



500 West Big Beaver  
Troy, MI 48084  
troymi.gov

## FROM THE OFFICE OF THE CITY MANAGER

Date: February 10, 2022  
To: Mark F. Miller, City Manager  
From: Robert J. Bruner, Assistant City Manager  
Subject: Fiscal Year 2022-2023 Budget Proposals

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### **Background**

The 2021 City of Troy Advance was held on November 13, 2021. City Council and staff met for discussions facilitated by The Leadership Group (TLG). TLG facilitators presented their report to City Council on January 24, 2022. One of the goals of this project was to provide input on the proposed budget for fiscal year 2022-2023. The fiscal year 2022-2023 proposed budget will be presented to City Council on April 4, 2022. In the meantime, the purpose of this memo is to provide a brief update regarding forthcoming budget proposals resulting from the 2021 City of Troy Advance.

### **Topic 1: Communication and Community Engagement**

Solutions and Recommendations:

- Develop a centralized communication and engagement team dedicated to public relations and outreach.
- Create our vision/identity with resident feedback first.
- Create 5-minute educational videos on issues and topics, like funding scenarios.

The fiscal year 2022-2023 proposed budget will include a new position to lead the City's communication and engagement team. Assistant City Manager Bruner is preparing a job description. The communication and engagement team will be responsible for the City's external diversity, equity and inclusion initiatives.

### **Topic 2a: Facilities (core facilities and infrastructure)**

Solutions and Recommendations:

- Create and implement a vision for staffing (number of positions, benefits, etc.).
- Create, implement and communicate publicly a vision and budget for City Hall capital improvements.
- Explore use of the infrastructure bill to support City Hall improvements.

The fiscal year 2022-2023 proposed budget will include a new position to help address staffing. In 2021, job postings increased by 68% compared to a typical year. Full-time new-hires and promotions increased 71% and full-time separations (including retirements) increased by 111% compared to a typical year. Accordingly, employee attraction, engagement, and retention has never been more challenging or important. Human Resources Director Menig is preparing a job description. Human



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Resources has taken the lead on instituting diversity, equity and inclusion practices internally and will continue to lead those efforts.

A team of City staff will be tasked with addressing the Solutions and Recommendations related to City Hall. City Hall capital improvements will be discussed when the budget is presented.

### **Topic 2b: Facilities (quality of life amenities and facilities)**

Solutions and Recommendations:

- Formulate a plan for the Aquatic Center.
- Develop a vision and 10-20-year plan for quality of life and leisure activities.
- Explore ideas and publicly share options including funding strategies.

A team of City staff will be tasked with formulating a plan for the Aquatic Center. Capital improvements will be discussed when the budget is presented. The City's communication and engagement team will be tasked with addressing the Solutions and Recommendations related to quality of life and leisure activities, and funding strategies. In addition, the fiscal year 2022-2023 proposed budget will include funding for a resident survey to help prioritize amenities and funding strategies.

### **Topic 3: Funding**

Solutions and Recommendations:

- Ask residents for a parks and recreation millage (i.e. greenspace, specific projects).
- Explore non-committee approaches to remove millage cap (i.e. ballot vote).
- Utilize community engagement forums to identify priorities and then develop funding options.
- Separate funding between wants and needs.

The City's communication and engagement team will be tasked with determining what, if any, new funding strategies the community is most likely to support. This is related to, not separate from, the activities described above.