

AGENDA

FINANCE COMMITTEE MONDAY, DECEMBER 18, 2023, 10:00AM JEFFERSON CITY HALL

- A. Bell Tower Foundation Funding
- B. GCDC Funding
- C. Elderserve Funding
- D. Main Street Funding
- E. Neighborhood Improvement Program Review
- F. East Lincoln Way Financing
- G. Review of Employee Assistance Plan
- H. Review of Drug Testing Policy
- I. Review of EAP Program
- J. Review of Monthly Revenue and Expenses for November
- K. Review of rough budget for 2024-2025

2023-2024 Budget

	2020-2021	2020-2021	2021-2022	2021-2022	2022-2023	2022-2023	2023-2024	2024-2025
ECONOMIC DEVELOPMENT EXPEND	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	PROPOSED
BELL TOWER FOUNDATION	5,000	5,000	6,000	6,000	7,500	7,500	20,000	20,000
GREENE COUNTY DEVELOPMENT	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
US HIGHWAY 30 COALITION				5,000	5,000	13,758	-	-
WARIN OIL		194	-	189	200	240	200	240
HOTEL/MOTEL	75,000	77,572	25,000	58,504	90,000	127,487	75,000	70,000
MAINSTREET/CHAMBER	20,000	20,000	70,000	40,000	20,000	20,000	20,000	20,000
REG 12 HOUSING TRUST FUND	0	1,000		1,000	1,000	1,000	1,000	1,500
DOWNPAYMENT ASSISTANCE- ROG12	5,000	11,250	5,000	5,625	6,000	-	6,000	5,625
HOUSING OWNER/OCCUP REHAB	10,000	-	10,000		-			
TOTAL OPERATING	165,000	165,017	166,000	166,318	179,700	219,985	172,200	167,365
REVENUES	90,000	47,906	90,000	109,277	100,000	122,005	140,000	124,000
	(75,000)	(117,111)	(76,000)	(57,042)	(79,700)	(97,980)	(32,200)	(43,365)
MEALS ON WHEELS	2,250	-	2,500		-	6,750		3,500



EFR EMPLOYEE & FAMILY RESOURCES

877.883.1387
INFO@EFR.ORG

PROGRAM OVERVIEW

CORE EAP



SCAN TO LEARN MORE



Counseling

This benefit includes 3 or 6 sessions with a masters-level counselor. Counseling sessions may take place virtually or in-person.



24/7/365

Phone-Based Support

EFR provides unlimited telephonic access to a masters-level counselor for immediate support.



Life Coaching

Receive telephonic or virtual coaching to nurture personal growth and develop soft skills.



Legal Consultation

Consult with an attorney in-person or virtually for any personal legal issue, excluding employment-related legal concerns. If an attorney is retained for legal services, there is a 25% discount on legal fees.



Financial Consultation

Consult with a financial professional in-person or virtually. Referral to a local provider can be arranged if ongoing assistance is needed. In addition, EFR provides unlimited access to an exclusive financial website.



Dedicated Account Manager

As a high-touch EAP, your dedicated Account Manager serves as your strategic partner and provides recommendations, consultations, and ongoing support for EAP promotion.

Additional Services Included with Core EAP:

- ID Theft Resolution
- Child/Elder Care Resources
- Wellness Education
- Mobile App
- Promotional Materials
- Benefits Orientation
- Management Referral Program
- Management Consultation
- Culture Audit Including SWOT Analysis and Action Plan
- Utilization Report



On-site Crisis Response

Receive on-site group debriefings, generally held 24-72 hours of the incident, to accelerate the recovery time of affected individuals and help your organization return to normal as quickly as possible.



Togetherall

Join Togetherall's free and anonymous online community available 24/7 for mental health support and a sense of connection. The platform also includes access to a library of self-assessments and other mental health resources.

Benefits are available to employees and their household family members, unless otherwise stated.

Employee & Family Resources



EFR EMPLOYEE & FAMILY RESOURCES

EAP Support for Managers

Are you experiencing a difficult employee concern or situation?

Your **Employee Assistance Program (EAP)** from **Employee & Family Resources (EFR)** is **here to help!**

We offer **telephone-based support** via our team of **masters-level counselors 24 hours a day, 7 days a week, 365 days a year.**

We are here to assist with any issues, concerns, or questions you may have, **no matter how big or small!**

Crisis Response Services

When your workplace is impacted by a critical incident, we provide services to minimize disruption, foster resilience, and accelerate recovery after a crisis.

Examples of critical incidents include, but are not limited to:

- Death
- Robbery
- Natural disasters
- Terminal illness
- On-Site and/or off-site employee injuries

Consult with our masters-level counselors to arrange services, **including on-site group debriefings** typically held within 24 - 72 hours of the incident.



Here to Help Hub

Our **FREE quarterly email-newsletter** offers information and tips for responding to relevant issues that commonly appear within the workplace.

Employee & Family Resources
505 Fifth Avenue, Suite 600
Des Moines, IA 50309
efr.org



Management Consultation

Support for leaders on workplace performance issues.

Assistance includes, but is not limited to:

- Addressing employee performance concerns and **implementing a plan for improvement.**
- Managing a difficult employee
- Responding to a workplace conflict and **determining the best course of action**



Management Referral

A tool for responding to an employee with a work performance issue or company policy violation **with the goal of improving job performance, productivity and retention.**

We provide an **assessment** of the employee's challenges and provide **recommendations** for resolving those challenges, as well as ongoing case-management of follow-through with recommendations.

Life Happens, We're Here to Help!



EFR EMPLOYEE & FAMILY RESOURCES



800-327-4692

One Number, All Services



Proposal for Services

Company |

Total # of Employees |

CONTRACT DURATION |

Effective Date |

Core	6 Sessions	3 Sessions
Please check the box corresponding with the selected plan.	<input type="checkbox"/>	<input type="checkbox"/>
	\$	\$
Annual Contract Subtotal*		

*Pricing is based on one annual payment for a 12 month contract. Pricing is subject to change if the effective date or the employee count changes.

Additional benefits are available at a fee for service. Let us know if you're interested in learning more about the options below!

- Seminars on Education, Training and/or Development
- Mediation Services
- Leadership Consultation

Did we miss something? Ask us about our Wellness Services!

Core Plus/ Wellness Benefits

Interested in learning more?

Additional Services

Interested in learning more?

GENERAL FUND SUMMARY

	FY 23-24 Budget	YTD	Balance	% Rec'd FY 23-24	7/31/2023	8/31/2023	9/30/2023	10/31/2023	11/30/2023
					8.33%	16.66%	25.00%	33.33%	41.66%
REVENUES									
PROPERTY TAXES	\$1,088,642.00	\$633,280.24	\$455,361.76	58.17%	\$10,432.07	\$0.00	\$92,461.88	\$462,965.75	\$67,420.54
AG LAND TAXES	\$6,695.00	\$3,982.91	\$2,712.09	59.49%	\$66.22	\$0.00	\$761.70	\$3,057.62	\$97.37
CASINO	\$173,000.00	\$71,429.49	\$101,570.51	41.29%	\$13,208.50	\$16,547.52	\$13,420.06	\$12,265.62	\$15,987.79
POLICE	\$49,000.00	\$25,675.34	\$23,324.66	52.40%	\$12,331.35	\$2,213.80	\$3,672.00	\$4,398.49	\$3,059.70
FIRE (Includes Township)	\$46,185.00	\$23,305.08	\$22,879.92	50.46%	\$0.00	\$0.00	\$22,615.71	\$664.37	\$25.00
ANIMAL CONTROL	\$9,500.00	\$1,220.00	\$8,280.00	12.84%	\$0.00	\$560.00	\$0.00	\$100.00	\$560.00
LIBRARY	\$25,446.00	\$13,384.81	\$12,061.19	52.60%	\$5,625.78	\$611.74	\$253.60	\$5,690.17	\$1,203.52
PARK	\$400.00	\$60.00	\$340.00	15.00%	\$40.00	\$10.00	\$10.00	\$0.00	\$0.00
RECREATION	\$337,500.00	\$125,697.62	\$211,802.38	37.24%	\$24,624.32	\$21,885.48	\$32,720.50	\$15,851.34	\$30,615.98
SWIMMING POOL	\$47,600.00	\$10,783.54	\$36,816.46	22.65%	\$6,764.09	\$3,742.95	\$276.50	\$0.00	\$0.00
SWIM TEAM	\$8,251.00	\$5,920.75	\$2,330.25	71.76%	\$5,920.75	\$0.00	\$0.00	\$0.00	\$0.00
GOLF COURSE	\$126,000.00	\$54,858.30	\$71,141.70	43.54%	\$22,331.24	\$19,412.56	\$8,035.10	\$3,427.20	\$1,652.20
CEMETERY	\$24,500.00	\$9,334.54	\$15,165.46	38.10%	\$2,850.00	\$2,725.00	\$1,809.54	\$750.00	\$1,200.00
HOTEL MOTEL	\$140,000.00	\$63,432.96	\$76,567.04	45.31%	\$0.00	\$24,903.50	\$0.00	\$0.00	\$38,529.46
TOTAL Category REVENUES	\$2,082,719.00	\$1,042,365.58	\$1,040,353.42	50.05%	\$104,194.32	\$92,612.55	\$176,036.59	\$509,170.56	\$160,351.56
EXPENSES									
POLICE	\$942,395.00	\$324,599.28	\$617,795.72	34.44%	\$82,541.45	\$52,058.29	\$53,333.63	\$81,194.88	\$55,471.03
FIRE	\$105,764.00	\$50,604.06	\$55,159.94	47.85%	\$11,520.47	\$2,014.65	\$18,275.33	\$17,730.70	\$1,062.91
ANIMAL CONTROL	\$43,285.00	\$18,396.68	\$24,888.32	42.50%	\$3,803.92	\$3,933.64	\$3,654.68	\$3,189.45	\$3,814.99
LIBRARY	\$358,426.00	\$141,675.04	\$216,750.96	39.53%	\$33,271.71	\$26,228.81	\$27,250.57	\$26,761.40	\$28,162.55
PARK	\$148,971.00	\$70,403.00	\$78,568.00	47.26%	\$14,259.88	\$10,990.13	\$18,982.32	\$12,958.29	\$13,212.38
RECREATION	\$407,319.00	\$186,297.26	\$221,021.74	45.74%	\$39,946.12	\$25,945.87	\$51,432.25	\$25,480.04	\$43,492.98
SWIMMING POOL	\$88,950.00	\$51,734.94	\$37,215.06	58.16%	\$6,451.63	\$29,793.12	\$11,531.69	\$3,645.25	\$313.25
GOLF COURSE	\$198,300.00	\$127,212.03	\$71,087.97	64.15%	\$29,964.83	\$32,272.97	\$31,077.85	\$18,558.12	\$15,338.26
CEMETERY	\$114,384.00	\$48,099.41	\$66,284.59	42.05%	\$9,783.33	\$7,803.99	\$14,596.98	\$7,724.26	\$8,190.85
HOTEL MOTEL	\$172,200.00	\$32,996.36	\$139,203.64	19.16%	\$6,568.42	\$883.35	\$18,091.87	\$1,077.80	\$6,374.92
TOTAL Category EXPENSES	\$2,579,994.00	\$1,052,018.06	\$1,527,975.94	40.78%	\$238,111.76	\$191,924.82	\$248,227.17	\$198,320.19	\$175,434.12

REVENUES-EXPENSES

		FY 23-24 Budget	YTD	Balance	% Rec'd FY 23-24	7/31/2023	8/31/2023	9/30/2023	10/31/2023	11/30/2023
REVENUES						8.33%	16.66%	25.00%	33.33%	41.66%
WATER	From T-report	\$1,419,402.00	\$562,628.82	\$856,773.18	39.64%	\$122,503.39	\$114,798.25	\$116,351.19	\$112,470.48	\$96,505.51
SEWER	From T-report	\$1,285,377.00	\$919,484.72	\$365,892.28	71.53%	\$434,884.41	\$103,501.67	\$127,808.03	\$132,486.17	\$120,804.44
SANITATION	From T-report	\$577,415.00	\$331,583.14	\$245,831.86	57.43%	\$50,393.71	\$52,192.00	\$48,425.84	\$126,354.52	\$54,217.07
RECYCLING	From T-report	\$223,000.00	\$95,391.92	\$127,608.08	42.78%	\$25,914.09	\$14,238.22	\$25,966.39	\$14,380.74	\$14,892.48
AIRPORT	From T-report	\$124,450.00	\$49,080.47	\$75,369.53	39.44%	\$7,169.51	\$5,522.03	\$11,168.01	\$8,528.78	\$16,692.14
TOTAL REVENUES		\$3,629,644.00	\$1,958,169.07	\$1,671,474.93	53.95%	\$640,865.11	\$290,252.17	\$329,719.46	\$394,220.69	\$303,111.64
EXPENSES										
WATER	From T-report	\$1,393,344.00	\$410,510.31	\$982,833.69	29.46%	\$60,439.96	\$63,473.40	\$70,964.60	\$73,302.30	\$142,330.05
SEWER	From T-report	\$1,288,861.00	\$327,660.00	\$961,201.00	25.42%	\$61,408.34	\$67,538.37	\$89,845.62	\$53,145.92	\$55,721.75
SANITATION	From T-report	\$635,764.00	\$233,547.63	\$402,216.37	36.73%	\$69,580.44	\$40,112.97	\$41,781.36	\$38,976.76	\$43,096.10
RECYCLING	From T-report	\$223,000.00	\$63,016.37	\$159,983.63	28.26%	\$17,409.99	\$9,411.79	\$10,451.01	\$12,481.22	\$13,262.36
AIRPORT	From T-report	\$115,700.00	\$34,329.39	\$81,370.61	29.67%	\$1,330.32	\$1,232.10	\$1,075.11	\$12,481.22	\$18,210.64
TOTAL EXPENSES		\$3,656,669.00	\$1,069,063.70	\$2,587,605.30	29.24%	\$210,169.05	\$181,768.63	\$214,117.70	\$190,387.42	\$272,620.90

ROAD USE TAX

		FY 23-24 Budget	YTD	Balance	% Rec'd FY 23-24	7/31/2023	8/31/2023	9/30/2023	10/31/2023	11/30/2023
						8.33%	16.66%	25.00%	33.33%	41.66%
REVENUES	From T-report	\$629,428.00	\$256,365.15	\$373,062.85	40.73%	\$46,999.33	\$46,502.17	\$66,678.06	\$46,951.62	\$49,233.97
EXPENSES	From T-report	\$616,903.00	\$230,299.39	\$386,603.61	37.33%	\$70,028.98	\$36,450.84	\$40,849.06	\$43,470.59	\$39,499.92
REVENUES-EXPENSES		\$12,525.00	\$26,065.76			-\$23,029.65	\$10,051.33	\$25,829.00	\$3,481.03	\$9,734.05

LOST FUND

		FY 23-24 Budget	YTD	Balance	% Rec'd FY 23-24	7/31/2023	8/31/2023	9/30/2023	10/31/2023	11/30/2023
						8.33%	16.66%	25.00%	33.33%	41.66%
REVENUES	T-report	\$563,000.00	\$258,867.22	\$304,132.78	45.98%	\$42,153.90	\$54,495.14	\$58,781.12	\$46,033.01	\$57,404.05
EXPENSES	T-report	\$813,000.00	\$438,457.95	\$374,542.05	53.93%	\$128,252.99	\$174,508.07	\$22,434.75	\$63,182.24	\$50,079.90
REVENUES-EXPENSES		-\$250,000.00	-\$179,590.73			-\$86,099.09	-\$120,012.93	\$36,346.37	-\$17,149.23	\$7,324.15

LOST FUND BREAKDOWN

		FY 23-24 Budget	YTD	Balance	% Rec'd FY 23-24	7/31/2023	8/31/2023	9/30/2023	10/31/2023	11/30/2023
						8.33%	16.66%	25.00%	33.33%	41.66%
EXPENSES										
Road Use (Streets)		\$405,000.00	\$357,891.97	\$47,108.03	88.37%	\$127,252.95	\$162,935.42	\$17,684.06	\$26,388.32	\$23,631.22
Fire		\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Police		\$30,000.00	\$0.00	\$30,000.00	0.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Water		\$70,000.00	\$12,636.36	\$57,363.64	18.05%	\$1,000.04	\$56.70	\$4,750.69	\$3,033.40	\$3,795.53
Wastewater		\$79,000.00	\$67,929.62	\$11,070.38	85.99%	\$0.00	\$11,515.95	\$0.00	\$33,760.52	\$22,653.15
Golf Course		\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Pool		\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Misc.		\$229,000.00	\$0.00	\$229,000.00	0.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Expenses		\$813,000.00	\$438,457.95	\$374,542.05	0.00%	\$128,252.99	\$174,508.07	\$22,434.75	\$63,182.24	\$50,079.90