



mg 15 Apr 2025

## MEMORANDUM

To : Martin Granum, City Manager  
From : Tracey Perry, Director of Administration & Finance  
Date : April 14, 2025

DHP

Subject : Administration, Commission, & Finance FY26 Budget Expenditures

### **“Employer of Choice” endeavor**

- Steady participation in the Tuition Reimbursement program in FY25 calls for a slight increase in FY26 from \$15,000.00 to \$26,000.00.
- We are proposing a 1.5% Cost of Living Allowance for all employees to stay competitive in the market. Social Security gave a 2.5% increase in January 2025 with inflation estimated at 2.8%.
- With City Manager Granum leading the charge, we are proposing the implementation of 2 weeks of paid maternity/paternity leave, effective July 1, 2025.

### **Increase of Services**

- We propose that Red Bank matches Hamilton County’s match for elderly and Veteran tax relief – about \$26,000.00 in tax relief for our most vulnerable populations.
- Continue automating business processes to increase public access to services and requests for services.

### **Focus on Efficiency**

- All staff will become or maintain the certification(s) required for their respective positions.
- Cross-training to ensure no disruption of business in the event of an absence of key staff.
- Focus on utilizing existing skills while developing subordinate staff members with an eye on succession planning.
- CFO will complete and obtain the CMFO certification.
- Increase public engagement:
  - Implement “telling the story” of projects and happenings on the website
  - Encourage all departments to be interactive on social media

Stefanie Dalton  
*Mayor*

Hollie Berry  
*Vice Mayor*

Jamie Fairbanks-Harvey  
*Commissioner*

Terri Holmes  
*Commissioner*

Hayes Wilkinson  
*Commissioner*

Martin Granum  
*City Manager*