



THE CITY OF AUGUSTA

WILLIAM R. BRIDGEO, CITY MANAGER

TO: Mayor and City Council
FROM: William R. Bridgeo
RE: Administrative Report
DATE: April 16, 2019

Meetings:

Tonight, April 16th, we continue the 2019/2020 budget review process by taking a look at the Legislative, Executive, and Finance Departments as well as revenues and other various accounts. The meeting begins in Council Chambers at 6:30 pm.

There will be a City Council Business Meeting on Thursday evening, April 18th, in the Council Chambers beginning at 7:00 p.m. The agenda is enclosed with this package. A pre-meeting will take place in Conference Room A at 6:30 p.m.

A Senior Staff Meeting is scheduled for Friday, April 19th at 9:15 a.m. in Conference Room A.

Other Items:

You will find an order on Thursday's business agenda that would authorize the reclassification of the currently vacant position of Director of Human Resources to Assistant City Manager at a salary range of Nonunion 26 (\$84,802 - \$105,934). I have several reasons for recommending this change. The most pressing is that despite a national, well publicized search, we have not received expressions of interest from anyone with experience in municipal human resources work (and we have learned that such directly relevant experience is critical to succeeding in this position). My belief is that if the salary is appropriate and the job duties are broadened to include other senior management responsibilities in addition to human resources management then we will be more likely to attract an enhanced pool of interested candidates – potentially including municipal managers from smaller communities. Furthermore, with Ralph St. Pierre and I not all that far away from retirement, we might also take a positive step toward some organizational succession planning (although this should not be interpreted as any suggestion on my part that I still do not thoroughly enjoy my work and have no plans to go anywhere in the foreseeable future). The anticipated difference in salary for this change would be an increase of about \$10,000 a year over what the current HR director position is budgeted for. Down the road, I could envision that the City would return to having just one assistant manager position coupled with a Director of Finance and Administration position that would no longer also have assistant city manager responsibilities.

I am happy to report that we conducted a successful general obligation bond sale this morning. The competition was intense for the \$2,326,000 in twenty year bonds (as the attached spread sheet shows). The low bidder was the bond house of New York based Roosevelt and Cross with a blended interest rate of 2.3622% (to illustrate just how tight the competition was the next low bidder was Raymond James & Associates at 2.3645% - pretty amazing actually).

As we discussed last Thursday evening, you will find an order on Thursday's agenda that will re-allocate \$100,000 from this year's approved Capital Improvement Program from Community Drive to Murray Street. As we learned last week, this will be encouraging news for the Murray Street Residents.

C: Department and Bureau Directors
Legislative Delegation