



BUDGET WORKSHOP

May 21, 2026

Budget and Performance Management

AGENDA

1. STAFF CHANGE – WATER/SEWER
2. HR BENEFITS FOLLOW-UP
3. POTENTIAL GENERAL FUND CHANGES
4. COMMUNITY AGENCIES RECOMMENDATIONS
5. RECOMMENDATION OF BUDGET AND PROPERTY TAX RATE

Water/Sewer Fund Staff Change

Council recently approved a water/sewer debt refunding, allowing for water/sewer debt payment savings.

Staff Recommended Budget Change

- Expenditures: Reduce principal and interest payments in water/sewer fund by \$405,440.
- Resources: Increase addition to fund balance by \$405,440.

The recommended average rate increase of 5% for water/sewer charges is not affected as the Utilities Commission rate model already assumes this change.

Employer /Employee Cost Share Comparison:

- When comparing employer vs. employee costs, the following health plan considerations should also be evaluated:
 - Plan design comparison
 - Deductible amounts
 - Out-of-pocket maximums
 - Copays

- The City has a new benefits broker effective July 1, 2026, and will work with them to ensure our plans are competitive in the market.

(Employee Only)	Employer Cost Share	Employee Cost Share
City of Winston-Salem (PPO)	87%	13%
Charlotte (PPO)	89%	11%
Mecklenburg County (PPO)	87%	13%
Raleigh (PPO)	100%	0%
Durham (ACO)	97%	3%
Greensboro (EPO)	90%	10%
Wake County (PPO)	97%	3%

(Family)	Employer Cost Share	Employee Cost Share
City of Winston-Salem (PPO)	78%	22%
Charlotte (PPO)	79%	21%
Mecklenburg County (PPO)	81%	19%
Raleigh (PPO)	74%	26%
Durham (ACO)	89%	11%
Greensboro (EPO)	84%	16%
Wake County (PPO)	87%	13%

Merit Increase Data:

All employees that earned a “Meets” performance evaluation received a Merit increase in both 2024 and 2025.

Employees on a Performance Improvement Plan (PIP) are eligible for Merit increases upon successful completion of their PIP.

Response Packet: Potential General Fund Changes

<u>Description</u>	<u>Amount</u>
Two Month Delay in Merit Implementation	\$1,128,710
Stormwater Fund Position Corrections	347,270
Public Safety Phone Line Reduction	250,000
Golf Course Revenue Adjustments	150,000
Eliminate Decorative Street Lighting Program Subsidy	150,000
Eliminate Secondary Revenue Collections Location at Black Phillips Smith Building	132,000
Eliminate Remaining Unallocated Community Agency Funding	115,550
Human Relations Re-Organization (Analyst-Level Position Deletion)	94,830
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	\$2,368,360

General Fund: Community Agencies Potential Funding

Organization Name	Amount
Arts Council of Winston-Salem and Forsyth County	\$213,000
Kaleideum	134,000
Union Community Development Corporation	98,000
The Dwelling	89,000
YMCA of Northwest North Carolina	56,000
City with Dwellings	52,000
Forsyth County District Attorney	39,000
The Salvation Army	36,000
Mixxer Community Makerspace	26,000
Senior Services, Inc.	24,000
HARRY VCOS	19,000
Shepherd's Center of Greater Winston-Salem	15,000
Second Harvest Food Bank of NUNC	14,000
YWCA - Hawley House	14,000
A Bed and A Book	12,000
SUBTOTAL - PREVIOUSLY DISCUSSED	\$841,000
Partnership for Prosperity	\$22,000
ANCHOR	20,000
Piedmont Environmental Alliance	17,000
Liberty East Redevelopment	15,000
Center For Creative Economy	14,000
LEAD Girls of NC	13,000
Authoring Action	13,000
SUBTOTAL - ADDITIONS	\$114,000
TOTAL - GENERAL FUND COMMUNITY AGENCIES	\$955,000

Occupancy Tax Fund: Community Agencies Potential Funding

Organization Name	Amount
Old Salem	\$138,000
NC Black Repertory Company	125,000
RiverRun	48,000
Piedmont Triad Film Commission	42,000
Winston-Salem Symphony	25,000
SUBTOTAL - PREVIOUSLY DISCUSSED	\$378,000
Kaleideum	\$12,000
Youth Summer Programming	8,000
Tri-City Film Consortium	8,000
SUBTOTAL - ADDITIONS	\$28,000
TOTAL – OCCUPANCY TAX COMMUNITY AGENCIES	\$406,000

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