemic.

Mayor Whaley thanked everyone for the updates and noted her appreciation for staff’s work.

The Work Session concluded at 5:59 p.m.