



Meeting of
Fair Housing Task Force

Wednesday, April 30, 2014
7:00 p.m. – 9:00 p.m.

Village of Oak Park
123 Madison, Room 101
Oak Park, Illinois

Agenda

- I. Call to Order
- II. Roll Call
- III. Agenda Approval
- IV. Approval of Minutes
- V. Public Comment
- VI. Ground Rules
- VII. Work Plan
- VII. Overview of Departmental Budgets
 - A. Community Relations
 - B. Housing Programs
- VIII. Adjourn

2014 Work Plan for FAIR HOUSING TASK FORCE
Supporting Fair Housing and Diversity

2014 Initiatives

ENABLING LANGUAGE	PROJECT	OUTCOMES	TIMEFRAME	COST (if any)
Enforcement of Existing Laws and Ordinances				

2014 Work Plan for FAIR HOUSING TASK FORCE
 Supporting Fair Housing and Diversity

ENABLING LANGUAGE	PROJECT	OUTCOMES	TIMEFRAME	COST (if any)
Community Education				

2014 Work Plan for FAIR HOUSING TASK FORCE
 Supporting Fair Housing and Diversity

ENABLING LANGUAGE	PROJECT	OUTCOMES	TIMEFRAME	COST (if any)
Oversight of Housing Related Agencies in Oak Park				

2014 Work Plan for FAIR HOUSING TASK FORCE

Supporting Fair Housing and Diversity

Instructions for completing Work Plan

This work plan format provides space to indicate any goal of the Board of Trustees that is supported by your commission:

- Diversity
- Housing
- Retail Strategy
- Commercial District Vitality
- Fiscal Responsibility
- Sustainability
- User Friendly Village Hall
- Intergovernmental Cooperation

Please follow these instructions to complete your work plan:

Column 1: Provides enabling language for your commission by topic.

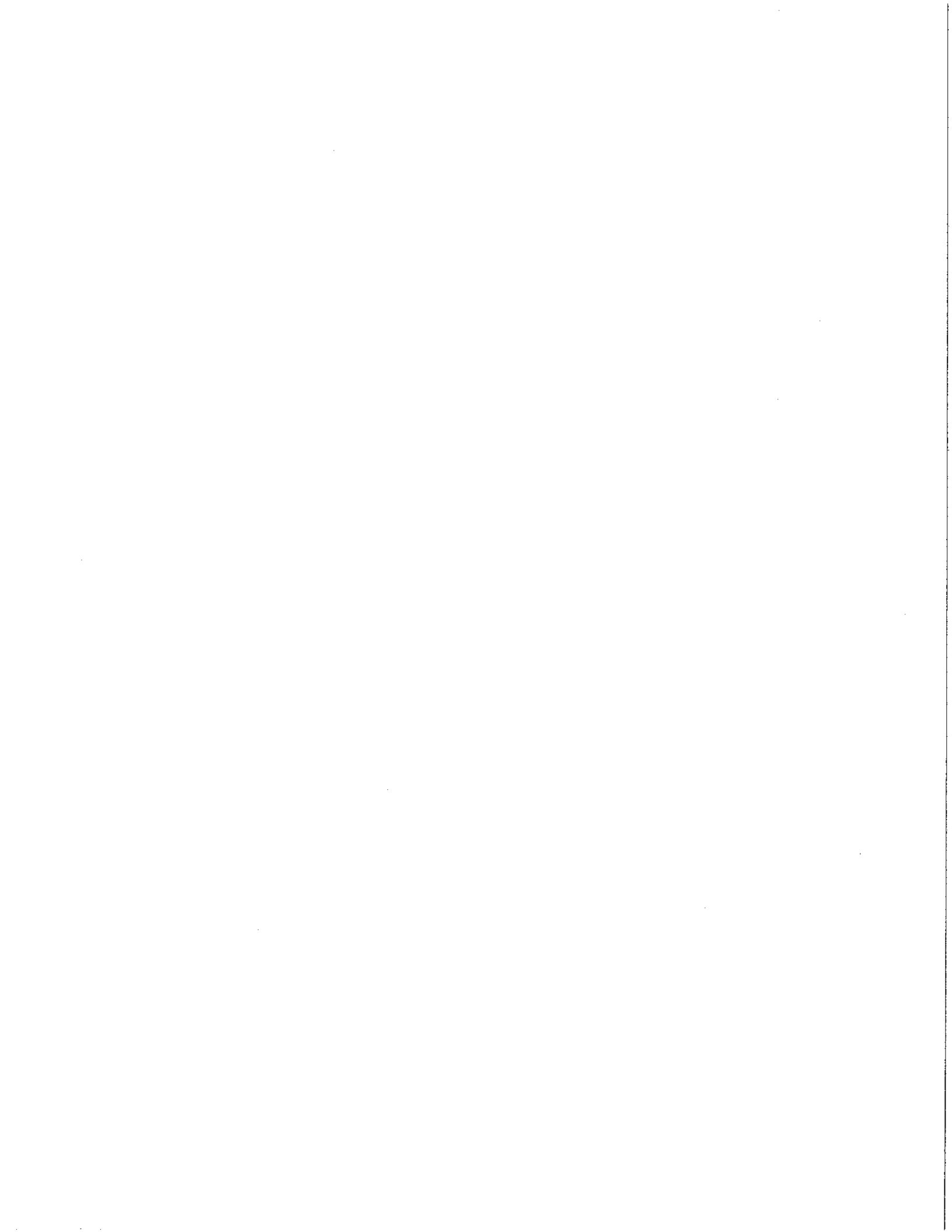
Column 2: List any projects you are pursuing this year in this category.

Column 3: Indicate what outcomes your project will produce.

Column 4: Indicate the proposed time frame for this project, including one which may be multi-year.

Column 5: If required for your project, indicate your proposed budget for this project.

Housing Programs Budget



Housing and CDBG Programs Division

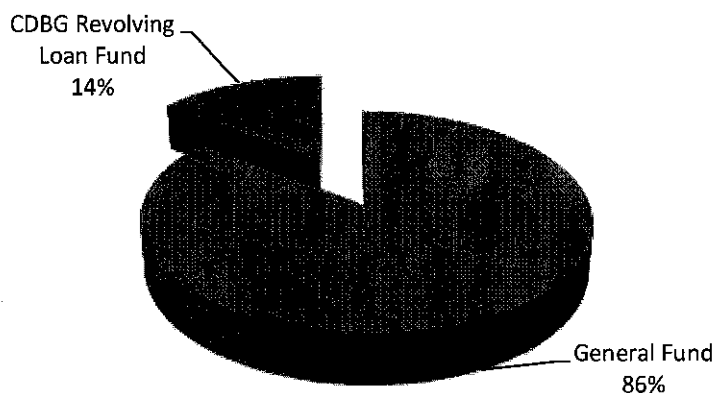


Chart 3-11: Total Housing Programs Expenditures, By Fund

Division Summary

Housing Programs consists of six staff: the Housing and CDBG Programs Manager, Housing Programs Supervisor, the Community Development Technician, the Account Clerk II, the Grants Supervisor and the Grants Coordinator. The Division works closely with the Housing Programs Advisory Committee (HPAC) to evaluate present programs in addressing the mission of the Division and to propose the creation of new programs or the enhancement of existing programs to meet the mission of the Division. Additionally, the Division works with the Community Development Citizens Advisory Committee (CDCAC) to award and monitor CDBG funds to community not-for-profits.

The division oversees the contract administration for the housing partner agencies: Oak Park Residence Corporation and the Oak Park Regional Housing Center. The Division also works with our neighboring communities to increase the housing and transportation options in west central Cook County. The Division works with the Oak Park Area Association of Realtors to train realtors on housing programs in Oak Park and to monitor the real estate market. The Division tracks foreclosures and real estate sales.

Multi-family Housing Incentives Program: One of Oak Park’s important goals is to continue to develop and maintain racial diversity. A large portion of that goal focuses around integrating and supporting continued diversity in rental and owner occupied housing. The Multi-Family Housing Incentives Program is designed to further encourage fair housing practices, to expand housing options for all prospective renters and to improve the quality of multiple-family units and dwellings.

The program consists of two components: grants and rental reimbursement. The Owner is required to provide a 2:1 match to receive a grant to either improve the building or specific units to make the building more marketable to a diverse group of tenants. Under rental reimbursement, the Village covers a portion of the cost for a vacant unit, allowing an owner to maintain a rental vacancy for a

longer period of time to allow an affirmative move to be made into the unit. Under both components, the Owner is required to enter into a Marketing Services Agreement (MSA) to affirmatively market their rental units with the cooperation and assistance of the Village of Oak Park and its designated Marketing Agent, the Oak Park Regional Housing Center.

Single Family Rehab Program: Oak Parkers with qualifying incomes who own and live in single-family houses are eligible for federally funded rehabilitation home repair loans. Designed to improve the Village's housing stock, the loans are intended to bring structures into compliance with housing and building codes and to eliminate health and safety hazards. Funds also may be used for weatherization and to provide accessibility for the disabled. Homeowners must earn less than 80% of the area median income. The loan programs include the following:

- Village deferred-payment no-interest loans: For low-income owners, loans of up to \$25,000 repayable after 20 years.
- Emergency loans: No-interest loans of up to \$5,000 repayable after five years; for correction of single emergencies and code violations of an emergency nature such as furnace replacement.

At present, funding for the single family rehab loan program is from the Village's Revolving Loan Fund. The Revolving Loan Fund consists of funds that were re-paid by prior homeowners. Additionally, we give homeowners with lead based paint hazards a grant using CDBG funds to correct the Lead Based hazards.

Small Rental Rehab Program: The Small Rental Rehab Program provides forgivable loans to small rental properties with fewer than eight units using Community Development Block Grant (CDBG) funds. A minimum CDBG project budget is \$2,000 per rental unit and the maximum is up to \$5,000 per rental unit inclusive of contingency. Priority is given to applications with units having three or more bedrooms. Property owners are required to commit or leverage a minimum 25 percent of the total project cost. Property owners must abide by all terms of the forgivable mortgage and the Small Rental Rehabilitation Program Loan Commitment and Agreement for two to five years. During this period, property owners agree that at least 51 percent of units will be rented to tenants with household incomes at or below 80 percent of the area median income for Cook County.

Sewer Backup Protection Grant Program: The Sewer Backup Protection Grant Program was established to provide financial assistance to homeowners who install systems to protect their homes from sewer backup during a heavy rain event. Funding for the program is from the Water and Sewer Fund but the program is administered by the Housing Programs Division. The program's intent is to offset a portion of the expense of modifying a building's plumbing system to prevent backflow when Village sewers are at capacity. Eligible homeowners may qualify for a grant of 50 percent of the total cost of sewer backup prevention improvements, up to a maximum of \$3,500 for installing either an overhead sewer system or a backflow prevention valve system.

West Cook County Housing Collaborative: The West Cook County Housing Collaborative (the "Collaborative") was created by the municipalities of Bellwood, Berwyn, Forest Park, Maywood and Oak Park for the purpose of the Collaborative to obtain Neighborhood Stabilization Program ("NSP") Funds and other funds to use in furtherance of the housing goals in the Member Communities. Since 2009, the Member Communities applied to the Chicago Community Trust and the Grand Victoria Foundation for funding to hire a consultant to act as the coordinator for the communities. The Collaborative hired IFF, a non-profit community development financial institution, to act as the coordinator. In the fall of 2011, the Village of Oak Park on behalf of the Collaborative received \$2.9 million from the HUD Sustainable Communities Challenge Grant to update the Comprehensive Plans for Oak Park, Bellwood, Forest Park and Maywood and to create a revolving loan fund to finance

transit oriented development in the member communities. IFF has agreed to match the revolving loan fund with an additional \$1 million of private investment. IFF is receiving funds under both the DCEO and HUD to administer these projects. The Housing Programs Manager is responsible for the administrative support for the Collaborative and the HUD Sustainable Communities Challenge Grant.

Condo Corner Network: The Division sponsors educational presentations for condominium owners in order to learn skills to effectively manage their condominium associations. The Division sponsors a six-week training program to help associations increase their knowledge of proven practices of successful associations. The curriculum is designed for individuals who currently are on an association board, thinking of joining a board or want to understand how an association should operate. Additionally, the Division monitors the Oak Park Residence Corporation's contract to provide one-on-one assistance to small condominium associations with fewer than 12 units. The Residence Corporation will work with individual associations to assess their capacity to manage their association and to build their capacity. Services may include helping to learn how to budget for contingencies, how to conduct meetings and elections, and how to ensure the association is fully protected.

Multi-family Licenses: The Village of Oak Park licenses all rental properties of four or more units. The Division is responsible for issuance of the license and collection of license fees. Additionally, as part of the license process, building owners are required to report the racial composition of each unit in its building. The Division compiles the racial data and determines which blocks should be housing counseling locations. The goal for each block is to not have any predominant racial group. After the racial data is collected, the Division creates a map of housing counseling locations. The map is used to prioritize grants under the Multi-family Housing Incentives Program. Grants are awarded to buildings that could benefit from improvements to increase the marketability of the building and in buildings that need increased affirmative marketing to prevent segregation. The map is also given to the Oak Park Regional Housing Center to use for affirmative marketing purposes for buildings that do not participate in the Multi-family Housing Incentives Program.

Condominium Inspection fees: The Village of Oak Park also conducts a biennial inspection of all condominium buildings and inspects all rental units within a building. The Division is responsible for collecting the inspection fee from each condominium association and for obtaining contact information for each association for the Board members and owner/renters of each rental unit in the building. The Division then provides that information to the Division of Building and Property Standards (BPS) to use when scheduling the inspection.

Monitors Foreclosures and Real Estate sales: The Division subscribes to Public Records Information Services. Public Records maintains an online database of many Cook County files including foreclosures, mortgages and bankruptcies. The Division reviews all foreclosures filed in the Village and forwards that information to the Division of Building and Property Services (BPS) for possible inclusion on the Vacant Property Database. The Division follows each foreclosure and reports back to BPS on the disposition of each property. After a judgment for foreclosure has been filed the Division tracks the property to determine when it has returned back to the market.

Building Improvement Committee: In FY13, the Division took over the leadership of the BIC committee. BIC is comprised of individuals from various departments/divisions including BPS, Community Relations, Fire, Police, Business Services, Law and the Village Managers Office. BIC meets monthly to discuss problem properties in the Village. BIC members then decide how to coordinate efforts to address problem properties and strategies to deal with the properties going forward. Strategies have included sending property owners a letter that their property is being

reviewed by BIC and offering to meet with the property owner to discuss problems identified by the Village as well as administrative adjudication and legal options.

Community Development Block Grant (CDBG): The CDGB Grant Fund is staffed by the Grants Administration staff which manages and coordinates with other Village departments and divisions the Village's federal grant programs funded by the United States Department of Housing and Urban Development (HUD) to meet community development and housing needs. On an annual basis, the Village receives various federal funds which may be allocated via an established review process in the form of a grant to eligible local non-profits and Village projects to achieve targeted goals and strategies that are directed toward strengthening the community and improving conditions for our lower and moderate income residents. The range of projects include housing, economic development and jobs, infrastructure, community facilities, public service programs and more.

CDBG is responsible for conducting the operations of the following HUD grants:

- Community Development Block Grant (CDBG)
- Emergency Solutions Grant (ESG)

2013 Accomplishments

Among the most significant developments of FY13 for the Housing Programs Division was the addition of the CDBG program staff resources. Expanding the division to include programs that support efforts to provide decent housing, a suitable living environment and expand economic opportunities for persons of low and moderate income fit well within the Village's well-established housing initiatives.

Key accomplishments of the now Housing & CDBG Programs Division in Fiscal Year 2013 include the following:

- Serviced seven Single-Family Housing Rehabilitation Loan Program projects received in 2012 and selected 24 applicants from 60 new inquiries for future participation.
- Continued four Small Rental Properties Rehabilitation Loan Program projects from 2012, with 10 applicants from 20 new inquiries expected to qualify for future participation.
- Paired the Chicago Metropolitan Agency for Planning's Multi-Unit Retrofit Ramp-up program with the Village's Small Rental Properties Rehabilitation Program to help two buildings containing 10 units reduce their energy consumption.
- Awarded Multi-family Housing Incentives Program grants to 20 recipients, while continuing to work with grant recipients from the prior four years. The program now encompasses 63 buildings containing 1,109 units.
- Distributed 300 water conservation kits, while helping 100 households receive rebates – half for installing low water usage toilets and half for having energy audits performed – under the Oak Park River Forest Foundation's Residential Energy and Water Conservation Program
- Processed 23 Sewer Backup Protection Grant Program applications from the 2012 waiting list and 32 new applications. Of the applications received in 2013, 48 were eligible for the grants.

- Worked with U.S. Department of Housing and Urban Development and Cook County to change the Village's program year to align with Cook County to allow access to funding under the federal HOME Program.

2014 Work Plan

The Housing Programs staff is committed to completing seven rehabilitations in FY14 through the Single-Family Housing Rehabilitation Program. As the availability of new CDBG funds varies, other funding sources are becoming necessary to support the program and meet goals. The division has applied for funding from the Illinois Housing Development Authority under the Trust Fund Emergency Loan Assistance Program to supplement the CDBG Revolving Loan Fund.

Working toward improving water conservation in our community, Housing staff will collaborate with the Village's Sustainability Manager to secure funding to continue the current Residential Water Conservation Program. The Oak Park and River Forest Community Foundation, which funds the program, has limited resources available, so additional funding is requested from the Village's Water & Sewer Fund managed by the Public Works Department.

With fewer than 20 percent of the Village's rental buildings participating in the Multi-Family Housing Incentives Program, Housing staff recommends continued funding to grow participation and retain current participants.

CDBG staff will continue to work to coordinate activities with Cook County to reduce administrative redundancies and increase funding opportunities for Oak Park-based non-profits. Staff also is committed to aligning the CDGB and ESG program goals with those identified by the Village Board of Trustees to the extent possible under federal regulatory guidelines.

MAP Program

The following is a summary of the Governance Priorities and performance visions for the Division of Housing and CDBG Programs:

Housing and CDBG Programs Governance Priorities		
<p>Governance Priority #1 – Multi-family and single family grant and loan programs</p>	<p>Governance Priority #2 – Sub-regional coordinated housing strategies</p>	<p>Governance Priority #3 – Community Development Block Grant Funding</p>
<ul style="list-style-type: none"> • Vision#1- Expand the portfolio of housing programs to positively impact the quality, affordability and accessibility of the Village’s housing stock • Vision #2- Continue to refine housing programs to ensure that they remain relevant and aligned with Village values and goals. 	<ul style="list-style-type: none"> • Vision #1 – Strengthen existing intergovernmental partnerships to improve sub-regional housing stock 	<ul style="list-style-type: none"> • Vision #1- To align the Village’s strategic goals with the CDBG funding allocation • Vision #2- To maximize the Village’s use of CDBG funds • Vision #3- To prepare for joint consolidated planning process with Cook County

<u>Fund</u>	<u>2010 Actual</u>	<u>2011 Actual</u>	<u>2012 Actual</u>	<u>2013 Budget</u>	<u>2013 Est.</u>	<u>2014 Budget</u>
General Fund	\$467,973	\$700,520	\$989,217	\$1,267,636	\$993,370	\$1,056,087
CDBG	\$1,771,555	\$1,514,934	\$1,280,317	\$1,660,690	\$1,530,800	\$1,500,000
ESG Grant	\$85,396	\$130,527	\$149,456	\$149,456	\$108,633	\$108,633
Total Housing Expenditure:	\$2,324,924	\$2,345,981	\$2,418,991	\$3,077,782	\$2,632,803	\$2,664,720

<u>Expenditure Type</u>	<u>2010 Actual</u>	<u>2011 Actual</u>	<u>2012 Actual</u>	<u>2013 Budget</u>	<u>2013 Est.</u>	<u>2014 Budget</u>
Personal Services	-\$43,196	\$144,515	\$184,986	\$232,364	\$212,150	\$240,324
Fringe Benefits	-\$15,132	\$73,223	\$62,503	\$83,497	\$77,143	\$88,463
Materials & Supplies	\$4,346	\$4,229	\$4,805	\$4,300	\$4,652	\$6,000
Contractual Services	\$521,955	\$478,553	\$736,923	\$947,475	\$699,425	\$721,300
Department Total	\$467,973	\$700,520	\$989,217	\$1,267,636	\$993,370	\$1,056,087

<u>FTE Summary</u>	<u>2010 Actual</u>	<u>2011 Actual</u>	<u>2012 Actual</u>	<u>2013 Budget</u>	<u>2013 Est.</u>	<u>2014 Budget</u>
General Fund	4.0	6.0	6.0	6.0	6.0	6.0

<u>Revenue Summary</u>	<u>2010 Actual</u>	<u>2011 Actual</u>	<u>2012 Actual</u>	<u>2013 Budget</u>	<u>2013 Est.</u>	<u>2014 Budget</u>
Multi Family Dwelling License	\$0	\$151,270	\$139,080	\$127,520	\$140,500	\$140,520
Condo Inspection Fees	\$45,890	\$46,179	\$45,828	\$46,820	\$42,600	\$42,600
Loan Interest	\$4,930	\$4,304	\$13,161	\$2,500	\$6,598	\$5,519
Revolving Loan Fund	\$2,463	\$3,446	\$39,243	\$2,750	\$3,000	\$2,750
Revenue Total:	\$53,283	\$205,199	\$237,312	\$179,590	\$192,698	\$191,389

Table 3-11: Housing & CDBG Programs Financial Summary

2014 Significant Budget Changes

The Housing and CDBG Programs Division has not requested any significant budget changes at this time.

Partner Agency Summary

The Housing and CDBG Programs Division serves as the liaison to the following Partner Agencies:

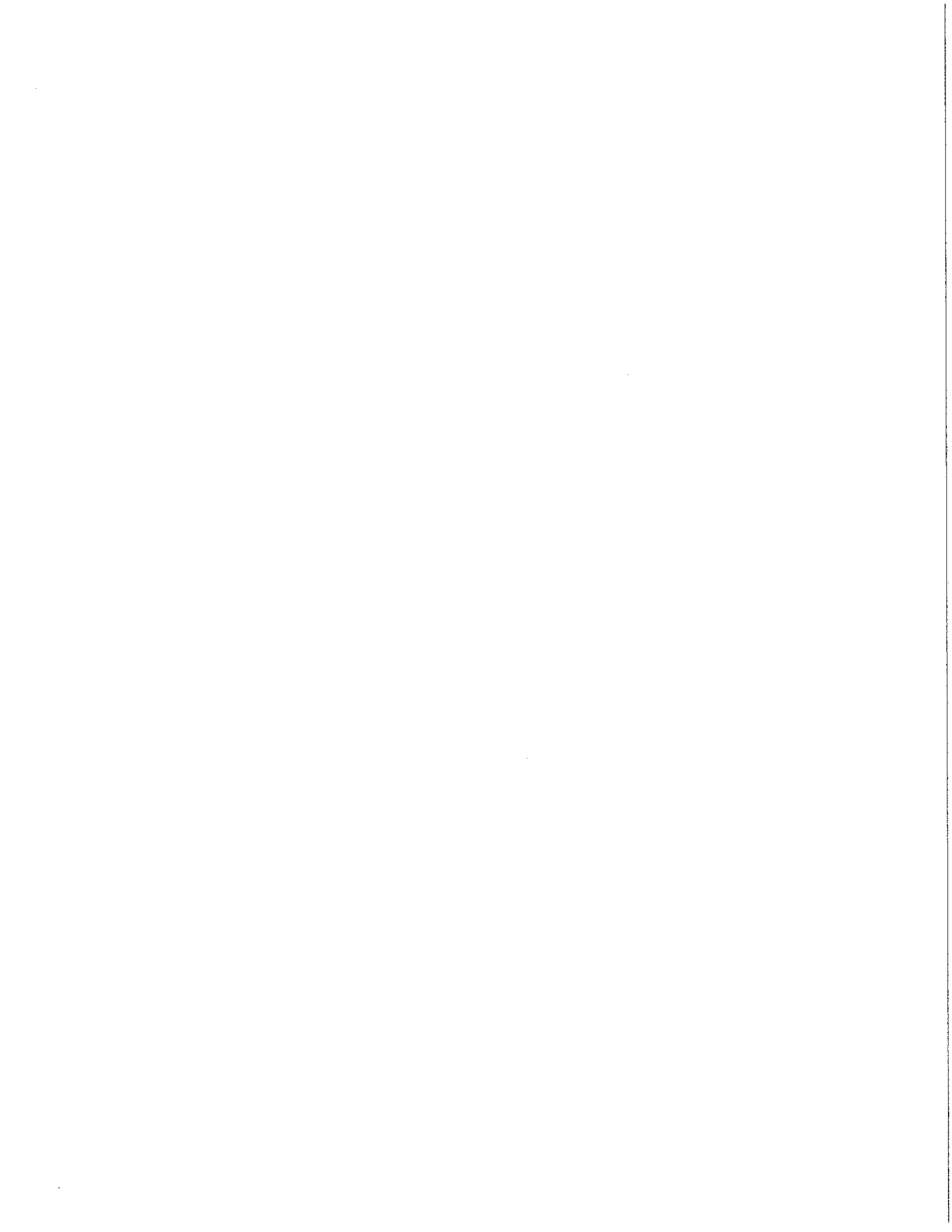
- Oak Park Regional Housing Center** - The Oak Park Regional Housing Center is a community-based non-profit organization that works to achieve meaningful and lasting racial diversity throughout Oak Park and surrounding communities. The Housing Center assists the Village with its core value of diversity and integration in the rental housing market by affirmatively marketing housing in the Village. In FY14, it is proposed the Village enter into a one-year service agreement with the Housing Center to provide marketing and rental assistance for the Multi-family Housing Incentives Program and to promote fair housing.
- Oak Park Residence Corporation**- The Oak Park Residence Corporation is a community-based non-profit organization that preserves Oak Park's housing diversity and economic balance by offering quality apartments at affordable prices. In FY14, it is proposed the Village enter into a one-year service agreement with the Oak Park Residence Corporation that will enable it to offer its expertise in real estate management to small condominium associations. The purpose of the program is to provide "hands-on" training to the participating condominium associations in property management, with particular emphasis upon self-management.

- **Oak Park Housing Authority-** The Oak Park Housing Authority (OPHA) is an Illinois municipal corporation that provides affordable housing for elderly and disabled individuals and families. It also administers various Federal housing programs that assist low-income families in finding decent and affordable housing. In 2005, the Housing Authority experienced a decrease in funding from the U.S. Department of Housing and Urban Development (HUD) for the administration and operation of the Housing Choice Voucher program. Many Housing Authorities across the country and in Illinois also experienced similar cuts in funding. For FY14, it is proposed that the Village enter into a one-year contract to fund a portion of administrative costs of the Housing Choice Voucher program.

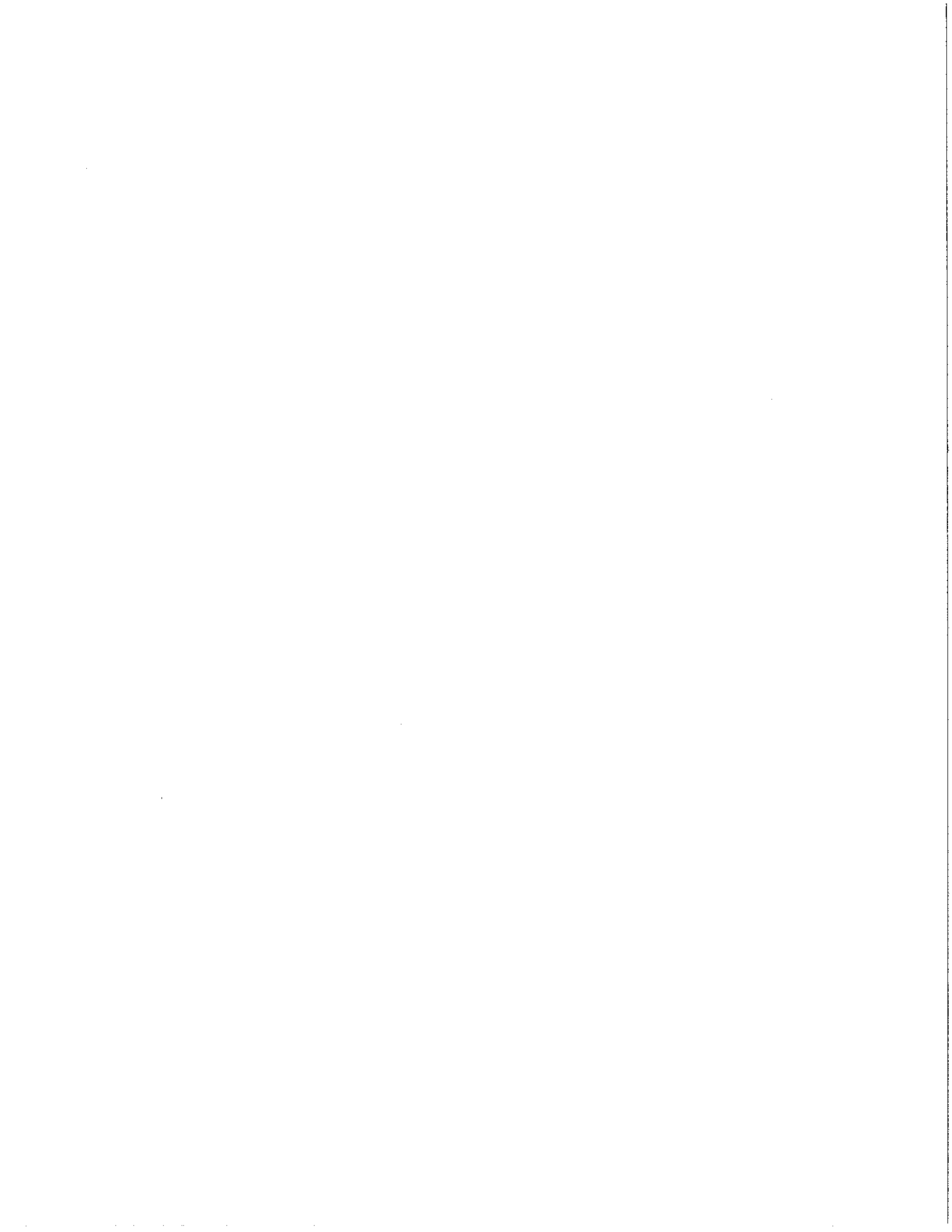
The following is a summary of partner agency funding for these agencies:

Partner Agency	2008	2009	2010	2011	2012	2013	2014 Budget
Oak Park Regional Housing Center							
General Fund - Housing Programs Contractual Services	\$ 389,111	\$ 350,000	\$ 315,000	\$ 365,000	\$ 385,000	\$ 425,000	\$ 425,000
CDBG Funding	\$ 203,177	\$ 210,000	\$ 210,000	\$ 210,000	\$ 187,311	\$ 200,000	\$ 200,000
Total Oak Park Regional Housing Center - 53% of Agency Funding	\$ 592,288	\$ 560,000	\$ 525,000	\$ 575,000	\$ 572,311	\$ 625,000	\$ 625,000
Oak Park Residence Corporation							
General Fund - Housing Programs Contractual Services	\$ 225,000	\$ 150,000	\$ -	\$ -	\$ -	\$ -	\$ -
General Fund - Housing Programs Contractual Services (Small Condo Program)	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 35,000
Total Res Corp - less than 10% of Agency Funding	\$ 250,000	\$ 175,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 35,000
Oak Park Housing Authority							
General Fund - Housing Programs Contractual Services	\$ 100,000	\$ 25,000	\$ -	\$ -	\$ -	\$ -	\$ 35,000
WhiteCo Affordable Housing Funds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 25,000	\$ -
Total Housing Authority - less than 10% of Agency Funding	\$ 100,000	\$ 25,000	\$ -	\$ -	\$ -	\$ 25,000	\$ 35,000

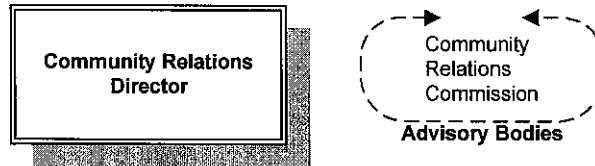
Summary of Housing and CDBG Programs Partner Agency Funding



Community Relations Budget



3.2.4 Community Relations



Executive Summary

Established in 1971, the Oak Park Community Relations Department is responsible for monitoring and enforcing the Village's Fair Housing and Public Accommodations Ordinances. The Department is established specifically by Municipal Code and also provides a wide range of intervention and outreach services to the community designed to enhance the overall quality of life and promote the Village's goal of fostering diversity and respect for human differences. The Community Relations Department works amongst and through each department within the Village for the provision of its multiple services to residents. The department accomplishes its mission via three areas of service delivery, including:

Tenant/Landlord Relations

- Investigates complaints of discrimination, unlawful management practices and code compliance for mitigation
- Provides diversity counseling and training to the public, residents, landlords and realtors to increase awareness of diversity and inclusion issues
- Mediation of landlord tenant disputes to promote long term tenancies in rental sector
- Conducts fair housing and educational sessions to realtors, landlords, tenants and public

Community Outreach Services

- Serves as Village information clearinghouse
- Develops programs that promote neighbor connectivity
- Provides new resident information and orientation services
- Facilitates neighborhood and community conflict resolution
- Provides referrals to community resources
- Trains residents for community organizing projects
- Coordinates Village's graffiti hotline and removal program

Special Events and Services

- Coordination of Day in Our Village Festival
- Coordination of July 4th Diversity Parade
- Middle School Human Relations Awards
- Youth Life/Employment Skills Program
- Coordinates Diversity Dialogue Dinner Program

2013 Accomplishments

FY13 was highlighted by the successful coordination of the 40th annual A Day in Our Village festival, which attracted one of the largest crowds in recent memory. The year also included the ninth annual July 4th Parade. These two events, more than any others, showcase and celebrate Oak Park's continued warm embrace of diversity, a pursuit that led to the very creation of the department.

Other accomplishments for FY13 included the following:

- Coordinated and recruited participants and mentors and helped lead the ninth annual Youth Life/Employment Skills workshop series. The program taps local resources to help area youth learn the critical skills necessary to secure gainful employment and make positive life decisions.
- Laid initial groundwork for cross-community discussions about teen violence and mentoring issues to be developed further in 2014. Also began identifying and coordinating youth ambassador task force members to lead efforts to address issues that cross community boundaries.
- Established collaborative working relationship with District 97 Multicultural Education Resource Center for cross referrals for diversity counseling and consultation to new, prospective residents and service providers.
- Joined the Metropolitan Mayors Caucus Diversity Task Force.
- Assisted the Oak Park Housing Authority in enhancing diversity counseling sessions related to Housing Choice Voucher recipients hoping to find homes in the Village. Also conducted three Fair Housing training classes for new Oak Park Board of Realtors members.
- Restructured the Middle School Human Relations Awards Program to more actively engage school administration and staff in efforts to promote a diversity philosophy at the middle school level

2014 Work Plan

Cooperative cohabitation will be the catchphrase of FY14, as the Community Relations Department strives to support Oak Park's commitment to acceptance and inclusion rather than simple tolerance of the differences in race, ethnicity, religion, sexual orientation and income that have made us a community of many viewpoints and lifestyle choices. So many different people coexisting in such close proximity also create stresses and conflicts among neighbors and within neighborhoods, and between landlords and tenants. In fact, the one-person Community Relations Department typically responds to about 3,000 inquiries from residents seeking assistance in a wide range of interactions.

In the year ahead, the department also will continue to focus on attaining many of the goals and objectives set 40 years ago when the community relations role was codified, including combating housing discrimination, helping resolve tenant/landlord disputes and fostering community diversity.

Targeted, proactive outreach to combat youth violence along our borders and more aggressive collaboration with local and Chicago service providers to develop responses and solutions to shared

social issues also will be on the 2014 agenda. In addition, efforts will focus on strengthening relationships with neighboring communities such as Austin, Berwyn, Galewood and Cicero.

MAP Program

The Department of Community Relations will be incorporated into the MAP Program during the second wave of program deployment (2013-2014).

Expenditure Type	2010 Actual	2011 Actual	2012 Actual	2013 Budget	2013 Est.	2014 Budget
Personal Services	\$97,410	\$97,846	\$99,358	\$101,003	\$98,815	\$103,817
Fringe Benefits	\$23,587	\$24,825	\$26,824	\$28,973	\$28,973	\$32,047
Materials & Supplies	\$1,410	\$609	\$465	\$2,200	\$2,200	\$2,300
Contractual Services	\$16,796	\$19,852	\$19,528	\$21,000	\$21,000	\$24,500
Department Total:	\$139,203	\$143,132	\$146,175	\$153,176	\$150,988	\$162,664

FTE Summary	2010 Actual	2011 Actual	2012 Actual	2013 Budget	2013 Est.	2014 Budget
General Fund	1.0	1.0	1.0	1.0	1.0	1.0

Table 3-12: Community Relations Financial Summary

2014 Significant Budget Changes

There are no significant budget changes for 2014. It should be noted that the Department requested an additional employee to for additional staff support. While the VMO believes this would be an appropriate investment, resource limitations caused the VMO to not include this requested position).

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