		Admin - Please provide potential service impacts					
Patron	Proposed Reduction Description (Cost Center)	Department	Account Code(s)	Mayor's FY26 Proposal	Council Proposal	Proposed Reduction	Administration Response
Staff	Citizen Service and Response (07301)	Citizen Service and Response	70161	\$ 823,752	\$ 323,752	\$ 500,000	
Staff	Econ Dev-Business Development (03602)	Economic and Community Development		\$ 1,263,708	\$ 763,708	\$ 500,000	
Staff		Finance	73104	\$ 1,950,734	\$ 1,574,393	\$ 376,341	
Staff	HR Management (01201) Management Services - Reduce to FY25 funding	Human Resources	70161	\$ 5,727,651	\$ 5,678,150	\$ 49,501	
Staff	HR Recruitment (01202) Public Information - Budget Request \$110, 916 - general spend is \$50,000 - reduce budget request by \$50,000	Human Resources	70131			,	
Staff	HR Employee Relations (01204) Other Services - match general spend	Human Resources	70555				
Gibson	HR Administration (01206) Office Supplies	Human Resources	71012	\$ 16,822	\$ 13,822	\$ 3,000	
Staff	HR Administration (01206) Postal Services	Human Resources	72113	\$ 12,920	\$ 2,920	\$ 10,000	
Staff	HR Administration (01206) Membership Dues	Human Resources	72123		\$ 13,648	\$ 29,000	
Staff	Human Serv-Management Serv (01401)	Neighborhood and Community Services	70512			\$ 411,423	
Staff	OCWB-Workforce Dev (08902)	Office of Community Wealth Building	76355	\$ 431,988	\$ 381,988	\$ 50,000	
Staff	OCWB-Social Enterprise (08902)	Office of Community Wealth Building		\$ 506,500	\$ 411,799	\$ 94,701	
Staff	OIA-Operating (05601)	Office of Intergovernmental Affairs		\$ 324,000	\$ 240,427	\$ 83,573	
				\$ -	-	-	
				-	-	-	
				\$ -	-	-	
	SUBTOTAL			\$ 11,638,062	\$ 9,470,523	\$ 2,167,539	

Personal Process (Appendix Process) Personal Pr		Draft Personnel F	Reduction Proposals			dmin please provide position status and impact				
Adjusted Michael Programme Control of the Control o			\teduction 1 Toposais				Admin		lanini please provide position status and impact	
Septimination of the programment								Admin - Confirm if position is Vacant,		
Secretary of the control of the cont	Position Title/Description	Department	Position number	Vacant or New	Proposed Reduction	Salary + Benefits			Administration Response - Impact	
And the second s										
Control Part										
Process Proc								Vacant Position has been reallegated from a		
Processed Proc										
B. F. 7200 Framework (all out for a CAN Office where with the extent of a mentioned and part of proposed and par	Transformation Manager	Budget and Strategic Planning	(New	\$ 89,000	\$ 115,700	\$ -			
Section Sect	Transformation Managor	Dadgot and Ottatogio Fiarming		11011	σο,σσσ	110,100	<u> </u>	Trouble for trouble for		
Production Pro										
Companies Companies Co										
Programmi Angel Assertion De Colora PINTERES Vision Services Servi										
Segretary Appl. Audides ON COLOR 1915/2004 Very 19 war 1 5 43,14 5 10,24 5									severely impact the Office's capacity to manage daily operations and support high-priority initiatives.	
Segretary Appl. Audides ON COLOR 1915/2004 Very 19 war 1 5 43,14 5 10,24 5									This position is critical to maintaining continuity, assisting with interdepartmental coordination, and	
Service 1 Activity Assistant 2										
Neggy and Australia Control (1997) A 1997 A										
New York Control (1995) Programme (1995) Progra									team to function effectively.	
New York Control (1995) Programme (1995) Progra									Cutting this position would look the CAO's Office without sufficient analytical and apprational support at	
Separate Column Agency C	Management Analyst Associate	CAO's Office	21M00000045	Vacant 3+ years	\$ 46 342	\$ 60.245	\$ -	Vacant (Not Recommended for Reduction)		
Petrono 22% Spary harasses in No. 2 Protection of the control of t				•						
Page of the mode of the property of the contract for members of the property of the contract for members of the property of the contract for members of the property of the contract for the property of the p	Cio opedianot (Coarron Agerray)	City / todococi	COMOCOCCCC	vadani or yeare	Ψ σσ, ποσ	Ψ 00, 100	Ψ	Vacant	These are country appointed a contions	
1									We do not presume to know the financial burdens of employees. Approach to financial compensation increases	
Facing Commissions Officer Fa										
Rance 3.0% Story horses for his corrections of the correction of t										
mon. caliboticità posses. Tenne progresse. International des progresses. Commentations of the commentation of the commentatio									concerns.	
Services 2.5% Subtry to reside of an inchange or explose grower and larger and the services of									Equity is based on contribution, not just compensation level. Equity means recognizing and rewarding performance,	
Remove 3.2% Salay increase for Not- interruptions of the Control Contr										
Fergency Communications (Prior Service) Francisco (Prior Service) Fran										
Batt the well be suddentied redign cours the support of successive of flowers and support of the support of successive of flowers and support of flowers and support of successive of flowers and successive o									responsibility for City operations and outcomes.	
Remove 2.20% Callary Increase for Nor- communications Office Perspercy Communications Office P									Creates compression: Not providing an equitable increase creates compression within indvidual salaries. This means	
recipience control excellent and a second processes and pr									that there will be subordinates making more than supervisors.	
recipience control excellent and a second processes and pr									Many of these roles are not eligible for collective bargaining protections. By exempting only union-represented	
Remon 3.2% Salary harmonic for Notice of Section 1 (Section 1) (Se										
Significant Part Found Foundations Communications Officer Engagery Communications Officer Enga									inflationary adjustments, further widening inequities between bargaining and non-bargaining employees.	
Significant Part Found Foundations Communications Officer Engagery Communications Officer Enga									The proposal overlooks critical fund structure implications. The current cost estimate includes all funds, not just the	
Services of the services of th								\$535,305 is the General Fund Portion		
Remove 3.25%, Salary Indicates for National Technology South 1 Rain Management Grand Ground September 1 State Salary Indicates for National Technology South 1 Rain Management Grand Ground September 1 State Salary Indicates for National September 1 State Salary Indicates for National September 1 State Salary Indicates Ind								* /	Funds must remain self-balancing and cannot be used to subsidize General Fund operations. Removing funding for	
Remove 3.2% Salay Increase for Non- usino Employees with salaries that exceed \$150k Cityvide O Existing S 75,000 \$ 975,000 S 75,000 S 76,000 Cityvide O Existing S 75,000 S 75,00										
Renova 2,32% Salary Increase for Nou- union Employees what salaries that union Employees whis alaries that Union Employees whis alaries that Union Employees of the Copy of the Salaries whish Union Employees whish alaries that the City does not recognize or value story security on the Union Employee Communications of Employees whish and the Salaries of Employees whish and the City does not recognize the public to recognize the public to recognize that the City does not recognize that the City does not recognize the public that the City									compliance with rederal or state funding guidelines.	
Remora 3.25%-Salay Increase for Nou- union Employees with salaries that coceed \$150 k. Cityvide									It disincentivizes talent retention, decreases moral, and devalues the work of employees. Many of these positions are	
exceed \$150K Clywide									already subject to public scrutiny, intense demands, and are responsible for a variety of risk factors/liabilities.	
Emergency Communications Officer Supervisor Emergency Communications Officer Emergency Communications Emergency Communicat		City models			ф 750,000	ф 075 000	c			
Emergency Communications Officer (2.5) Emergency Communications Officer (3.5) Emergency Communications Officer (3.	exceed \$150k	Citywide		Existing	Φ 750,000	\$ 975,000	Φ -	,	that the City does not recognize or value strong leadership.	
Emergency Communications Officer Emergency Communications Assistant Supervisor Emergency Communications Assistant Supervisor Emergency Communications Assistant Supervisor Emergency Communications Officer Emergency Communications Officer Emergency Communications Assistant Supervisor Emergency Communications Assistant Supervisor Emergency Communications Officer Emergency Communications Assistant Supervisor Emergency Communications Officer Emergency Communications Assistant Supervisor Emergency Communications Assistant Supervisor Emergency Communications Officer Emergency Communications Assistant Supervisor Emergency Communications Assistant Supervisor Emergency Communications Officer Emergency Communications Assistant Supervisor Emergency Communications Officer Emergency Communications Officer Emergency Communications Assistant Supervisor Emergency Communications Assistant Supervisor Emergency Communications Assistant Supervisor Emergency Communications Officer Emergency Communications Officer Emergency Communications Officer Emergency Communications Assistant Supervisor Emergency Communications Officer Eme	Emergency Communications Officer	Emergency Communications	87M00000050	Vacant	\$ 51,896	\$ 67,465	\$ -	· · · · · · · · · · · · · · · · · · ·		
Emergency Communications Officer Emergency Communications Officer (Emergency Communications Officer Emergency Communications Officer (Emergency Communications Officer (Emergency Communications State) Emergency Communications State (Emergency Communications State) Emergency Communications								· ·		
Emergency Communications Officer Emergency Communications Officer Emergency Communications Officer Emergency Communications Assistant Supervisor Emergency Communications Assistant Supervisor Emergency Communications Officer Emergency Communications Assistant Supervisor Emergency Communications Officer Emergency Communications Assistant Supervisor Emergency Communications Officer (1.5) Emergency Communicat	Emergency Communications Officer	Emergency Communications	87M00000017	Vacant	\$ 51,896	\$ 67,465	\$ -			
Emergency Communications Officer Emergency Communications Assistant Emergency Communications Officer (0.5) Emergency Communications Assistant Supervisor (0.5) Emergency Communications Officer (0	Emergency Communications Officer	Emergency Communications	87M0000054	Vacant	\$ 51.906	\$ 67.465	¢		Our Emergency Communications Officers (ECOs) handle on average 119.3 (911.8 non-amergency)	
Emergency Communications Officer Emergency Communications Assistant Supervisor Emergency Communications Assistant Emergency Communications STM00000086 Vacant S 75,046 S 97,560 S Filled - Candidate starts April 21st The Emergency Communications Assistant Emergency Communications STM00000126 Vacant S 75,046 S 97,560 S Filled - Candidate starts April 21st The Emergency Communications Assistant Supervisor STM00000126 Vacant S 75,046 S 97,560 S Filled - Candidate starts April 21st The Emergency Communications Assistant Supervisor STM00000126 Vacant S 75,030 S 7	Emergency Communications Officer	Emergency Communications	071VI00000004	vacant	51,090	Ψ 07,405	-			
Emergency Communications Assistant Supervisor Emergency Communications B7M00000126 Vacant \$ 75,046 \$ 97,560 \$ Filled - Candidate starts April 21st The Emergency Communications Assistant Supervisor position has been filled, and the candidate will Emergency Communications Officer (0.5) Emergency Communications Assistant Supervisor position has been filled, and the candidate will start April 21st The Emergency Communications Assistant Supervisor position has been filled, and the candidate will start April 21st The Emergency Communications Assistant Supervisor position has been filled, and the candidate will start an April 21st The Emergency Communications Assistant Supervisor position has been filled, and the candidate will start an April 21st The Emergency Communications Assistant Supervisor position has been filled, and the candidate will start april 21st The Emergency Communications Assistant Supervisor position has been filled, and the candidate will start april 21st The Emergency Communications Assistant Supervisor position has been filled, and the candidate will start april 21st The Emergency Communications Assistant Supervisor position has been filled, and the candidate will start april 21st The Emergency Communications Assistant Supervisor position has been filled, and the candidate will start april 21st The Emergency Communications Assistant Supervisor position has been filled, and the candidate will start april 21st The Emergency Communications Assistant Supervisor position has been filled, and the candidate will start april 21st The Emergency Communications Assistant Supervisor position has been filled, and the candidate will start april 21st The Emergency Communications Assistant Supervisor position has been filled. The April 21st The Emergency Communications Assistant Supervisor position has been filled, and the candidate will start april 21st The Emergency Communications Assistant Supervisor position has been filled. The April 21st The Emergency Communications Assistant Supervisor position has been f	Emergency Communications Officer	Emergency Communications	87M00000044	Vacant	\$ 51,896	\$ 67,465	\$ -	· · · · · · · · · · · · · · · · · · ·		
Emergency Communications Officer (0.5) Emergency Communic	Emergency Communications Assistant		071400					E		
Business Systems Analyst Finance 25M00000095 Vacant, Never Filled \$ 98,191 \$ 127,648 \$ - In recruitment (Not Recommended for Reduction) Accounting Supervisor Finance 25M000000710 Vacant \$ 75,030 \$ 97,539 \$ - Vacant (Not Recommended for Reduction) Administrative Technician Finance 25M000000714 Vacant \$ 41,600 \$ 54,080 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M000000715 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M00000077 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M00000077 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M00000077 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M0000077 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M0000077 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M0000077 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M0000071 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M0000071 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Senior Finance 25M0000071 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Filed Funding Not Available, Not Fundament Availation of Fundament Availation of Fundament Availation of Fundament Availation of Fundament	·	· ·					·	<u>'</u>		
Business Systems Analyst Finance 25M00000075 Vacant, Never Filled \$ 98,191 \$ 127,648 \$ - In recruitment (Not Recommended for Reduction) Accounting Supervisor Finance 25M000000710 Vacant \$ 75,030 \$ 97,539 \$ - Vacant (Not Recommended for Reduction) Finance 25M000000710 Vacant \$ 41,000 \$ 54,080 \$ - Vacant (Not Recommended for Reduction) Finance 25M000000710 Vacant \$ 41,000 \$ - Vacant (Not Recommended for Reduction) Finance 25M000000710 Vacant \$ 41,000 \$ - Vacant (Not Recommended for Reduction) Finance 25M000000710 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Finance 25M00000075 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Finance 25M00000077 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Finance 25M00000077 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Finance 25M00000077 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Finance 25M00000771 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Finance 25M00000712 Vacant \$ 80,282 \$ 104	Emergency Communications Officer (0.5)	Emergency Communications	871VIUUUUU126	vacant 3+ years	Φ 25,948	Φ 25,948		,	The proposed reduction of 25 positions within the Department of Finance is strongly discouraged and	
Administrative Technician Finance 25M00000710 Vacant \$ 75,030 \$ 97,539 \$ - Vacant (Not Recommended for Reduction) Administrative Technician Finance 25M00000014 Vacant \$ 41,600 \$ 54,080 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M00000087 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M00000097 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M00000097 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M000000725 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M00000711 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vac	Business Systems Analyst	Finance	25M00000095	Vacant, Never Filled	\$ 98.191	\$ 127.648	\$ -	In recruitment (Not Recommended for Reduction	would have a significant negative impact on the City's ability to meet its core financial obligations,	
Administrative Technician Finance 25M00000014 Vacant \$ 41,600 \$ 54,080 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M00000087 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M00000097 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M0000097 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M0000097 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M0000097 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M00000715 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vacant \$ 59,652 \$ 77,548 \$ - In recruitment (Not Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vacant \$ 59,652 \$ 77,548 \$ - In recruitment (Not Recommended for Reduction) Program and Operations Manager Finance 25M0000080 Vacant \$ 96,300 \$ 125,294 \$ - Recommended for Reduction) Program and Operations Manager Finance 25M0000080 Vacant \$ 96,300 \$ 125,294 \$ - Recommended for Reduction) Management Analyst, Senior Finance 25M0000080 Vacant \$ 96,300 \$ 125,294 \$ - Recommended for Reduction) Management Analyst, Senior Finance 25M0000080 Vacant \$ 96,300 \$ 125,294 \$ - Recommended for Reduction) Management Analyst, Senior Finance 25M0000080 Vacant \$ 96,300 \$ 125,294 \$ - Recommended for Reduction) Management Analyst, Senior Finance 25M0000080 Vacant \$ 96,300 \$ 125,294 \$ - Recommended for Reduction) Management Analyst, Senior Finance 25M0000080 Vacant \$ 96,300 \$ 125,294 \$ - Recommended for Reduction) Management Analyst, Principal Finance 25M0000080 Vacant \$ 96,300 \$ 125,294 \$ - Recommended for Reduction) Manageme	·			,					maintain compliance with audit standards, collect and manage revenue, and deliver critical services to	
Management Analyst, Associate Finance 25M00000087 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M00000097 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M00000725 Vacant \$ 46,342 \$ 60,245 \$ - In recruitment (Not Recommended for Reduction) Management Analyst, Principal Finance 25M00000711 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M00000718 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vacant \$ 59,652 \$ 77,548 \$ - In recruitment (Not Recommended for Reduction) Program and Operations Manager Finance 25M00000780 Vacant \$ 96,380 \$ 125,204 \$ - Recommended for Reduction) Management Analyst, Associate Finance 25M00000718 Vacant \$ 59,652 \$ 77,548 \$ - In recruitment (Not Recommended for Reduction) Program and Operations Manager Finance 25M00000718 Vacant \$ 96,380 \$ 125,204 \$ - Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vacant \$ 96,380 \$ 125,204 \$ - Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vacant \$ 96,380 \$ 125,204 \$ - Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vacant \$ 96,380 \$ 125,204 \$ - Recommended for Reduction) Management Analyst, Associate Finance 25M00000718 Vacant \$ 96,380 \$ 125,204 \$ - Recommended for Reduction) Management Analyst, Associate Finance 25M00000718 Vacant \$ 90,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M00000718 Vacant \$ 90,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M00000718 Vacant \$ 90,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M00000718 Vacant \$ 90,282 \$ 1	Administrative Technician	Finance	25M00000014	Vacant		\$ 54,080	\$ -	Vacant (Not Recommended for Reduction)	residents and businesses.	
Management Analyst, Associate Finance 25M0000007 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M0000007 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M00000725 Vacant \$ 46,342 \$ 60,245 \$ - In recruitment (Not Recommended for Reduction) Management Analyst, Principal Finance 25M00000711 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M00000718 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vacant \$ 59,652 \$ 77,548 \$ - In recruitment (Not Recommended for Reduction) Fillod (Funding Not Available, Not Filled (Funding Not Available, Not Filled (Funding Not Available, Not Internal audit finings—particularly in areas such as accounts payable, business tax audits, and								,	1 Essential Operational and Compliance Functions	
Management Analyst, Associate Finance 25M00000097 Vacant \$ 46,342 \$ 60,245 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Associate Finance 25M00000725 Vacant \$ 46,342 \$ 60,245 \$ - In recruitment (Not Recommended for Reduction) Management Analyst, Principal Finance 25M00000711 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vacant \$ 59,652 \$ 77,548 \$ - In recruitment (Not Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vacant, Never Filled \$ 59,652 \$ 77,548 \$ - In recruitment (Not Recommended for Reduction) Program and Operations Manager Finance 25M0000080 Vacant \$ 96,380 \$ 125,294 \$ - Recommended for Available, Not internal audit findings—particularly in areas such as accounts payable, business tax audits, and								,	·	
Management Analyst, Associate Finance 25M0000725 Vacant \$ 46,342 \$ 60,245 \$ - In recruitment (Not Recommended for Reduction) Management Analyst, Principal Finance 25M0000711 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M0000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Senior Finance 25M0000718 Vacant, Never Filled \$ 59,652 \$ 77,548 \$ - In recruitment (Not Recommended for Reduction) Program and Operations Manager Finance 25M0000080 Vacant \$ 96,380 \$ 125,294 \$ - Recommended for Reduction) Management Analyst, Associate Finance 25M00000725 Vacant \$ 96,380 \$ 125,294 \$ - Recommended for Reduction) Compliance, and customer service. Several roles are currently filled or in active recruitment, and their elimination would disrupt continuity, cause service backlogs, and compromise the City's ability to meet internal control standards and regulatory deadlines. 25M00000718 Vacant (Not Recommended for Reduction) Program and Operations Manager Finance 25M0000080 Vacant \$ 96,380 \$ 125,294 \$ - Recommended for Reduction) Filled (Funding Not Available, Not internal audit findings—particularly in areas such as accounts payable, business tax audits, and internal audit findings—particularly in areas such as accounts payable, business tax audits, and	Management Analyst, Associate	Finance	25M00000097	Vacant	\$ 46,342	\$ 60,245	\$ -	Vacant (Not Recommended for Reduction)		
Management Analyst, Principal Finance 25M0000711 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Principal Finance 25M0000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Senior Finance 25M0000718 Vacant, Never Filled \$ 59,652 \$ 77,548 \$ - In recruitment (Not Recommended for Reduction) Program and Operations Manager Finance 25M0000080 Vacant \$ 96,380 \$ - Recommended for Reduction) Management Analyst, Principal Finance 10M10000080 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Senior Filled (Funding Not Available, Not Filled (Funding Not Available, Not Internal audit findings—particularly in areas such as accounts payable, business tax audits, and internal audit findings—particularly in areas such as accounts payable, business tax audits, and	Management Analyst Associate	Finance	25M00000725	Vacant	\$ 46.242	\$ 60.245	\$ -	In recruitment (Not Recommended for Reduction	compliance, and customer service. Several roles are currently filled or in active recruitment, and	
Management Analyst, Principal Finance 25M00000712 Vacant \$ 80,282 \$ 104,367 \$ - Vacant (Not Recommended for Reduction) Management Analyst, Senior Finance 25M00000718 Vacant, Never Filled \$ 59,652 \$ 77,548 \$ - In recruitment (Not Recommended for Reduction) Program and Operations Manager Finance 25M0000080 Vacant \$ 96,380 \$ 125,294 \$ - Recommended for Reduction) **Total Control Standards and regulatory deadlines.** **Description of the control Standards and Revenue Loss Risk								,	Their elimination would disrupt continuity, cause service backlogs, and compromise the City's	
Management Analyst, Senior Finance 25M0000718 Vacant, Never Filled \$ 59,652 \$ 77,548 \$ - In recruitment (Not Recommended for Reduction) Program and Operations Manager Finance 25M0000080 Vacant \$ 96,380 \$ - Recommended for Reduction) Second Filled (Funding Not Available, Not a particularly in areas such as accounts payable, business tax audits, and a particularly in areas such as accounts payable, business tax audits, and a particularly in areas such as accounts payable, business tax audits, and a particularly in areas such as accounts payable, business tax audits, and a particularly in areas such as accounts payable, business tax audits, and a particularly in areas such as accounts payable, business tax audits, and a particularly in areas such as accounts payable, business tax audits, and a particularly in areas such as accounts payable, business tax audits, and a particularly in areas such as accounts payable, business tax audits, and a particularly in areas such as accounts payable, business tax audits, and a particularly in a particularly in areas such as accounts payable, business tax audits, and a particularly in a partic									ability to meet internal control standards and regulatory deadlines.	
Program and Operations Manager Finance 50000000718 Vacant, Never Filled \$ 59,652 \$ 77,548 \$ - In recruitment (Not Recommended for Reduction) Filled (Funding Not Available, Not Filled	aa.goo.i.r.ii.a.yo.i, r.iiioipai			. 3.00	50,202			- 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	2 Audit Findings and Revenue Loss Bisk	
Program and Operations Manager Finance Second State Program and Operations Manager Finance Program and Operations Manager Finance Second State Program and Operations Manager Finance Second State Program and Operations Manager Program and Operations Manager Finance Second State Program and Operations Manager Program and Operatio	• •		25M00000718	Vacant, Never Filled	\$ 59,652	\$ 77,548	\$ -		1	
	Program and Operations Manager	Finance	0EM0000000	Manant	Ф 22.252	d 405.001	œ.	, ,		
			Z21VIUUUUUU8U	vacant	96,380	125,294		Recommended for Reduction)		

								revenue reconciliation. Many of the roles targeted are part of units responsible for audit
Financial Regulatory Specialist	Finance	25M00000724	Vacant	\$	53,456 \$	69,493 \$	- In recruitment (Not Recommended for Reduction)	compliance and revenue enforcement. For example:
Financial Regulatory Specialist	Finance	25M00000728	Vacant	\$	53,456 \$	69,493 \$	- Vacant (Not Recommended for Reduction)	700% of a of a land and a second and filling Burkers Boundary Boundary
Financial Regulatory Specialist	Finance	25M00000729	Vacant	\$	53,456 \$	69,493 \$	- Vacant (Not Recommended for Reduction)	•72% of active businesses are currently not filing Business Personal Property taxes. •57% are not filing for Business Professional and Occupational Licenses. Removing the staff responsible
Financial Regulatory Specialist, Senior	Finance	25M00000009	Vacant	¢	61,526 \$	79,984 \$	In recruitment (Not Recommended for Reduction)	for audit enforcement and compliance jeopardizes the City's ability to correct this and could result in
Financial Regulatory Specialist, Senior	Finance	25M000000091	Vacant	\$	61,526 \$	79,984 \$	- Vacant (Not Recommended for Reduction)	significant lost revenue.
Financial Regulatory Specialist, Senior	Finance	25M00000094	Vacant	\$	61,526 \$	79,984 \$	- Vacant (Not Recommended for Reduction)	
Accountant, Associate	Finance	25M00000149	Vacant 3+ years	\$	51,667 \$	67,167 \$	- Vacant (Not Recommended for Reduction)	3. Citywide Financial Integrity
								Several positions (e.g., Program and Operations Manager, Revenue Manager, Financial
Business Systems Analyst	Finance	25M00000095	Vacant 3+ years	\$	98,191 \$	127,648 \$		Regulatory Specialists) are directly tied to the collection and reconciliation of over \$824.5 million in local tax revenue. Others oversee the issuance of 129,000 personal property tax bills or
Accountant	Finance	25M00000128	Vacant 3+ years	\$	57,400 \$	74,620 \$	- Vacant (Not Recommended for Reduction)	manage high-volume cash transactions across City accounts. The removal of these positions
Accountant, Associate	Finance	25M00000039	Vacant 3+ years	Ф	51,667 \$ 	67,167 \$	Vacant (Not Recommended for Reduction) Vacant - Duplicate, already listed above (Not)	reintroduces risks that had only recently been addressed through tighter fiscal controls and
Accounting Supervisor	Finance	25M00000710	Vacant 3+ years	\$	75,030 \$	97,539 \$		oversight.
•							In recruitment - Duplicate, already listed above (Not	
Financial Regulatory Specialist, Senior	Finance	25M00000009	Vacant 3+ years	\$	53,456 \$	69,493 \$	- Recommended for Reduction)	4. Capacity Deficits Compared to Peer Localities
Management Analyst, Senior	Finance	25M00000075	Vacant 3+ years	\$	59,652 \$	77,548 \$	- In recruitment (Not Recommended for Reduction)	Richmond's Department of Finance integrates both Treasurer and Commissioner of Revenue functions—a structure not mirrored in peer localities. For instance, Richmond had 98 fewer
Revenue Manager	Finance	25M00000040	Vacant 3+ years	\$	75,030 \$	97,539 \$	- Vacant (Not Recommended for Reduction)	positions than Chesterfield County's combined staffing across similar functions. Rather than
Trovernae Manager	T marios	2011100000010	vacanto vycaro	<u> </u>	Το,σσο φ	στ,σσσ φ	vacant (not recommended to recodern)	The Fire Department Battalion Chief position has been vacant but we have had a captain that has filled
								in this position. The Fire Department Battalion Chief is a critical supervisory position within the
								organization The role of this position is made more critical with the recent FY 2026 organizational
								adjustment eliminating the Assistant Chief positions. This is a critical position that coordinates with both internal and external agencies concerning emergency services coordination, which will include daily
Fire Battalion Chief	Fire & Emergency Services	42M00000104	Vacant 3+ years	\$	97,584 \$	126,859 \$		Istaffing.
			, , , , , , , , , , , , , , , , , , , ,	,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,	,	The Fire Driver Operator position is responsible for safely transporting the crew of each apparatus. The
								position can only be filled based upon a promotional process. This Suppression position is also part of
Fire Driver Operator	Fire & Emergency Convices	421400000045	Vacant 21 vacan	Ф.	¢.	•		daily minimum staffing. Until the position is filled with a permanent promote the Department has a
Fire Driver Operator	Fire & Emergency Services	42M00000045	Vacant 3+ years	Φ	- ф	- p	- Vacant (Not Recommended for Reduction)	person filling in for the role in an acting capacity. The Fire Department has already made a job offer on this position. The successful candidate has
Training Analyst	Fire & Emergency Services	42M00000472	Vacant 3+ years	\$	61,507 \$	79,959 \$	- In recruitment (Not Recommended for Reduction)	accepted the position with a start date of April 21, 2025. The position is no longer vacant.
,	,						,	This HR Manager position is essential to supporting the Fire Department's human resource needs and
								managing collective bargaining obligations. The role provides daily support on complex personnel
								issues, ensures compliance with the union contract, and serves as the primary liaison during labor negotiations and grievance processes.
								negotiations and grievance processes.
								With the added responsibilities of collective bargaining, this position cannot be absorbed by existing staff
Human Resource Manager	Human Resources		0 New	\$	80,282 \$	104,367 \$	- In recruitment (Not Recommended for Reduction)	without compromising service, increasing risk, or disrupting labor relations.
Business Systems Analyst	Information Technology							Funds are not available. The funds appropriated for this position are being used by the part-time
								employee needed to fulfill the duties required. Previously, the duties were being done through a systems
								developer position. To manage the workload of the department, a business analyst position was created
								in the FY 2025 budget to better align the actual duties and the position function. The absence of a
								permanent employee in this role is a significant risk to DIT, as it is a revenue producing position. Additionally, this is an internal service fund position, and the money remains with the fund.
								radial origins, this is an internal service fund position, and the money formains with the fund.
								We are actively interviewing, but this has proven to be a difficult role to fill due to the level of expertise
								required. This function has been consistently handled by a dedicated position.
								This position conver so our Telegommunications Billing Specialist, responsible for ensuring the accuracy.
								This position serves as our Telecommunications Billing Specialist, responsible for ensuring the accuracy of over \$4 million (annual) in monthly invoices from vendors for telecommunications services—including
								phone, internet, data, and other network-related charges. Managing these invoices is a significant task:
								telephone lines and mobile devices alone generate thousands of billing line items each year.
							Vacant - This is an internal service fund position,	This role requires analyzing complex telecom billing data and accurately allocating costs to the
		20M00000156	Vacant, Never Filled	e	98,191 \$	127,648 \$		appropriate agencies that use the services. The nature of this work demands specialized expertise in telecom billing and data reconciliation—skills we do not currently have in-house.
Director (reduce salary/fringe increase)	Intergovernmental Affairs	201VI00000130	vacant, rever i med	Ψ	30,131 φ	121,040 φ	Available, Not Necesimienaea for Reduction)	The proposed reduction to eliminate the Director of Intergovernmental Affairs is not recommended, as
3,								the position is already filled with a permanent employee. This role was established to strengthen
								Richmond's intergovernmental strategy and advocacy efforts and remains critical to advancing the City's
Community Program Coordinator	Neighborhood and Community		0 Existing	\$	- \$	- \$	- Recommended for Reduction) Vacant - Grant Funded Position - Can not use for	legislative priorities and securing external resources.
Community Frogram Coordinator	Services							This is a grant funded position (Latino Youth Substance Abuse Prevention Grant) that is in a position
		14GRANT0005	Vacant	\$	53,456 \$	69,493 \$	· · · · · · · · · · · · · · · · · · ·	number for the special fund. There are no GF dollars for this position.
Community Program Coordinator	Neighborhood and Community							An offer has been extended for the Neighborhood Engagement Coordinator position, which plays a
	Services							critical role in advancing our Civic Association engagement strategy. This position serves as the primary liaison between the Department and neighborhood-based organizations, ensuring consistent
								communication, support, and collaboration across Richmond's diverse communities. Without this
								dedicated role, our capacity to maintain meaningful relationships with Civic Associations, respond to
								resident concerns, and coordinate neighborhood-level initiatives would be significantly diminished. It is
			.,				· · · · · · · · · · · · · · · · · · ·	essential to our ability to foster trust, elevate community voices, and support equitable engagement
		14M00000063	Vacant	\$	53,456 \$	69,493 \$	- Recommended for Reduction)	citywide.

Community Program Coordinator	Neighborhood and Community Services	4.4.14.0000000.4			50.450	00.400	In recruitment (Funding Not Available, Not	An offer has been extended for the Neighborhood Engagement Coordinator position, which plays a critical role in advancing our Civic Association engagement strategy. This position serves as the primary liaison between the Department and neighborhood-based organizations, ensuring consistent communication, support, and collaboration across Richmond's diverse communities. Without this dedicated role, our capacity to maintain meaningful relationships with Civic Associations, respond to resident concerns, and coordinate neighborhood-level initiatives would be significantly diminished. It is essential to our ability to foster trust, elevate community voices, and support equitable engagement
Management Analyst, Associate	Neighborhood and Community	14M0000064	Vacant	\$	53,456 \$	69,493 \$	- Recommended for Reduction)	citywide.
	Services	14TEMP00038	Vacant, Never Filled	\$	46,342 \$	60,245 \$	- This is a temporary position	N/A
Do not add any NEW Community Ambassadors or Ambassador Supervisors. Retain existing personnel in these roles.	Neighborhood and Community Services		0 New	\$	- \$	- \$	Please confirm how many new positions would be added, and the commensurate reduction.	It is unclear what this reduction is referencing, as there are currently no plans to add additional Community Ambassadors or Supervisors beyond the positions already funded. The budget reflects maintaining existing personnel only.
								Responsible for supporting the wealth building programs and residents in need of wrap around services to overcome barriers to economic stability (i.e., food justice, homeownership, entrepreneurship, financial
Management Analyst, Associate	Office of Community Wealth Building	89M0000010	Vacant	\$	46,342 \$	60,245 \$	- Vacant	empowerment, etc.) Caseload: 40 Responsible for supporting the career services/workforce development program to assist residents in
								need of training and credentialing resources necessary to overcome barriers to traditional employment
Management Analyst, Associate	Office of Community Wealth Building	89M00000020	Vacant	\$	46,342 \$	60,245 \$	 Vacant Do not have this as a funded vacant position in 	and sustainable wages. Caseload: 50
Management Analyst, Associate	Office of Community Wealth Building	89M00000022	Vacant	\$	46,342 \$	60,245 \$	- FY26	N/A
							Filled (Funding Not Available, Not	Responsible for supporting the efforts of the Social Impact team through community outreach to assist residents in obtaining the appropriate resources to meet their goals to achieve economic mobility.
Management Analyst, Associate	Office of Community Wealth Building	89M00000030	Vacant	\$	46,342 \$	60,245 \$	- Recommended for Reduction)	Caseload varies by community need; weekly reach is 125 households
Policy Advisor	Office of Strategic Communications	54M0000006	Vacant	\$	96,380 \$	125,294 \$	Filled (Funding Not Available, Not - Recommended for Reduction)	The two positions currently under review in the Office of Strategic Communications are critical to maintaining the City's ability to provide timely, accurate, and accessible information to residents,
1 olloy Advisor			vacant	Ψ			Filled (Funding Not Available, Not	stakeholders, and media outlets. These positions are not only filled, but are essential to the City's daily
Communications and Marketing Analyst	Office of Strategic Communications	54M00000009	Vacant	\$	57,408 \$	74,630 \$	- Recommended for Reduction)	operations, including emergency communications, community engagement, media coordination, and This position is going to be allocated to one of the two new Community Centers (TB Smith & Lucks)
Decreation Decrease Instructor Coning	Dada and Dagasation	00110000007	Verset Never Elled		77.440	400.000	la manufacant (Net Becommended for Beductio	slated to come online in June and July 2025 respectively. Funding was reduced since the opening of these sites were delayed and we were trying to save dollars. Not filling this position will impact the
Recreation Program Instructor, Senior	Parks and Recreation	30M00000667	Vacant, Never Filled	\$	77,448 \$	100,682 \$	- In recruitment (Not Recommended for Reduction	n) program offerings and the number of hours these facilities are open daily. This position is going to be allocated to one of the two new Community Centers (TB Smith & Lucks)
								slated to come online in June and July 2025 respectively. Funding was reduced since the opening of these sites were delayed and we were trying to save dollars. Not filling this position will impact the
Recreation Program Instructor, Senior	Parks and Recreation	30M00000669	Vacant, Never Filled	\$	77,448 \$	100,682 \$	- In recruitment (Not Recommended for Reduction	n) program offerings and the number of hours these facilities are open daily.
								This position is going to be allocated to one of the two new Community Centers (TB Smith & Lucks) slated to come online in June and July 2025 respectively. Funding was reduced since the opening of these sites were delayed and we were trying to save dollars. Not filling this position will impact the
Recreation Program Instructor, Senior	Parks and Recreation	30M00000671	Vacant, Never Filled	\$	77,448 \$	100,682 \$	- In recruitment (Not Recommended for Reduction	n) program offerings and the number of hours these facilities are open daily. The Richmond Police Department is currently staffed well below its authorized strength of 126.5 civilian
Property Evidence Technician	Police	41M00000010	Vacant 3+ years	\$	49,858 \$	64,815 \$	- In recruitment (Not Recommended for Reductio	full-time employees. The Property and Evidence Technician position is essential for maintaining our extensive property and evidence warehouse and ensuring efficient processing of items seized during investigations, including weapons, drugs, currency, and other contraband. Despite active recruitment efforts, filling this position has proven challenging due to the background investigations required for this position. In the past six months, two candidates—most recently in December 2024 and January 2025—failed to pass these background checks. During this vacancy, officers on light duty or administrative assignments have covered these responsibilities. We continue actively recruiting for this position, as eliminating it would significantly impair our service delivery to citizens. These impacts extend beyond criminal prosecutions to include important services such as returning stolen property to crime victims.
Management Analyst Associate	Police	441400000000	Vacant 2 Lyapra	¢	46,342 \$	60,245 \$	\(\(\alpha\) (Not Personmended for Peduction)	The Chief of Police is doing a reorganization to realign civilian and sworn positions. As such, position is being converted to a sworn position.
Management Analyst, Associate Business Systems Analyst	Public Utilities	41M00000264	Vacant 3+ years	Φ	46,342 \$	60,245 \$	·	nd The proposed elimination of positions within the Department of Public Utilities (DPU) would not generate
		35M00000172	Vacant, Never Filled	\$	98,191 \$	127,648 \$	funding can not be used for General Fund (Not - Recommended for Reduction)	General Fund savings, as DPU is funded through an Enterprise Fund. The revenues that support these positions are restricted and must be used solely for utility operations, maintenance, and capital
							Vacant - This is a Public Utilities position and funding can not be used for General Fund (Not	improvements. Eliminating these positions does not free up funding for General Fund use and would instead reduce DPU's capacity to maintain critical infrastructure and deliver essential services to
Management Analyst, Senior	Public Works	35M00000609	Vacant	\$	59,652 \$	77,548 \$	- Recommended for Reduction)	residents and businesses. Eliminating the Director of Transportation position would undermine the City's ability to coordinate and
Remove new Director of Transportation	Public Works							implement a unified, multimodal transportation strategy. As Richmond grows and becomes more densely populated, stronger coordination is needed to balance engineering demands with community goals for walkable, bike-friendly, and transit-accessible streets.
								This position—created through the reallocation of existing funds, not new funding—was established to lead that coordination across departments and with external partners. The Director will align transportation planning with land use and economic development goals, support transit-oriented development, and foster collaboration among GRTC, private mobility providers, and community groups.
			0 New	\$	116,626 \$	151,614 \$	Vacant - Position has been reallocated from a needed position to meet the mayor's priority. (Not - Recommended for Reduction)	Without this role, the City risks continued fragmentation, missed opportunities for integration, and slower progress on Council-supported priorities such as Vision Zero, Complete Streets, and Richmond 300. This is a strategic investment in leadership, not an expansion of government.
								The Senior Engineer position currently under consideration for reduction is vacant and not actively being recruited for at this time. While this role supports key engineering functions within the department, we recognize the need to balance priorities across the organization. The department will continue to assess its workload and staffing needs to ensure critical services and project delivery are maintained with
Engineer, Senior	Public Works	29M00000474	Vacant 3+ years	\$	75,030 \$	97,539 \$	- Vacant	existing resources.

							The proposed reduction of a Refuse Collector position within the Department of Public Works is not recommended, as it would directly impact the City's ability to maintain timely and reliable solid waste collection services.
Refuse Collector	Public Works	29M00001219	Vacant 3+ years	\$ 41,600	\$ 54,080 \$	- Vacant	Refuse Collectors play a critical role in delivering essential front-line services, including residential trash collection, bulk and alley pickups, and support for special event cleanups. These services are highly visible to the public and vital to maintaining neighborhood cleanliness, health, and quality of life.
Trefuse Collector	T dollo VVOING		INEL REDUCTIONS	\$ 3,421,816		- Vacant	Visible to the public and vital to maintaining fleighborhood dearniness, fleatin, and quality of inc.

	Draft Personnel	Reduction Propo	osals			Admin please provide position status and impact						
Position Title/Description	Department	Position number	Vacant or New	Proposed Reduction	Salary + Benefits	Admin Adjusted Reduction	Admin - Confirm if position is Vacant, Filled, In Recruitment	Administration Response - Impact	Half Year Allocation for Vacant/NewPersonnel			
Transformation Manager	Budget and Strategic Planning		0 New \$ 89,000 \$ 115,700 \$			Vacant - Position has been reallocated from a needed position to meet the mayor's priority. (Not Recommended for Reduction)	The Transformation Manager role is essential to advancing citywide strategic priorities, improving performance tracking, and ensuring accountability across departments. It responds directly to audit recommendations and supports cross-departmental initiatives like housing, modernization, and service delivery improvements. The position is not an added cost—it is a repurposed role within the existing budget, designed to increase efficiency and align City operations with Council and community expectations.	57,850				
								including the elimination of a Deputy Chief Administrative Officer and another Management Analyst position. Further eliminating the remaining Management Analyst, Associate position would severely impact the Office's capacity to manage daily operations and support high-priority initiatives.				
								This position is critical to maintaining continuity, assisting with interdepartmental coordination, and supporting executive functions—particularly as responsibilities have grown even while staffing has decreased. With the prior eliminations, this role is no longer duplicative; it is essential for the remaining team to function effectively.				
Management Analyst, Associate GIS Specialist (Council	CAO's Office	21M00000045	Vacant 3+ years	\$ 46,342	\$ 60,245	\$	Vacant (Not Recommended for Reduction)	Cutting this position would leave the CAO's Office without sufficient analytical and operational support at a time when demands for coordination, transparency, and execution are only increasing.	30,122			
Agency)	City Assessor	08M00000006	Vacant 3+ years	\$ 53,456	\$ 69,493	\$	- Vacant	These are Council Appointee Positions	34,746			
								We do not presume to know the financial burdens of employees. Approach to financial compensation increases should be based in equitable practices and merit. The proposal to prohibit raises for employees earning over \$150,000—regardless of their role, responsibilities, or performance—creates significant equity, operational, and fiscal concerns:				
								Equity is based on contribution, not just compensation level. Equity means recognizing and rewarding performance, impact, and leadership across the organization. Applying an arbitrary income cap ignores the work performed by professionals and executives who manage complex systems, oversee large teams and budgets, and bear significant responsibility for City operations and outcomes.				
								<u>Creates compression:</u> Not providing an equitable increase creates compression within indvidual salaries. This means that there will be subordinates making more than supervisors.				
							\$535,395 is the General Fund Portion \$55,717 is Special Fund	Many of these roles are not eligible for collective bargaining protections. By exempting only union-represented employees, this policy penalizes non-union employees who lack the ability to negotiate for cost-of-living increases and inflationary adjustments, further widening inequities between bargaining and non-bargaining employees.				
Remove 3.25% Salary							\$72,597 is Public Utilities \$48,063 is Information Technology \$5,001 is Risk Management \$6,052 is Parking Management	The proposal overlooks critical fund structure implications. The current cost estimate includes all funds, not just the General Fund. However, each fund is legally and operationally distinct. For example, Enterprise and Special Revenue Funds must remain self-balancing and cannot be used to subsidize General Fund operations. Removing funding for salary increases in these funds would require separate adjustments and could jeopardize service delivery or compliance with federal or state funding guidelines.				
Increase for Non-union Employees with salaries that exceed \$150k	Citywide		0 Existing	\$ 750,000	\$ 975,000	\$	Grand Total: \$722,826 (Not Recommended for Reduction)	It disincentivizes talent retention, decreases moral, and devalues the work of employees. Many of these positions are already subject to public scrutiny, intense demands, and are responsible for a variety of risk factors/liabilities. Eliminating salary increases at this level discourages retention of high-performing individuals and sends a message that the City does not recognize or value strong leadership.	487,500			
Emergency Communications Officer	Emergency Communications	87M00000050	Vacant	\$ 51,896	\$ 67,465		Filled - This is a special fund/grant funded position cannot be used for general fund uses		,			
Emergency Communications Officer	Emergency Communications	87M00000017	Vacant	\$ 51,896	\$ 67,465	\$	In recruitment (Not - Recommended for Reduction)					
Emergency Communications Officer	Emergency Communications	87M00000054	Vacant	\$ 51,896	\$ 67,465	\$	Filled (Funding Not Available, Not Recommended for Reduction)		33,732			
Emergency Communications Officer	Emergency Communications	87M00000044	Vacant	\$ 51,896	\$ 67,465	\$	Filled - This is a special fund/grant funded position cannot be used for general fund uses					
Emergency Communications Assistant Supervisor	Emergency Communications	87M00000086	Vacant	\$ 75,046	\$ 97,560	\$.	- Filled - Candidate starts April 21s	Our Emergency Communications Officers (ECOs) handle on average 119.3 (911 & non-emergency) calls per 11.5-hour shift. A reduction to our ECOs will reduce our ability to timely answer calls which would delay the dispatching of calls for				
Emergency Communications Officer (0.5)	Emergency Communications	87M00000126	Vacant 3+ years	\$ 25,948	\$ 25,948	\$	Vacant (Not Recommended for Reduction)	services. The Emergency Communications Assistant Supervisor position has been filled, and the candidate will start on April 21st.	12,974			
	Finance	25M00000095	Vacant, Never Filled	\$ 98,191	\$ 127,648	\$	In recruitment (Not - Recommended for Reduction) Vacant (Not Recommended for		63,824			
Accounting Supervisor	Finance	25M00000710	Vacant	\$ 75,030	\$ 97,539	\$	Vacant (Not Recommended for Reduction) Vacant (Not Recommended for	 -	48,770			
Administrative Technician Management Analyst,	Finance	25M00000014	Vacant	\$ 41,600	\$ 54,080	\$	- Reduction) Vacant (Not Recommended for		27,040			
Associate	Finance	25M00000016	Vacant	\$ 46,342	\$ 60,245	\$	- Reduction) Vacant (Not Recommended for		30,122			
Management Analyst, Associate	Finance	25M00000087	Vacant	\$ 46,342	\$ 60,245	\$	- Reduction)		30,122			

Management Analyst,		T		ī		1	ı		Vacant (Not Recommended for		
	inance	25M00000097	Vacant	l _{\$}	46,342	\$ 6	0,245	\$ -	Reduction)		30,122
Management Analyst,				-			·		In recruitment (Not		
	inance	25M00000725	Vacant	\$	46,342	\$ 6	0,245	\$ -	Recommended for Reduction) Vacant (Not Recommended for	The proposed reduction of 25 positions within the Department of Finance is strongly discouraged and would have a	30,122
Management Analyst, Principal F	inance	25M00000711	Vacant	 	80,282	\$ 10	4,367	\$ -	Reduction)	significant negative impact on the City's ability to meet its core financial obligations, maintain compliance with audit	52,183
Management Analyst,	manoo	2011100000711	Vacant	+	00,202	Ψ	1,007	Ψ	Vacant (Not Recommended for	standards, collect and manage revenue, and deliver critical services to residents and businesses.	32,100
	inance	25M00000712	Vacant	\$	80,282	\$ 10	4,367	\$ -	Reduction)	4. Factorial Constituted and Constitute Foundation	52,183
Management Analyst,	inance	25M00000718	Vacant, Never Filled	•	59,652	¢ 7	7,548	¢	In recruitment (Not Recommended for Reduction)	1. Essential Operational and Compliance Functions These positions collectively support vital fiscal operations including tax administration, revenue collection,	38,774
	inance	23101000007 18	Vacant, Never Filled	Ψ	39,032	Φ 1	7,540	φ -	Filled (Funding Not Available,	disbursement, financial reporting, debt and investment management, audit and compliance, and customer service.	30,774
Manager									Not Recommended for	Several roles are currently filled or in active recruitment, and their elimination would disrupt continuity, cause	
<u> </u>		25M00000080	Vacant	\$	96,380	\$ 12	5,294	\$ -	Reduction)	service backlogs, and compromise the City's ability to meet internal control standards and regulatory deadlines.	62,647
Financial Regulatory Specialist F	inance	25M00000724	Vacant	 	53,456	\$ 6	9,493	\$ -	In recruitment (Not Recommended for Reduction)		34,746
	Finance	2510100000124	Vacant	Ψ	33,430	Ψ	3,433	Ψ	Vacant (Not Recommended for	2. Audit Findings and Revenue Loss Risk Eliminating these positions directly undermines progress made in addressing long-standing internal audit	34,740
Specialist		25M00000728	Vacant	\$	53,456	\$ 6	9,493	\$ -	Reduction)	Indings—particularly in areas such as accounts payable, business tax audits, and revenue reconciliation. Many of	34,746
Financial Regulatory		25M00000720	Vacant	_	E0 4E0	¢	. 402	c	Vacant (Not Recommended for	the roles targeted are part of units responsible for audit compliance and revenue enforcement. For example:	24.740
Specialist Financial Regulatory	inance	25M00000729	Vacant	D	53,456	\$ 0	9,493	-	Reduction) In recruitment (Not		34,746
	inance	25M00000009	Vacant	\$	61,526	\$ 7	9,984	\$ -	Recommended for Reduction)	•72% of active businesses are currently not filing Business Personal Property taxes.	39,992
Financial Regulatory					·				Vacant (Not Recommended for		
	inance	25M00000091	Vacant	\$	61,526	\$ 7	9,984	\$ -	Reduction) Vacant (Not Recommended for	enforcement and compliance jeopardizes the City's ability to correct this and could result in significant lost revenue.	39,992
Financial Regulatory Specialist, Senior F	inance	25M00000094	Vacant	l _s	61,526	\$ 7	9,984	\$ -	Reduction)	3. Citywide Financial Integrity	39,992
opecialist, defilor	manoc	251010000000	Vacant	Ψ	01,020	γ	3,304	Ψ	Vacant (Not Recommended for	Several positions (e.g., Program and Operations Manager, Revenue Manager, Financial Regulatory Specialists) are	33,332
Accountant, Associate F	inance	25M00000149	Vacant 3+ years	\$	51,667	\$ 6	7,167	\$ -	Reduction)	directly tied to the collection and reconciliation of over \$824.5 million in local tax revenue. Others oversee the	33,584
Dusiness Customs Analyst J		251400000005	Vacant 2	_e	00.404	¢ 40	7 0 4 0	c	In recruitment (Not	issuance of 129,000 personal property tax bills or manage high-volume cash transactions across City accounts.	62.024
Business Systems Analyst F	-inance	25M00000095	Vacant 3+ years		98,191	\$ 12	7,648	-	Recommended for Reduction) Vacant (Not Recommended for	The removal of these positions reintroduces risks that had only recently been addressed through tighter fiscal	63,824
Accountant F	inance	25M00000128	Vacant 3+ years	\$	57,400	\$ 7	4,620	\$ -	Reduction)	controls and oversight.	37,310
									Vacant (Not Recommended for	4. Capacity Deficits Compared to Peer Localities	
Accountant, Associate F	inance	25M00000039	Vacant 3+ years	\$	51,667	\$ 6	7,167	\$ -	Reduction)	Pichmond's Department of Finance integrates both Treasurer and Commissioner of Poyenus functions—a	33,584
									Vacant - Duplicate, already listed above (Not Recommended for	structure not mirrored in peer localities. For instance, Richmond had 98 fewer positions than Chesterfield	
Accounting Supervisor F	inance	25M00000710	Vacant 3+ years	\$	75,030	\$ 9	7,539		Reduction)	County's combined staffing across similar functions. Rather than having excess capacity, the department	48,770
Ţ,					·				In recruitment - Duplicate, alread		,
Financial Regulatory									listed above (Not Recommended	5. Workforce Planning and Long-Term Sustainability	0.4.7.40
Specialist, Senior F Management Analyst,	inance	25M00000009	Vacant 3+ years	\$	53,456	\$ 6	9,493	\$ -	for Reduction) In recruitment (Not	Reducing these roles will exacerbate existing recruitment and retention challenges and eliminate opportunities for	34,746
•	inance	25M00000075	Vacant 3+ years	\$	59,652	\$ 7	7,548	\$ -	Recommended for Reduction)	internal succession planning, especially in mission-critical teams such as payroll, accounts payable, and general	38,774
			j		· ·		•	•	,	accounting. Several positions currently filled by contractors were planned to be converted into permanent roles,	,
										ensuring cost-effective service delivery and institutional knowledge retention.	
										6. Technology and Strategic Improvements	
										Some positions (e.g., Business Systems Analyst, Management Analysts, Senior) are tied to ongoing digital	
										transformation and data-driven decision-making. Their removal will delay or derail system improvements, require	
									Vacant (Not Recommended for	higher-cost external support, and limit the department's ability to meet growing analytical and service delivery	
Revenue Manager F	inance	25M00000040	Vacant 3+ years	\$	75,030	\$ 9	7,539	\$ -	Reduction)	demands.	48,770
										The Fire Department Battalion Chief position has been vacant but we have had a captain that has filled in this position. The Fire Department Battalion Chief is a critical supervisory position within the organization The role of this position is	
									Filled (Funding Not Available,	made more critical with the recent FY 2026 organizational adjustment eliminating the Assistant Chief positions. This is a	
_F	Fire & Emergency								Not Recommended for	critical position that coordinates with both internal and external agencies concerning emergency services coordination,	
Fire Battalion Chief S	Services	42M00000104	Vacant 3+ years	\$	97,584	\$ 12	6,859	\$ -	Reduction)	which will include daily staffing.	63,430
-	Fire & Emergency								Vacant (Not Recommended for	The Fire Driver Operator position is responsible for safely transporting the crew of each apparatus. The position can only be filled based upon a promotional process. This Suppression position is also part of daily minimum staffing. Until the	
	Services	42M00000045	Vacant 3+ years	\$	_	\$	_	\$ -	Reduction)	position is filled with a permanent promote the Department has a person filling in for the role in an acting capacity.	_
•	Fire & Emergency		- Joans - Joans	*		Ŧ		T	In recruitment (Not	The Fire Department has already made a job offer on this position. The successful candidate has accepted the position	
Training Analyst S	Services	42M00000472	Vacant 3+ years	\$	61,507	\$ 7	9,959	\$ -	Recommended for Reduction)	with a start date of April 21, 2025. The position is no longer vacant.	39,980
										This HR Manager position is essential to supporting the Fire Department's human resource needs and managing collective bargaining obligations. The role provides daily support on complex personnel issues, ensures compliance with the union	
										contract, and serves as the primary liaison during labor negotiations and grievance processes.	
		STATE OF THE STATE							In recruitment (Not	With the added responsibilities of collective bargaining, this position cannot be absorbed by existing staff without	
Human Resource Manager	. 5		0 New		80,282		4,367	•	Recommended for Reduction)	compromising service, increasing risk, or disrupting labor relations.	52,183

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Business Systems Analyst	Information Technology							fulfill the duties required. Previously, the duties were being done through a systems developer position. To manage the workload of the department, a business analyst position was created in the FY 2025 budget to better align the actual duties and the position function. The absence of a permanent employee in this role is a significant risk to DIT, as it is a revenue producing position. Additionally, this is an internal service fund position, and the money remains with the fund.	
								We are actively interviewing, but this has proven to be a difficult role to fill due to the level of expertise required. This function has been consistently handled by a dedicated position.	
								This position serves as our Telecommunications Billing Specialist, responsible for ensuring the accuracy of over \$4 million (annual) in monthly invoices from vendors for telecommunications services—including phone, internet, data, and other network-related charges. Managing these invoices is a significant task: telephone lines and mobile devices alone generate	
							Vacant - This is an internal	thousands of billing line items each year.	
							service fund position, not a general fund position (Funding	This role requires analyzing complex telecom billing data and accurately allocating costs to the appropriate agencies that	
		201400000450	Vesent Never Filled	¢ 00.404	¢ 407.040	.	Not Available, Not	use the services. The nature of this work demands specialized expertise in telecom billing and data reconciliation—skills	
Director (reduce	Intergovernmental Affairs	20M00000156	Vacant, Never Filled	\$ 98,191	\$ 127,648	-	Recommended for Reduction) Filled (Funding Not Available,	we do not currently have in-house. The proposed reduction to eliminate the Director of Intergovernmental Affairs is not recommended, as the position is	
salary/fringe increase)	, i		D Existing	¢.	φ.	<u></u>	Not Recommended for Reduction)	already filled with a permanent employee. This role was established to strengthen Richmond's intergovernmental strategy	
Community Program	Neighborhood and		Existing	Φ -	<u> </u>	<u> </u>	Vacant - Grant Funded Position -	and advocacy efforts and remains critical to advancing the City's legislative priorities and securing external resources.	-
Coordinator	Community Services						Can not use for General Fund (Funding Not Available, Not	This is a great funded position (Latine Vouth Substance Abuse Broventies Creat) that is in a position number for the	
		14GRANT0005	Vacant	\$ 53,456	\$ 69,493	-	Recommended for Reduction)	This is a grant funded position (Latino Youth Substance Abuse Prevention Grant) that is in a position number for the special fund. There are no GF dollars for this position.	
Community Program	Neighborhood and				,		,	An offer has been extended for the Neighborhood Engagement Coordinator position, which plays a critical role in advancing our Civic Association engagement strategy. This position serves as the primary liaison between the Department	
Coordinator	Community Services							and neighborhood-based organizations, ensuring consistent communication, support, and collaboration across Richmond's	
							In recruitment (Funding Not	diverse communities. Without this dedicated role, our capacity to maintain meaningful relationships with Civic Associations, respond to resident concerns, and coordinate neighborhood-level initiatives would be significantly	
							Available, Not Recommended	diminished. It is essential to our ability to foster trust, elevate community voices, and support equitable engagement	
		14M00000063	Vacant	\$ 53,456	\$ 69,493	\$ -	for Reduction)	citywide. An offer has been extended for the Neighborhood Engagement Coordinator position, which plays a critical role in	34,746
Community Program Coordinator	Neighborhood and Community Services							advancing our Civic Association engagement strategy. This position serves as the primary liaison between the Department	
								and neighborhood-based organizations, ensuring consistent communication, support, and collaboration across Richmond's diverse communities. Without this dedicated role, our capacity to maintain meaningful relationships with Civic	
							In recruitment (Funding Not	Associations, respond to resident concerns, and coordinate neighborhood-level initiatives would be significantly	
		4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	Varant	6 50 450	* 00 400		Available, Not Recommended	diminished. It is essential to our ability to foster trust, elevate community voices, and support equitable engagement	04.740
Management Analyst,	Neighborhood and	14M00000064	Vacant	\$ 53,456	\$ 69,493	-	for Reduction)	citywide.	34,746
Associate	Community Services	14TEMP00038	Vacant, Never Filled	\$ 46,342	\$ 60,245	\$ -	This is a temporary position	N/A	30,122
Do not add any NEW									
Community Ambassadors or Ambassador							Please confirm how many new		
Supervisors. Retain existing	,							It is unclear what this reduction is referencing, as there are currently no plans to add additional Community Ambassadors	
personnel in these roles.	Community Services	(New New	\$ -	\$ -	\$ -	commensurate reduction.	or Supervisors beyond the positions already funded. The budget reflects maintaining existing personnel only. Responsible for supporting the wealth building programs and residents in need of wrap around services to overcome	-
Management Analyst,	Office of Community							barriers to economic stability (i.e., food justice, homeownership, entrepreneurship, financial empowerment, etc.) Caseload:	
Associate Management Analyst,	Wealth Building Office of Community	89M00000010	Vacant	\$ 46,342	\$ 60,245	\$ -	Vacant	40 Responsible for supporting the career services/workforce development program to assist residents in need of training and	30,122
Associate	Wealth Building	89M00000020	Vacant	\$ 46,342	\$ 60,245	-	Vacant	credentialing resources necessary to overcome barriers to traditional employment and sustainable wages. Caseload: 50	30,122
Management Analyst, Associate	Office of Community Wealth Building	89M00000022	Vacant	\$ 46,342	\$ 60,245	¢ _	Do not have this as a funded vacant position in FY26	N/A	30,122
		0910100000022	Vacant	Ψ 40,342	Ψ 00,243	<u> </u>	Filled (Funding Not Available,	Responsible for supporting the efforts of the Social Impact team through community outreach to assist residents in	30,122
Management Analyst, Associate	Office of Community Wealth Building	89M00000030	Vacant	\$ 46,342	\$ 60,245		Not Recommended for Reduction)	obtaining the appropriate resources to meet their goals to achieve economic mobility. Caseload varies by community need; weekly reach is 125 households	
Associate	ÿ	0311100000000	Vacant	Ψ 40,342	Ψ 00,243	Ψ -	Filled (Funding Not Available,	The two positions currently under review in the Office of Strategic Communications are critical to maintaining the City's	
Policy Advisor	Office of Strategic Communications	54M00000006	Vacant	\$ 96,380	\$ 125,294	 	Not Recommended for Reduction)	ability to provide timely, accurate, and accessible information to residents, stakeholders, and media outlets. These positions are not only filled, but are essential to the City's daily operations, including emergency communications,	62,647
,		34100000000	Vacant	90,300	Ψ 125,294	Ψ -	Filled (Funding Not Available,	community engagement, media coordination, and support for citywide initiatives.	02,047
Communications and Marketing Analyst	Office of Strategic Communications	54M00000009	Vacant	\$ 57,408	\$ 74,630	_	Not Recommended for Reduction)	Eliminating these roles would significantly hinder the City's capacity to communicate proactively and respond effectively in	37,315
Marketing Analyst	Communications	34100000009	Vacant	37,400	Ψ 74,030	-	Reduction)	This position is going to be allocated to one of the two new Community Centers (TB Smith & Lucks) slated to come online	37,313
Recreation Program							In recruitment (Not	in June and July 2025 respectively. Funding was reduced since the opening of these sites were delayed and we were trying to save dollars. Not filling this position will impact the program offerings and the number of hours these facilities are	
Instructor, Senior	Parks and Recreation	30M00000667	Vacant, Never Filled	\$ 77,448	\$ 100,682	\$ -	Recommended for Reduction)	open daily.	50,341
								This position is going to be allocated to one of the two new Community Centers (TB Smith & Lucks) slated to come online in June and July 2025 respectively. Funding was reduced since the opening of these sites were delayed and we were	
Recreation Program							In recruitment (Not	trying to save dollars. Not filling this position will impact the program offerings and the number of hours these facilities are	
Instructor, Senior	Parks and Recreation	30M00000669	Vacant, Never Filled	\$ 77,448	\$ 100,682	\$ -	Recommended for Reduction)	open daily. This position is going to be allocated to one of the two new Community Centers (TB Smith & Lucks) slated to come online	50,341
								in June and July 2025 respectively. Funding was reduced since the opening of these sites were delayed and we were	
Recreation Program	Borko and Boarestina	20140000024	Vacant Navas Eller	¢ 77.440	¢ 400.000		In recruitment (Not	trying to save dollars. Not filling this position will impact the program offerings and the number of hours these facilities are	50.044
Instructor, Senior	Parks and Recreation	30M00000671	Vacant, Never Filled	\$ 77,448	\$ 100,682	ф -	Recommended for Reduction)	Jopen daily.	50,341

										The Kichmond Police Department is currently staticd well below its authorized strength of 120.5 civilian full-time	
										employees. The Property and Evidence Technician position is essential for maintaining our extensive property and	
										evidence warehouse and ensuring efficient processing of items seized during investigations, including weapons, drugs,	
										currency, and other contraband. Despite active recruitment efforts, filling this position has proven challenging due to the	
										background investigations required for this position. In the past six months, two candidates—most recently in December	
										2024 and January 2025—failed to pass these background checks. During this vacancy, officers on light duty or	
										administrative assignments have covered these responsibilities. We continue actively recruiting for this position, as	
Property Evidence									In recruitment (Not	eliminating it would significantly impair our service delivery to citizens. These impacts extend beyond criminal prosecutions	
Technician	Police	41M00000010	Vacant 3+ years	\$	49,858	\$	64,815	\$ -	Recommended for Reduction)	to include important services such as returning stolen property to crime victims.	32,408
Management Analyst,									Vacant (Not Recommended for		
Associate	Police	41M00000264	Vacant 3+ years	\$	46,342	\$	60,245	\$ -	Reduction)	a sworn position.	30,122
Business Systems Analyst	Public Utilities								In recruitment - This is a Public		
									Utilities position and funding can		
									not be used for General Fund		
									(Not Recommended for		
		35M00000172	Vacant, Never Filled	\$	98,191	\$	127,648	-	Reduction)	The proposed elimination of positions within the Department of Public Utilities (DPU) would not generate General Fund	
									Vacant - This is a Public Utilities	savings, as DPU is funded through an Enterprise Fund. The revenues that support these positions are restricted and must	
									position and funding can not be	be used solely for utility operations, maintenance, and capital improvements. Eliminating these positions does not free up	
Management Analyst,									used for General Fund (Not	funding for General Fund use and would instead reduce DPU's capacity to maintain critical infrastructure and deliver	
Senior	Public Utilities	35M00000609	Vacant	\$	59,652	\$	77,548	-	Recommended for Reduction)	essential services to residents and businesses.	
Director of Transportation	Public Works									Eliminating the Director of Transportation position would undermine the City's ability to coordinate and implement a unified,	
										multimodal transportation strategy. As Richmond grows and becomes more densely populated, stronger coordination is	
										needed to balance engineering demands with community goals for walkable, bike-friendly, and transit-accessible streets.	
										liceded to balance engineering demands with community goals for walkable, blke-mendly, and transit-accessible streets.	
										This position—created through the reallocation of existing funds, not new funding—was established to lead that	
										coordination across departments and with external partners. The Director will align transportation planning with land use	
										and economic development goals, support transit-oriented development, and foster collaboration among GRTC, private	
									Vacant - Position has been	mobility providers, and community groups.	
									reallocated from a needed	Iniobility providers, and community groups.	
										With soft this rate the City viales continued for any station relies of any of the few intermedians and also any or any	
									position to meet the mayor's	Without this role, the City risks continued fragmentation, missed opportunities for integration, and slower progress on	
					440.000		454.044		priority. (Not Recommended for	Council-supported priorities such as Vision Zero, Complete Streets, and Richmond 300. This is a strategic investment in	75.007
			0 New	\$	116,626	\$	151,614	\$ -	Reduction)	leadership, not an expansion of government.	75,807
										The Senior Engineer position currently under consideration for reduction is vacant and not actively being recruited for at	
										this time. While this role supports key engineering functions within the department, we recognize the need to balance	
Fasinger Coster	Dublic Wests	001400000474	Va a a m t O :	φ.	75.000	_	07.500		Vacant	priorities across the organization. The department will continue to assess its workload and staffing needs to ensure critical	40.770
Engineer, Senior	Public Works	29M00000474	Vacant 3+ years	\$	75,030	\$	97,539	\$ -	Vacant	services and project delivery are maintained with existing resources. The proposed reduction of a Refuse Collector position within the Department of Public Works is not recommended, as it	48,770
										would directly impact the City's ability to maintain timely and reliable solid waste collection services.	
										would directly impact the City's ability to maintain timely and reliable solid waste collection services.	
										Refuse Collectors play a critical role in delivering essential front-line services, including residential trash collection, bulk	
										and alley pickups, and support for special event cleanups. These services are highly visible to the public and vital to	
Refuse Collector	Public Works	29M00001219	Vacant 3+ years	·	41,600	•	54,080	 •	Vacant	maintaining neighborhood cleanliness, health, and quality of life.	27.040
Keruse Collector	FUDIIC WOIKS			Φ					Vacant	maintaining heighborhood cleaniness, health, and quality of file.	27,040
		IOTAL PERSO	NNEL REDUCTIONS	\$	3,421,816	\$ 5	,756,771	5 -			\$ 2,497,117

Capital Reduction Proposals - 4/28/25 Work Session

Patron	Capital Reduction Proposals	Award/Project # G.O. Bond or Cash Mayor's Proposal					ncil Proposal	Proposed Reduction		
Staff	Fleet Vehicle Replacement (DPW, Parks, RACC)	Multiple	Cash funded	\$	2,645,600	\$	1,390,600	\$	(1,255,000)	
Gibson; Jordan	Laburnum Widening (remove active project)	500848/106752	G.O. Bond	\$	959,617	\$	-	\$	(959,617)	
	SUBTOTAL			\$	3,605,217	\$	1,390,600	\$	(2,214,617)	

Capital Enhancement Proposals

Patron	Capital Reduction Proposals	Award/Project #	G.O. Bond or Cash	Mayor's Proposal	Cou	ncil Proposal	Proposed Increase	
Staff	Richmond People's Budget Reserve Fund	Multiple	Cash funded	\$ -	\$	1,255,000	\$	1,255,000
Staff	Richmond People's Budget G.O. Bond Projects	Multiple	G.O. Bond	\$ -	\$	450,000	\$	450,000
Gibson; Jordan	Pine Camp Facilities		G.O. Bond	\$ -	\$	509,617	\$	509,617
	SUBTOTAL			\$	- \$	2,214,617	\$	2,214,617
					Ba	alancing Check	\$	-

NOTE: Richmond People's Budget through a combination of the above CIP reductions and available funding identified in Mayor's proposed FY26 Budget. Total investment equals \$3 million.