





### 2018 BUDGET & ACTION PLAN

AS RECOMMENDED BY MAYOR DAN DEVINE October 3, 2017 Presentation to the Administration and Finance Committee on October 9, 2017

## **MAYOR'S REMARKS**





# Vision Statement

The City of West Allis will provide a living and working environment throughout the community that is focused on providing its citizens and businesses a coordinated, efficient, effective, and responsive level of services. The City of West Allis will make this community the preferred municipality in the Milwaukee metropolitan area, the state, and the country.





# **Strategic Goals**

- #1 Image/Brand/Destination The City of West Allis will become the "preferred municipality in the Milwaukee Metropolitan area, the state, and the country" for visitors, residents and businesses through focused rebranding, marketing and promotion actions.
- #2 Quality of Life The City of West Allis will promote the quality of life for residents by ensuring a safe and healthy community. (Public Safety, Health, Private and Public Infrastructure, Aesthetics, Sense of Community)
- #3 Citizen Engagement The City of West Allis will increase citizen engagement to facilitate a sense of community, belonging, and ownership for citizens.
- #4 Economic Vitality and Sustainability The City of West Allis will protect the organization's fiscal wellbeing through long term planning and fiscal analysis. Further, proactive and well planned development and redevelopment opportunities will be promoted and maintained.
- #5 Excellence in Government The City of West Allis will continually review the best methods for effective and efficient service delivery by utilizing continuous improvement and LEAN operation techniques. Innovation and service excellence is expected and employees will be held accountable and rewarded for such.







#### Review

 Review current processes and structure to ensure the most efficient operation of service delivery (external and internal); lean, continuous improvement and innovation.

#### Realign

 Provide delivery of services in a manner consistent with needs and wants of citizens and customers (internal and external).

#### **Re-Allocate**

 Repurpose resources (human and capital) to new areas of need based on savings from streamlining and technological improvement, differing service needs; not more with less, change use of resources to fit current and future state.





### WHAT'S INCLUDED IN THE 2018 RECOMMENDED BUDGET





- Citizen Service Delivery remains a high priority
- New initiatives to reallocate and maximize resources
- Review of staffing to redistribute and align with city priorities
- Compliance with state limitations / maximize state shared revenues
- Expansion of Capital Improvement Program to include all City capital needs
- Formal Business Plans provided by each department- first step in performance measurement and service prioritization



## **BUDGET HIGHLIGHTS**

#### Strategic Goal #1 – Image/Brand/Destination

- Brand and Image Development with Marketing Firm.
- Destination Promotion through enhancement of community and Farmer's Market Events in conjunction with Tourism. Commission – Tourism and Event Coordinator funding.
- **×** Farmer's Market Marketing Plan.
- Complete Streets and Streetscaping.
- × Public Artscape Program.
- **x** Burnham Point Revitalization Study.
- Storefront and Commercial Space Improvements.
- \* Boulevard Landscape Bed Consolidation Program.
- \* Strengthen and expand library programming opportunities.
- \* Provide electronic device charging stations for library patrons.

#### Strategic Goal #2 - Quality of Life

- × Alley Lighting Conversion.
  - Information technology security.
- Property maintenance and blight elimination activities.
- Emergency Critical Incident Training<sup>\*</sup> and Notification.
- **x** Reductions in UCR Part I Crimes.
- Transition Mobile Integrated Health coverage to 24/7 with integration of critical care paramedic service.
- Increase Emergency Medical Dispatch within dispatch center.
  - Fire Department Reaccreditation.
  - Improve compliance time for complaints.
- Provide all Building Inspection permits online.
- Increase the number of housing rehabilitation loans and grants.
- Initiate "Adopt a Catch Basin Program."
- Health Department Reaccreditation and 2018-21 Strategic Planning.
- Increase physical activity opportunities for seniors and expand external collaborations.

#### Strategic Goal #3 - Citizen Engagement

Technological resources for customer service and operation efficiency.

×

- Transparent communications.
- Virtual City Hall Development (online 24/7 access for information and city services as appropriate).
- Citizen Academy Development.
- Online voter registration and voter outreach and promotion.
- \* Expand absentee voting options as allowable by law.
- × 2020 Census Activities.
- **×** Customer and citizen surveys.
- Initiate credit card payments for PW services.
- \* Expand knowledge and outreach of senior center functions.
- \* Create an active and sustained Teen Advisory Board for Library.
  - Redesign website with citizen centric platform.
- \* Strengthen digital media as part of communications programs.
- **x** Social Media Management transition.





### **BUDGET HIGHLIGHTS CONTINUED**

#### Strategic Goal #4 Economic Vitality and Sustainability

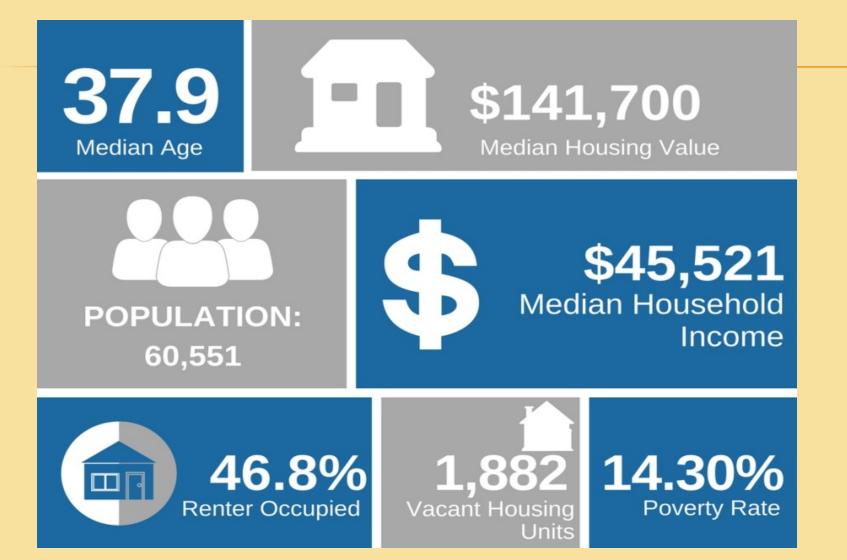
- \* Work towards a sustainable Capital Improvement Program.
- Priority based decision making for allocation of resources.\*
- × Update Financial Policies.
- Improve software utilization for increase efficiency and effectiveness.
- Implementation of loan and contract management software.
- **x** Execution of Six Points and Element 84 Developments.
- **x** Towne Center Planning.
- **×** Teledyne Site position.
- Progress toward reduction of Other Post Employment Benefits (OPEB) liability.
- \* Development of Strategic Plan for Benefits and Wellness Program.
- \* Remain qualified for the State's Expenditure Restraint Program.
- **x** Meet the State's Levy Limit restraints.
- **x** Redistribute staff positions to align with City priorities.
- \* Strengthen the budget process.
- **x** Evaluate alternatives to borrowing to fund capital needs.
- **x** Monitor and manage tax incremental financing districts.

#### Strategic Goal #5 Excellence in Government

- Training and Development Opportunities Lean, Supervisory and Management Certificate Programs.
- **x** Executive Leadership Team Development.
  - 1% Pay Increase for all non-represented employees and funding for pay for performance initiatives.
- \* Reallocation of Positions to Engineering, Municipal Court and IT Department.
- **×** Focused training for improved technical competencies.
- \* Enhanced Employee Orientation and Onboarding Program.
- Cross functional teams for continuous improvement activities.
- **x** Streamlined Hiring process.
- **x** Improve IT project backlog process and project execution.
- × Online Benefits Administration and open enrollment.
- Update purchasing process for efficiency and effectiveness.
- **×** Provide Finance training for non-finance staff.
- **x** Electronic Paychecks.
- Implementation of new work order/asset management system in PW.
- Replace in house assessment program.
- **Electronic poll book implementation.**
- **×** Continue civilianization of Police Communications Center.
- Reduce and eliminate postage costs through use of electronic applications and internet.
- **x** Implementation of Bar Code Inventory System.
- **x** Shared Health Services with Greendale.



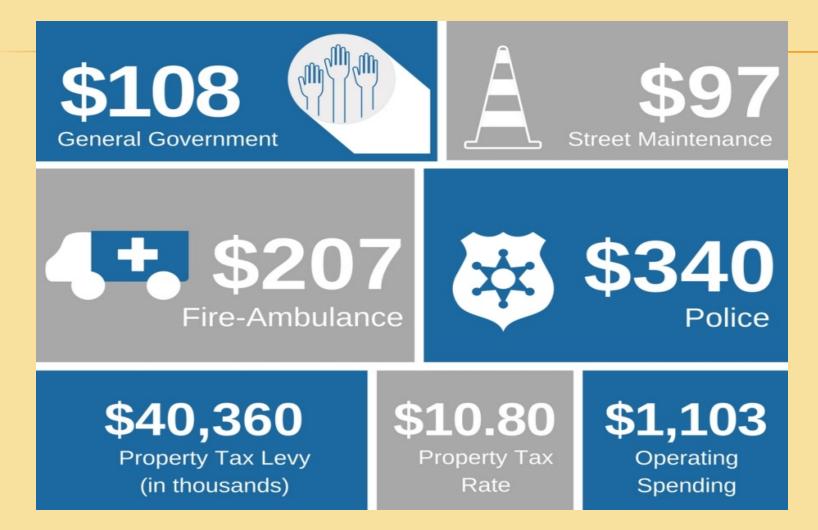




Source: 2011-2015 American Community Survey 5 year Estimates (US Census Bureau), \*\*2016 Population Estimates, 2015 American Community Survey







Source: MunicipalFacts17 Wisconsin Taxpayers Alliance





### HISTORICAL/BACKGROUND INFORMATION



#### Equalized Value

2017 - \$3,722,361,000 2016 - \$3,735,583,600 2015 - \$3,741,492,800 2014 - \$3,712,641,300 2013 - \$3,701,354,200 2012 - \$3,738,930,800

#### **Assessed Value**

2017 - TBD 2016 - \$3,748,321,200 2015 - \$3,731,629,800 2014 - \$3,724,450,300 2013 - \$3,732,039,400 2012 - \$4,083,973,400

#### Local Tax Rate

2017 - TBD 2016 - \$11.05 2015 - \$10.81 2014 - \$10.81 2013 - \$10.75 2012 - \$9.81

#### **Overall Tax Rate**

2017 - TBD	)
2016 - \$27	.3227
2015 - \$27	.1799
2014 - \$27	.1618
2013 - \$28	3.1747
2012 - \$26	6.0111

#### General Fund Revenues

2018 Budget - \$60,362,141 2017 Budget - \$59,170,867 2016 Budget - \$57,621,784 2015 Budget - \$57,227,199 2014 Budget - \$56,774,454 2013 Budget - \$56,097,947

#### **General Fund Expenditures**

2018 Budget - \$60,362,141 2017 Budget - \$59,170,867 2016 Budget - \$57,621,784 2015 Budget - \$57,227,199 2014 Budget - \$56,774,454 2013 Budget - \$56,097,947





### STATE BUDGET IMPACTS ON LOCAL BUDGETS

- Shared Revenue-No change in program/level of funding-No new impact on the CWA 2018 Budget
- Levy Limits-Base program remains in tact. Three (3) Changes to program-No new impact on CWA 2018 Budget
  - × (1) Negative levy limit adjustment required if reduction in pre-2005 debt (CWA-no pre-2005 debt outstanding)
  - × (2) Adjustment for Fire Protection Fee-eliminated from exclusions (CWA-already direct bill on UB)
  - X (3) Referendum If referendum is conducted, ballot must include purpose of levy increase (CWAno referendum in 2017)
- Expenditure Restraint Program-Only change to program is to add funding for two specific municipalities-No change in funding level for other program participants- For the 2018 CWA Budget, the Consumer Price Index is expected to come in higher, making allowable the increase under the program higher Approximately \$1.2 Million in 2018 versus \$760,000 in 2017
- <u>General Transportation Aids</u> Only change to program is additional funding in program for municipalities in 2017-2019 state budget-\$27 Million or 8.5% - *Positive impact on CWA 2018 Budget – Approximately +\$235,000 in 2018*
- Local Road Improvement Program Only change to program is additional funding in program for municipalities annually-\$5 Million, between two functions: formula-based component and discretionary grant component *Positive impact on CWA 2019 Budget (every other year funding) Approximately +\$7,000 for formula-based portion, and grant portion unknown if award at this time (have not received this portion in recent history)*





### STATE BUDGET IMPACTS ON LOCAL BUDGETS

- Payment for Municipal Services-No change in program/level of funding-No new impact on the CWA 2018 Budget; however, program continues to be significantly underfunded, currently ~38% funding level (calculated amount = \$522,285 / estimated payment = \$203,643)
- Personal Property Tax Program-Substantial change to this program, exempting machinery, tools, and patterns, other than items considered manufacturing property, under current law, effective January 1, 2018. In conjunction with this change, a new state aid is created to reimburse municipalities for lost revenue. No new impact on the CWA 2018 Budget as the 2017 value is being used for the 2018 tax (\$37,034,900 of value = ~\$409,200 in tax); however, could lead to additional personal property tax repeal and/or exemptions in the future, and creates the potential for the state to discontinue its current commitment to fully fund the change through a state aid. In addition, no growth is proposed in future years, which is effectively a decrease in local revenue in 2018 and beyond
- State Aid for Tax Exempt Computers The change in this program for 2018 is related to the calculation of the payment. Rather than a formula-based funding calculation, the payment for 2018 and 2019 will simply be the prior year's amount increased by the change in inflation rate. Beginning in 2020 and beyond, the payment is equal to the amount in 2019. The impact on the CWA 2018 Budget, and beyond, is unknown since the form is no longer required to be completed by owners of exempt computers, cash registers, and fax machines. In addition, this creates the potential for the state to discontinue its current commitment to fully fund the change through a state aid
- Recycling Grant Program–No change in program/level of funding–No new impact on the CWA 2018 Budget
- Clean Water Fund Program Low Interest Loans–While this does not directly impact the CWA 2018 Budget, the changes made in the state budget could benefit the City of West Allis in the future due to the larger interest subsidies, no interest loans offered in certain circumstances, and an option to extend loan duration to 30 years–*No direct impact on the CWA 2018 Budget*





### **CONTINUED CONSTRAINTS / CHALLENGES**





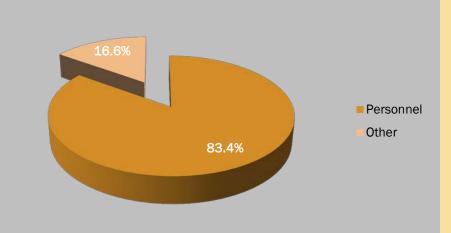
- Maintaining high service levels with limited ability to maintain funding for them as costs increase
- Remaining in compliance with the Expenditure Restraint / Levy Limit Programs
- Growing Capital Needs
- Finding a balance in pay and benefits to recruit and retain good employees, while managing our personnel costs (including the current OPEB liability)
- Reviewing operations and implementing change







**83.4%** OF GENERAL FUND BUDGET = SALARIES, WAGES AND BENEFITS



### \$141,000,000 OPEB LIABILITY

480 Active Employees and 516 RETIREES ON HEALTH PLAN \* (272 of the 516 retirees are West Allis Residents) \* Figures per 2016 OPEB report





### **747.55** TOTAL POSITIONS

170.80 NON-BENEFITTED POSITIONS

(Includes Election Workers, Interns, Provisional and Temporary Employees)



# **576.75 521.10 55.65**

#### **BENEFITTED POSITIONS**

Down

3.75 From 2017

itv of West Allis

POSITIONS FUNDED BY GENERAL FUND POSITIONS FUNDED BY OTHER FUNDING SOURCES



### **HISTORICAL STAFFING**

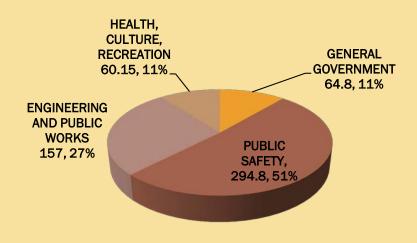






### PERSONNEL ALLOCATION BY FUNCTION









#### **2018 RECOMMENDED BUDGET EXPENDITURES**

		CITY OF WEST ALLIS EXPENDITURE SUMMARY-ALL FUNDS 2018 BUDGET															
		Mayoral/CC															]
		2015		2016		2017 2017				2018 Additions/				2018			%
		Actual		Actual	<u> </u>	Budget	Budget Adjusted Budget		<u> </u>	Request Deletions			Budget			Change	Change
GENERAL GOVERNMENT Common Council	\$	275,112	Ś	248,521	Ś	247,328	\$	247,328	\$	252,096	ć		\$	252,096	ć	4,768	1.93%
	Ş ¢	128,813	ş Ş	123,028	э с	121,872	ş S	121,872	ې \$	129,165	э с	-	ş Ş	129,165	э с	7,293	5.98%
Mayor City Attorney	э с	683,669	ې Ś	696,030	э с	874,200	ş S	879,663	ې s	884,982	ှ င		э с	884,982	ှ င	10,782	1.23%
Municipal Court	э с	493,900	ې Ś	485,499	ې s	412,391	ş S	412,391	ې s	418,152	ှ င		ې S	418,152	ှ င	5,761	1.40%
City Assessor	ç	493,900 548,388	ې Ś	511,938	ç	530,220	ې S	542,683	ې \$	418,152	ş Ş	-	ş Ş	418,152	ې د		-20.45%
Administration	ç	237,310	ې Ś	493,429	ç	210,650	ې \$	211,735	ç	243,571	ې \$	-	э с	243,571	ې د	(108,453) 32,921	15.63%
Information Technology	э с	1,848,584	Ş Ş	1,719,120	э ¢	1,860,183	\$ \$	2,073,100	\$ \$	2,134,777	э ¢	- (50,000)	> \$	243,571 2,084,777	э ¢	224,594	12.07%
Purchasing/Central Services	ç	1,040,384	ç	1,719,120	ç	1,000,185	ç	2,075,100	ç	2,134,777	ې د	(30,000)	э с	2,004,777	ې د	224,394	12.07%
Human Resources	э с	466,165	ې د	463,497	э с	462,977	э с	563,977	э с	538,876	ှ င		ې S	- 538,876	ှ င	- 75,899	16.39%
Finance	Ş	845,230	ş Ş	821,382	Ş ¢	852,865	ې S	855,865	ې \$	892,511	ې د	-	Ş ¢	892,511	ې د	39,646	4.65%
City Clerk	Ş	523,813	ş Ş	522,436	Ş ¢	516,945	ې S	560,227	ې s	544,345	ې د	- (40,000)	Ş ¢	504,345	ې د	(12,600)	-2.44%
	Ş	119,331	ې Ś		ې د	68,225	ې S	76,522	ې S		\$	(40,000)	\$		ې د	(12,600)	
Promotion, Celebrations, Awards	Ş			99,131	Ş		Ş		Ş	68,225	\$	-	Ş	68,225	Ş	-	0.00%
General Fringe Benefits *, Workers Comp, Insurance	Ş	938,226	\$	1,057,411	Ş	2,734,750	Ş ¢	2,742,614	Ş	2,707,750	ې د	(150,000)	\$	2,557,750	ې د	(177,000)	-6.47%
Other General Government TOTAL GENERAL GOVERNMENT	\$ \$	1,237,582 8,346,123	Ş Ş	3,657,201 10,898,623	Ş	1,604,965 10,497,571	Ş Ş	1,696,253 10,984,230	Ş Ş	1,663,965 10,900,182	Ş	(240,000)	Ş Ş	1,663,965	Ş	59,000	3.68%
TOTAL GENERAL GOVERNMENT	Ş	8,346,123	\$	10,898,623	Ş	10,497,571	\$	10,984,230	Ş	10,900,182	Ş	(240,000)	Ş	10,660,182	Ş	162,611	1.55%
PUBLIC SAFETY																	
Police & Fire Commission	\$	21,862	Ś	22,146	\$	45,000	\$	45,000	Ś	39,500	Ś	-	Ś	39,500	Ś	(5,500)	-12.22%
Police	Ś	17,927,840	Ś	17,204,542		17,915,211	Ś		\$	18,059,344	Ś	-	Ś	18,059,344	Ś	144,133	0.80%
Fire	Ś	11,959,242	\$	13,692,884	\$	12,716,015	\$	13,134,835	\$	12,622,618	Ś	-	\$	12,622,618	\$	(93,397)	-0.73%
Building Insp & Neighborhood Services	\$	1,157,014	Ś	1,152,092	Ś	1,257,680	Ś	1,258,495	Ś	1,362,957	Ś	-	\$	1,362,957	Ś	105,277	8.37%
Planning/Community Development	Ś	406,759	Ś	386,774	Ś	352,373	Ś	400,635	Ś	490,208	Ś	_	Ś	490,208	Ś	137,835	39.12%
	Ś	31,472,717	Ś	32,458,438	¢	32,286,279	¢	32,782,869	¢	32,574,627	¢		Ś	32,574,627	ć	288,348	0.89%
	Ļ	31,4/2,/1/	Ļ	32,430,430	Ŷ	52,200,275	Ŷ	52,762,805	Ŷ	32,374,027	Ŷ	-	Ŷ	32,374,027	Ŷ	200, 540	0.05%
PUBLIC WORKS																	
Engineering	\$	1,192,264	\$	1,194,349	\$	1,297,636	\$	1,313,194	\$	1,423,322	\$	-	\$	1,423,322	\$	125,686	9.69%
Public Works	\$	9,485,771	\$	10,645,691	\$	10,576,781	\$	11,258,908	\$	10,857,902	\$	-	\$	10,857,902	\$	281,121	2.66%
TOTAL PUBLIC WORKS	\$	10,678,036	\$	11,840,040	\$	11,874,417	\$	12,572,102	\$	12,281,224	\$	-	\$	12,281,224	\$	406,807	3.43%
HEALTH, CULTURE, RECREATION																	
Health Department	\$	2,040,427	\$	2,005,038	\$	2,043,347	\$	2,105,982	\$	2,263,954	\$	-	\$	2,263,954	\$	220,607	10.80%
Senior Center	\$	220,568	\$	217,201	\$	218,268	\$	218,724	\$	225,846	\$	-	\$	225,846	\$	7,578	3.47%
Library	\$	2,088,412	\$	2,079,093	\$	2,250,985	\$	2,302,834	\$	2,356,308	\$	-	\$	2,356,308	\$	105,323	4.68%
TOTAL HEALTH, CULTURE, RECREATION	\$	4,349,407	\$	4,301,331	\$	4,512,600	\$	4,627,540	\$	4,846,108	\$	-	\$	4,846,108	\$	333,508	7.39%
TOTAL GENERAL FUND EXPENDITURES	\$	54,846,283	\$	59,498,433	\$	59,170,867	\$	60,966,741	\$	60,602,141	\$	(240,000)	\$	60,362,141	\$	1,191,274	2.01%

\* City paid fringe benefit expenses for social security, medicare, pension, as well as health, dental, and life insurance are included in departmental budgets. General fringe benefits includes cost of miscellaneous benefit programs not specifically attributable to individual departments





### **BUDGET FACT SHEET**

		City of We	est Allis						
Recom	mei	nded 2018 E	Budget - Fac	t Sheei	t				
	В	udget Year	Тах	В	udget Year	Тах			
		2017	Rate		2018	Rate *	Change		
Total General Fund Expenditures	\$	59,170,867	\$ 9.15	\$	60,362,141	TBD	2.01%		
General Government	\$	10,497,571	\$ 1.62	\$	10,660,182	TBD	1.55%		
Public Safety	\$	32,286,279	\$ 4.99	\$	32,574,627	TBD	0.89%		
Engineering & Public Works	\$	11,874,417	\$ 1.84	\$	12,281,224	TBD	3.43%		
Health, Culture, Recreation	\$	4,512,600	\$ 0.70	\$	4,846,108	TBD	7.39%		
* Assessed Value <sub>\$</sub>		3,748,321,2	00		TBD	TBD			
General Fund Tax Levy	\$	34,317,413	\$ 9.15	\$	35,209,982	TBD	2.60%		
Health Fund Tax Levy	\$	2,000,000	\$ 0.53	\$	2,000,000	TBD	0.00%		
Parking Fund Tax Levy	\$	43,000	\$ 0.01	\$	43,000	TBD	0.00%		
Debt Fund Tax Levy	\$	3,999,194	\$ 1.08	\$	3,920,432	TBD	-1.97%		
TID Levy	\$	1,058,693	\$ 0.28	\$	1,058,693	TBD	0.00%		
Total Levy /Total Tax Rate	\$	41,418,300	\$11.05	\$	42,232,107	TBD	1.96%		
Taxes on \$150K home:	\$	1,657.50			TBD		твр		
Change in Taxes:	Ŧ	.,			TBD				
Total Employees (FTE, All Funds)		580.	15		576.75	;	-0.6%		
Projected Unassigned Fund Balance		\$ 6,412,820			\$ 8,987,784 40				
Fund Balance as % of Gen Fund Exp		10.8	%		14.9%	)			





### **UTILITY BUDGETS & RATES**

- Operating budget numbers for all Utilities are included in the draft document; Capital budget numbers are still being evaluated.
- \* Rate recommendations for all Utilities will be finalized when the Capital Improvement Program is finalized.
- X Utility billing history, based on a single family home, for all enterprise/utility funds, is as follows:

	2018	2017	2016	2015 Rates	2014 Rates *	2013 Rates *	2012 Rates	2011 Rates
			<u>1/1/2016 -</u>	<b>Effective</b>	<u>7/1/2014 -</u>	<u>6/1/2013 -</u>	<u>1/1/2012 -</u>	<u>1/1/2011 -</u>
	Proposed	Effective 1/1/17	<u>12/31/2016</u>	<u>1/1/15</u>	<u>12/31/2014</u>	<u>12/31/2013</u>	<u>12/31/2012</u>	<u>12/31/2011</u>
		Water Rate						
		Effective						
Single Family (avg cons 17 ccf)		10/1/2017						
BC-Basic Service Charge	TBD	\$37.05	\$33.93	\$32.94	\$34.12	\$33.06	\$33.00	\$33.00
MS-MMSD Single Family	TBD	\$28.91	\$28.58	\$29.43	\$28.48	\$27.87	\$28.05	\$29.68
SW-Storm Water	TBD	\$20.58	\$19.29	\$19.29	\$19.29	\$19.29	\$19.29	\$18.33
RC-Waste Management/Recycle	TBD	\$22.50	\$22.50	\$22.50	\$24.81	\$24.81	\$24.81	\$20.52
CS-City Sewer (based on								
consumption)	TBD	\$29.75	\$29.75	\$29.75	\$29.75	\$26.01	\$26.01	\$23.97
WT-Water (based on consumption)	TBD	\$41.14	\$38.42	\$37.23	\$35.19	\$33.66	\$33.15	\$33.15
Total Quarterly		\$179.93	\$172.47	\$171.14	\$171.64	\$164.70	\$164.31	\$158.65
Total Annual		\$719.72	\$689.88	\$684.56	\$686.56	\$658.80	\$657.24	\$634.60
Percentage Increase from								
Previous Year		4.0000%	1.0000%	0.0000%	4.0000%	0.0000%	4.0000%	

\* Year with multiple increase or increase on a date other than 1/1.





### **SUMMARY**



Non-tax levy general fund revenue increased by \$298,705 or 1.2%.



Total Net Levy increase = \$813,807 or 1.96%,

Lower than the 2.64% increase (\$1,064,351) in 2017.





Goal to reduced reliance on General Fund Reserves included in the 2018 Revenue Budget.



Staffing levels for authorized positions have been *reduced by* 3.75 *positions*.



Expenditure Restraint Program (ERP) Limit is not known at this time. Final numbers will be available by the end of October. Current estimate ~ \$1.2 million, up from \$760,000 in 2017.



Assessed Value (including TIF) & Tax Rate = TBD; Completion as soon as information is available from Wisconsin Department of Revenue.



### **NEXT STEPS**

- × Finalize 2018 Capital Improvement Program by the end of October
- Obtain the remaining, needed information from the State including: Expenditure Restraint Calculations, Assessed Values, Etc.\*
- Calculate proposed tax rate based on the information above\*
- Calculate proposed utility rates based on the information above\*
- Provide additional information, as requested, in response to questions on the recommended budget between now and Council consideration
- × Follow-Up Administration & Finance Meeting on October 30<sup>th</sup>
- × Public Hearing on November 7<sup>th</sup>
- × Council consideration of Recommended Budget on November 21<sup>st</sup>





# **Questions?**

# **THANK YOU**

For more information visit: www.westalliswi.gov/budget



