

BOARD OF HEALTH MIDYEAR BUDGET UPDATE

January 9, 2025

Jim Diamond, MBA
Bureau Director

Fiscal Year

- Metro's fiscal year runs from July 1 – June 30
- Halfway through Fiscal Year 2025
- Anticipate Metro's FY2026 budget memo from the Mayor's Office and Metro's new Finance Director to be released next week

Budget Timeline

- Budget Improvement requests will need to be entered by early February
- Mayor's Recommended Budget Presented to Council by April 30th
- Departmental Hearings with Council – early/mid May
- Council must approve a budget – either the Mayor's proposed budget or a substitute budget by June 30th

Budgets by Fiscal Year

Fiscal Year	2021	2022	2023	2024	2025
Grant	33,685,100	50,032,200	56,259,600	59,444,600	64,855,320
Local	23,976,700	28,202,200	33,209,900	39,258,000	40,633,900
Subtotal	57,661,800	78,234,400	89,469,500	98,702,600	105,489,220
Contracts					
Correctional	22,349,000	22,511,700	28,780,300	29,322,700	28,324,100
Medical Examiner	5,713,000	5,923,700	6,260,200	6,509,800	6,747,800
Total	85,723,800	106,669,800	124,510,000	134,535,100	140,561,120

FY25 Budget By Business Unit – Local

BU	PROGRAM	PROGRAM TOTALS	SALARY	FRINGE	OTHER
38150271	POPULATION HEALTH BUREAU	394,900	298,600	91,100	5,200
38151273	PEOPLE & CULTURE	453,100	351,300	92,800	9,000
38151001	BEHAVIORAL HEALTH	1,140,400	524,500	164,500	451,400
38151032	PUBLIC HEALTH CLINICS	3,242,400	2,094,600	655,200	492,600
38151034	FAMILY PLANNING FEES	30,000	-	-	30,000
38151036	MATERNAL CHILD ADOLESCENT	600,000	398,800	178,300	22,900
38151051	ORAL HEALTH SERVICES	894,700	601,200	197,000	96,500
38151072	EPIDEMIOLOGY RESEARCH AND NOTIFIABLE D	1,157,300	866,600	266,000	24,700
38151091	CORRECTIONAL HEALTH	243,200	166,600	62,800	13,800
38151111	FORENSIC MEDICAL EXAMINER	0	0	-	-
38151121	TUBERCULOSIS ELIMINATION	1,170,600	842,000	247,100	81,500
38151131	STD/HIV PREVENTION & INTERVENTION	1,015,900	708,000	264,100	43,800
38151141	COMMUNICABLE DISEASE EMERGENCY PREP	648,100	466,100	173,300	8,700
38151151	COMMUNITY DEVELOPMENT	208,400	146,900	49,600	11,900
38151171	PROJECT ACCESS	329,800	235,800	82,100	11,900
38151173	PHARMACY	294,800	150,600	53,700	90,500
38151181	HEALTHCARE FOR THE UNHOUSED	355,200	-	-	355,200
38151191	CIVIL SERVICE OCCUPATIONAL HEALTH	1,613,900	840,700	244,100	529,100
38151203	AIR POLLUTION	521,500	322,900	95,900	102,700
38151222	ANIMAL CARE AND CONTROL	4,227,300	2,639,800	835,500	752,000
38151224	ENVIRONMENTAL ENGINEERING	378,200	270,400	91,200	16,600
38151226	OFFICE OF ENVIRONMENTAL HEALTH	195,000	142,800	51,700	500
38151227	SCHOOL NURSE LOCAL	1,136,400	809,800	292,900	33,700
38151233	FOOD AND PUBLIC FACILITIES PROTECTION	2,687,600	1,952,700	660,400	74,500
38151239	MENTAL HEALTH COOP	5,688,500	-	-	5,688,500
38151241	PEST MANAGEMENT	336,600	217,500	78,900	40,200
38160110	INFORMATION TECHNOLOGY	3,254,100	558,900	187,600	2,507,600
38160210	FACILITIES MANAGEMENT	2,474,900	799,400	321,900	1,353,600
38160310	HUMAN RESOURCES	1,412,900	1,030,100	317,800	65,000
38160410	FINANCE	1,493,300	1,089,900	375,200	28,200
38160610	MEDICAL AND VITAL RECORDS	1,619,700	743,700	238,200	637,800
38160810	EXECUTIVE LEADERSHIP	1,926,300	1,456,700	412,000	57,600
38160000	NON ALLOCATED - SALARY SAVINGS	-560,100	-	-	(560,100)
38161000	NON ALLOCATED	49,000	-	-	49,000
TOTALS		40,633,900	20,726,900	6,780,900	13,126,100

FY25 Budget By Business Unit – Grants

BU	PROGRAM	PROGRAM TOTALS	SALARY	FRINGE	OTHER
38350265	TOBACCO SETTLEMENT PREVENTION	130,000	85,500	22,100	22,400
38350500	CHANT GRANT	2,041,600	1,308,200	530,700	202,700
38350600	STARS GRANT	87,800	62,000	25,800	0
38351020	IMMUNIZATION SERVICES GRANT	75,800	53,600	22,200	0
38351021	FAMILY PLANNING GRANT	1,155,100	865,100	290,000	0
38351027	SCHOOL HEALTH GRANT	12,000,000	8,157,900	3,061,800	780,300
38351031	CHILD CARE IMMUNIZATIONS	152,000	106,300	42,100	3,600
38351034	BREAST AND CERVICAL CANCER GRANT	338,100	222,800	62,200	53,100
38351037	MINORITY AIDS GRANT	315,200	24,800	9,500	280,900
38351044	WIC GRANT	5,476,900	3,651,700	1,401,800	423,400
38351045	STRONG BABIES HEALTHY START GRANT	1,008,300	487,700	196,100	324,500
38351053	ORAL HEALTH TDH GRANT	920,100	547,600	216,200	156,300
38351060	FETAL INFANT MORTALITY REVIEW	318,600	202,100	88,300	28,200
38351064	CHILD SAFETY SEAT GRANT	5,500	0	0	5,500
38351082	CITIES READINESS GRANT	132,500	69,500	21,200	41,800
38351087	HEALTHCARE PREPAREDNESS GRANT	70,100	50,000	20,100	0
38351124	TB OUTPATIENT GRANT	1,540,900	989,500	323,600	227,800
38351133	STD GRANT	219,900	146,800	43,400	29,700
38351134	HIV/AIDS GRANT	553,500	414,700	122,300	16,500
38351137	RYAN WHITE GRANT	4,194,700	378,900	109,800	3,706,000
38351138	HIV RAPID TESTING GRANT	142,000	108,700	22,200	11,100
38351139	RYAN WHITE MEDICAL SERVICES GRANT	148,200	106,000	40,200	2,000
38351146	EMERGENCY PREPAREDNESS GRANT	600,000	379,500	84,900	135,600
38351147	COMMUNITY BASED VIOLENCE INTERRUPTION	665,300	364,500	137,000	163,800
38351163	HEALTH PROMOTION	186,400	117,700	48,000	20,700
38351166	TOBACCO GRANT	62,300	48,000	12,900	1,400
38351204	103 GRANT	130,000	90,200	25,300	14,500
38351205	105 GRANT	420,000	268,600	79,400	72,000
38360450	GRANT IN AID	725,200	358,000	62,900	304,300
38361900	PRESUMPTIVE PRENATAL ELIGIBILITY	206,600	165,900	40,700	0
38362000	VIRAL HEPATITIS	106,800	76,000	24,500	6,300
38363000	FRIENDS OF MACC	72,000	0	0	72,000
38363200	PPHP GRANT	230,000	173,400	50,900	5,700
38363600	OPIOID FEDERAL GRANT	86,300	73,000	13,300	0
38363610	OPIOID HIA STATE GRANT	153,500	111,000	42,500	0
38363630	PHEP COVID Grant	3,792,200	713,300	245,200	2,833,700
38363640	IMMUNIZATIONS- COVID	4,334,500	904,000	51,800	3,378,700
38363650	Behavioral Health Crisis Resp Initiative	425,400	254,500	81,800	89,100
38363670	A Step Ahead Grant	92,400	53,700	28,700	10,000
38363750	NACCHO COMMUNITY VIOLENCE	50,000	0	0	50,000
38363800	COVID Response Resilient Communities CCR	1,000,000	231,300	74,400	694,300
38363910	STD COVID GRANT	516,600	217,000	73,900	225,700
38363920	Foundational Capabilities Workforce Grant	481,900	0	0	481,900
38363930	Public Health Infrastructure Grant	1,731,400	826,700	276,500	628,200
38363940	Local Asst & Tribal Consistency Fund - MACC	52,000	0	0	52,000
38363950	OPIOID ABATEMENT COUNCIL GRANT	2,114,500	1,139,900	444,500	530,100
	SPARKS - Supporting Adolescent Resources Knowledge	100,000	44,600	21,100	34,300
	TOTALS	49,262,100	24,605,600	8,570,700	16,085,800

FY25 Budget Special – Purpose Grants and Contracts

BU	PROGRAM	PROGRAM TOTALS	SALARY	FRINGE	OTHER
38700100	TITLE V CLEAN AIR CARRY OVER	50,000	36,000	14,000	-
38700200	TITLE V	321,500	229,500	90,000	2,000
38700400	Opioid Abatement Settlement - Restricted	7,373,520	-	-	7,373,520
38700500	Opioid Settlement Funds - Unrestricted	5,028,400	1,289,000	433,900	3,305,500
38730600	Community Safety Funds	3,191,300	612,900	212,700	2,365,700
		15,964,720	2,167,400	750,600	13,046,720
BU	PROGRAM	PROGRAM TOTALS	SALARY	FRINGE	OTHER
01101613	CORRECTIONAL HEALTH SERVICES	28,324,100	69,300	28,300	28,226,500
01101614	FORENSIC MEDICAL EXAMINER'S OFFICE	6,747,800	-	-	6,747,800
	TOTALS	35,071,900	69,300	28,300	34,974,300

FY25 Expenditures Year to Date - Local

Dept Des	Fund Des	BU Description	Annual Exp Budget	YTD Expenses	Budget Minus Actuals
038 Health	10101 GSD	38150271 HEA Population Health Bureau	394,900.00	189,652.29	205,247.71
		38150273 HEA Health Equity	453,100.00	177,494.11	275,605.89
		38151001 HEA Behavioral Health Services	1,140,400.00	326,049.63	814,350.37
		38151032 HEA Public Health Clinics	3,242,400.00	1,272,504.42	1,969,895.58
		38151034 HEA Family Planning Clinic Fee	30,000.00	0.00	30,000.00
		38151036 HEA Maternal Child Adolescent	600,000.00	255,453.01	344,546.99
		38151051 HEA Oral Health Svcs	894,700.00	392,337.91	502,362.09
		38151072 HEA Epidemiology Research	1,157,300.00	418,038.08	739,261.92
		38151091 HEA Correctional Health Svcs	243,200.00	106,007.10	137,192.90
		38151121 HEA Tuberculosis Elimination	1,170,600.00	512,819.35	657,780.65
		38151131 HEA STD/HIV Prevent&Interventn	1,015,900.00	478,003.02	537,896.98
		38151141 HEA Commable Disease Emer Pre	648,100.00	267,037.19	381,062.81
		38151151 HEA Community Develop and Plan	208,400.00	83,907.65	124,492.35
		38151171 HEA Project Access Nashville	329,800.00	183,676.56	146,123.44
		38151173 HEA Pharmacy	294,800.00	66,963.44	227,836.56
		38151181 HEA Health Care for Homeless	355,200.00	236,800.00	118,400.00
		38151191 HEA Civil Svc Med Exam Clinic	1,613,900.00	632,257.29	981,642.71
		38151203 HEA Air Pollution	521,500.00	176,932.14	344,567.86
		38151222 HEA Animal Services All Other	4,227,300.00	1,779,350.46	2,447,949.54
		38151224 HEA Engineering Svce Investiga	378,200.00	141,763.73	236,436.27
		38151226 HEA Ofc Environmental Health	195,000.00	94,870.13	100,129.87
		38151227 HEA School Health	1,136,400.00	413,418.76	722,981.24
		38151233 HEA Food & Public Fac Protectn	2,687,600.00	1,097,581.38	1,590,018.62
		38151239 HEA Mental Health Cooperative	5,688,500.00	1,336,680.37	4,351,819.63
		38151241 HEA Pest Mgmt Svcs	336,600.00	114,817.71	221,782.29
		38160000 HEA ALOB Non Alloc'd Fin Tra	(560,100.00)	0.00	(560,100.00)
		38160110 HEA ALOB InformationTechnology	3,254,100.00	1,486,624.24	1,767,475.76
		38160210 HEA ALOB Facilities Mgmt	2,474,900.00	1,155,718.75	1,319,181.25
		38160310 HEA ALOB Human Resources	1,412,900.00	611,871.21	801,028.79
		38160410 HEA ALOB Finance	1,493,300.00	681,366.39	811,933.61
		38160610 HEA ALOB Records Mgmt Service	1,619,700.00	650,707.16	968,992.84
		38160810 HEA ALOB Executive Leadersh	1,926,300.00	763,801.74	1,162,498.26
		38161000 HEA Nonpayroll Exp Clearing	49,000.00	2,750.82	46,249.18
	10101 GSD	General Total	40,633,900.00	16,107,256.04	24,526,643.96
038 Health		Total	40,633,900.00	16,107,256.04	24,526,643.96
Grand Total			40,633,900.00	16,107,256.04	24,526,643.96

FY25 Expenditures Snapshot – Director's Office

Row Labels	YTD Budget	YTD Actual	\$ Variance YTD
Regular Pay	1,255,600.00	464,471.28	791,128.72
Leave Pay	136,500.00	127,531.02	8,968.98
Holiday Pay	57,800.00	17,394.18	40,405.82
Overtime Pay	2,200.00	322.66	1,877.34
Longevity	4,600.00	3,987.50	612.50
Paid Family Leave	0.00	4,352.00	(4,352.00)
Employer OASDI	88,600.00	32,119.47	56,480.53
Employer SSN Medical	20,700.00	8,634.08	12,065.92
Employer Group Health	133,300.00	59,965.99	73,334.01
Employer Dental Group	5,200.00	1,989.46	3,210.54
Employer Group Life	2,500.00	746.24	1,753.76
Employer Pension	161,600.00	75,064.99	86,535.01
FSA Pre-Tax Savings	0.00	88.01	(88.01)
Cafe Plan Pre-Tax Savings	100.00	31.55	68.45
Management Consultant	17,200.00	11,200.00	6,000.00
Temporary Service	0.00	4,497.68	(4,497.68)
Transport Non-employee	600.00	0.00	600.00
Employee Out-of-town Travel	5,000.00	5,550.51	(550.51)
Employee Air Travel	0.00	2,351.35	(2,351.35)
Employee Local Travel/Park	500.00	0.00	500.00
Printing/Binding	0.00	75.04	(75.04)
Advertising & Promot'n	0.00	1,594.00	(1,594.00)
Subscriptions	3,400.00	0.00	3,400.00
Registration	3,000.00	550.00	2,450.00
Membership Dues	5,000.00	0.00	5,000.00
Host & Hostess	8,000.00	308.03	7,691.97
Offc & Admin Supply	5,500.00	2,477.52	3,022.48
HHold & Jnitr Supply	200.00	20.97	179.03
Food & Ice	500.00	0.00	500.00
Medical Supply	0.00	66.90	(66.90)
Insurance-Liability/PropDmg	6,700.00	0.00	6,700.00
Software License	2,000.00	83.13	1,916.87
Grand Total	1,926,300.00	825,473.56	1,100,826.44

FY25 Expenditures Year to Date - Grant

BU Description	Annual Exp	Budget YTD Expenses	Budget Minus Actual
38350265 HEA Tobacco Settlement	130,000	23,071	106,928.66
38350500 HEA Chant Grant	2,041,600	841,092	1,200,507.95
38350600 HEA STARS Grant	87,800	14,678	73,121.85
38351020 HEA Immunization Svcs Grant	75,800	14,572	61,228.05
38351021 HEA Family Planning Grant	1,155,100	428,310	726,790.15
38351027 HEA School Hea Gr CAH AllOther	12,000,000	4,475,519	7,524,481.40
38351031 HEA ChildCare Immunization Aud	152,000	95,516	56,483.86
38351034 HEA Breast & Cerv Cancer	338,100	128,719	209,380.94
38351037 HEA Minority AIDS Initiative	315,200	118,965	196,235.12
38351044 HEA WIC Grant	5,476,900	2,150,657	3,326,242.63
38351045 HEA Healthy Start Initiative	1,008,300	304,318	703,981.67
38351053 HEA Oral HealthTDH Grant	920,100	421,100	498,999.90
38351060 HEA Fetal Infant Mortality Rat	318,600	130,977	187,623.10
38351082 HEA Cities Readiness Grant	132,500	2,608	129,891.88
38351087 HEA Hospital PreparednessGrant	70,100	51,627	18,473.01
38351124 HEA TB Outpatient Grant	1,540,900	696,525	844,374.60
38351133 HEA STD Grant STD	219,900	55,039	164,861.03
38351134 HEA HIV AIDS Grant	553,500	235,648	317,852.12
38351137 HEA Ryan White Grant	4,194,700	2,154,097	2,040,603.05
38351138 HEA HIV Rapid Testing	142,000	64,454	77,546.04
38351139 HEA Ryan White Medical Service	148,200	66,752	81,448.13
38351146 HEA Emerg Preparedness Grant	600,000	231,254	368,746.20
38351147 HEA Comm Based Violence Interruptn Grant	665,300	167,984	497,316.47
38351163 HEA Health Promotion CPHE AIO	186,400	94,748	91,652.06
38351166 HEA Tobacco Grant	62,300	24,953	37,347.34
38351204 HEA 103 Grant	130,000	85,032	44,967.90
38351205 HEA 105 Grant	420,000	197,259	222,740.70
38360450 HEA Grant in Aid	725,200	143,945	581,254.82
38361900 HEA Prenatal Presumptive Eligi	206,600	59,646	146,954.02
38362000 HEA Viral Hepatitis Grant	106,800	51,725	55,075.18
38363200 HEA PPHF Grant	230,000	168,713	61,286.80
38363300 HEA Friends of MACC	72,000	15,981	56,018.76
38363600 HEA Opioid Overdose Reduction Grant	86,300	89,073	(2,772.70)
38363610 HEA High Impact Area Opioid	153,500	46,215	107,285.10
38363630 HEA PHEP COVID Grant	3,792,200	723,263	3,068,937.23
38363640 HEA Immunizations - COVID	4,334,500	232,690	4,101,810.20
38363650 HEA Behav Hea Crisis Resp Initiative	425,400	154,804	270,596.29
38363670 HEA A Step Ahead Grant	92,400	34,915	57,484.51
38363750 HEA NACCHO Community Violence Prevention	50,000	0	50,000.00
38363800 HEA COVID Response Resilient Comm CCR	1,000,000	294,681	705,318.65
38363910 HEA STD COVID Prevention Grant	516,600	162,738	353,862.49
38363920 HEA Foundational Capabilities Grant	481,900	47,243	434,656.83
38363930 HEA Public Health Infrastructure Grant	1,731,400	268,280	1,463,120.45
38363950 HEA Opioid Abatement State Grant	2,114,500	16,165	2,098,334.63

FY25 Expenditures Snapshot - WIC

Row Labels	YTD Budget	YTD Actual	\$ Variance YTD
Fed thru State PassThru	(5,476,900.00)	(1,736,089.10)	(3,740,810.90)
Regular Pay	3,010,600.00	1,389,970.63	1,620,629.37
Leave Pay	444,700.00	201,340.87	243,359.13
Holiday Pay	130,000.00	63,576.30	66,423.70
Overtime Pay	2,000.00	454.22	1,545.78
Out of Class Pay	2,000.00	393.60	1,606.40
Injured on Duty Pay	0.00	420.84	(420.84)
Longevity	27,400.00	27,065.50	334.50
Paid Family Leave	35,000.00	25,182.93	9,817.07
YE Biweekly Sal/Fringe Accr	0.00	(84,607.32)	84,607.32
Employer OASDI	197,800.00	98,722.19	99,077.81
Employer SSN Medical	43,600.00	23,088.23	20,511.77
Employer Group Health	725,700.00	297,995.37	427,704.63
Employer Dental Group	27,000.00	11,387.76	15,612.24
Employer Group Life	14,000.00	4,700.40	9,299.60
Employer Pension	377,700.00	202,883.20	174,816.80
FSA Pre-Tax Savings	1,000.00	599.16	400.84
Cafe Plan Pre-Tax Savings	15,000.00	179.79	14,820.21
Electric	4,500.00	3,803.56	696.44
Gas	3,200.00	192.43	3,007.57
Cable Television	1,500.00	732.66	767.34
Landscaping Srvc	2,000.00	0.00	2,000.00
Management Consultant	2,500.00	0.00	2,500.00
Employee Out-of-town Travel	4,000.00	0.00	4,000.00
Employee Air Travel	4,800.00	0.00	4,800.00
Employee Local Travel/Park	1,000.00	594.54	405.46
Cell Phone Service	22,000.00	7,150.36	14,849.64
Postage & Delivery Srvc	6,000.00	312.95	5,687.05
Printing/Binding	2,000.00	34.97	1,965.03
Registration	2,700.00	554.00	2,146.00
Offc & Admin Supply	39,400.00	18,589.03	20,810.97
Computer Software	1,000.00	83.13	916.87
Computer Hardware <\$10K	30,000.00	8,751.14	21,248.86
Furniture/Fixtures<\$10K	3,000.00	1,024.15	1,975.85
HHold & Jnitr Supply	2,000.00	958.70	1,041.30
Food & Ice	0.00	19.12	(19.12)
Educational Supply	2,000.00	0.00	2,000.00
Medical Supply	45,000.00	26,787.10	18,212.90
Indirect Cost	244,800.00	0.00	244,800.00
Grand Total	5,476,900.00	2,332,941.51	3,143,958.49

FY25 Expenditures Snapshot – Public Health Infrastructure Grant

Row Labels	YTD Budget	YTD Actual	\$ Variance YTD
Federal Direct	(1,731,400.00)	(269,781.54)	(1,461,618.46)
Regular Pay	790,000.00	193,320.67	596,679.33
Leave Pay	18,200.00	15,579.69	2,620.31
Holiday Pay	18,500.00	7,949.03	10,550.97
Overtime Pay	0.00	843.72	(843.72)
Shift Differential Pay	0.00	21.01	(21.01)
Longevity	0.00	137.50	(137.50)
YE Biweekly Sal/Fringe Accr	0.00	(5,975.64)	5,975.64
Employer OASDI	53,700.00	12,815.20	40,884.80
Employer SSN Medical	12,500.00	2,997.11	9,502.89
Employer Group Health	122,100.00	29,185.51	92,914.49
Employer Dental Group	3,000.00	938.75	2,061.25
Employer Group Life	1,200.00	360.64	839.36
Employer Pension	84,000.00	20,470.51	63,529.49
FSA Pre-Tax Savings	0.00	38.22	(38.22)
Cafe Plan Pre-Tax Savings	0.00	14.06	(14.06)
Management Consultant	124,500.00	0.00	124,500.00
Employee Out-of-town Travel	15,000.00	67.32	14,932.68
Employee Air Travel	2,000.00	0.00	2,000.00
Employee Local Travel/Park	2,000.00	0.00	2,000.00
Cell Phone Service	5,000.00	0.00	5,000.00
Printing/Binding	29,800.00	520.00	29,280.00
Registration	10,000.00	3,781.00	6,219.00
Offc & Admin Supply	90,000.00	676.92	89,323.08
Computer Hardware <\$10K	10,000.00	1,579.77	8,420.23
Other License & Fees	0.00	3,231.00	(3,231.00)
Indirect Cost	339,900.00	0.00	339,900.00
Grand Total	1,731,400.00	288,551.99	1,442,848.01

Metro Investment Pool (MIP)

Metropolitan Government of Nashville and Davidson County	Subject: <i>Cash Balances</i>	Revision Date: April 1, 2019
Finance Dept. Policy: <i>OMB #13</i> Effective Date: April 1, 2019	Sponsor: <i>Finance OMB</i>	Pg. 1 of 3

Purpose

The purpose of the Cash Balances Policy is to identify the appropriate treatment of metro investment pool (MIP) balances in Metro funds and to identify required actions to mitigate negative MIP.

Definitions

MIP: The cash from Metro's accounts that are pooled to form the Metro Investment Pool, otherwise known as MIP. These funds are invested daily in order to earn interest.

Negative MIP: A negative average daily cash balance.

Grant: Revenue from non-Metro sources, which is provided for a specific purpose, usually with restrictions set by the grantor. Grants typically involve formal agreements or contracts describing those specific purposes and restrictions.

TAN's: Tax anticipation notes that are used to fund cash deficits in tax supported funds prior to the collection of property taxes.

General Policies

- Fund cash balances will be reviewed on a monthly basis by the Division of Accounts.
- Funds with a positive average daily cash balance will be treated as investors in the MIP and will earn interest income.
- Funds with a negative average daily cash balance will be treated as borrowers from the MIP and will be charged interest expense.
- Interest income or expense will be determined monthly.
- Interest expense for non-grant funds will be debited to a fund's MIP revenue account.
- Interest expense attributable to grant funds will be charged to the applicable department's operating budget, since interest expense is generally an unallowable grant expense. Exceptions can be made by the Chief Accountant for grants that allow the reimbursement or capitalization of interest charges (in the case of construction projects with grant funding).

Metro Investment Pool (MIP)

Fiscal Year	Amount
2019	\$41,538.20
2020	\$40,666.66
2021	\$6,032.11
2022	\$23,169.30
2023	\$395,033.93
2024	\$530,524.99

Amounts were able to be paid via savings from vacant local positions

Metro Investment Pool (MIP)

- Immunization Grant
- Began July 1, 2023
- Grant Period July 1, 2023 – June 30, 2026
- Received grant from State October 2024
- Board of Health approved November 14, 2024
- Completed Metro's signature process December 18, 2024, and sent back to State
- Currently awaiting a contract number so we can invoice for time period to date
- FY24 - \$2,466,840
- FY25 - \$2,801,352

Metro Investment Pool (MIP)

- Charged to local funds each month per Metro's Cash Balances Policy
- This has been a longstanding Metro policy applied to departments with reimbursement grants
- Discussions have begun with Metro's Chief Accountant requesting Health be exempted from payment of negative MIP balances
- Opioid Settlement Funds have accrued \$696,343.15 since inception of the funding.

Metro Investment Pool (MIP)

- Other high-dollar grants that have been or are still significantly delayed the last 2+ fiscal years
 - Family Planning
 - HIV
 - Oral Health
 - ELC
 - Grant in Aid
-
- Like Immunization, Family Planning and ELC grants are now multi-year, so once they are in place, there should be no delays in invoicing/receiving reimbursements from the State.

State Grants That Include Federal Passthrough Funds

BU	STATE GRANTS & PASS THROUGHS	GRANT TOTAL
38350400	HIV PrEP	181,200
38350500	CHANT	2,041,600
38363200	PPHP	230,000
38351021	FAMILY PLANNING	1,155,100
38351031	CHILD CARE IMMUNIZATIONS	152,000
38351034	BREAST AND CERVICAL CANCER	333,100
38351044	WIC GRANT	5,476,900
38351082	CITIES READINESS	132,500
38351087	HEALTHCARE PREPAREDNESS	70,100
38351124	TB OUTPATIENT	1,540,900
38351133	STI PREVENTION	219,900
38351134	HIV/AIDS	553,500
38351138	HIV RAPID TESTING	142,000
38351146	EMERGENCY PREPAREDNESS	600,000
38363630	PHEP COVID ELC	3,792,200
38351163	HEALTH PROMOTION	186,400
38351166	TOBACCO	62,300
38361900	PRESUMPTIVE PRENATAL ELIGIBILITY	206,600
38363610	OPIOID HIA	153,500
38363750	NACCHO OVERDOSE PREVENTION	50,000
38363640	COVID IMMUNIZATION	4,334,500
36363910	STD COVID	516,600

Federal Direct Grants – FY25 Amounts

BU	FEDERAL DIRECT	GRANT TOTAL
38351037	MINORITY AIDS	315,200
38351045	FEDERAL HEALTHY START	1,008,300
38351137	RYAN WHITE	4,194,700
38351204	EPA 103	130,000
38351205	EPA 105	420,000
38363920	FOUNDATIONAL CAPABILITIES WORKFORCE	481,900
38363940	LOCAL ASST & TRIBAL CONSISTENCEY FUND - MACC	52,000
38363930	PUBLIC HEALTH INFRASTRUCTURE	1,731,400
38351147	COMMUNITY-BASED VIOLENCE INTERRUPTION	665,300
38363800	COVID RESPONSE RESILIENT COMMUNITIES	1,000,000
38363750	NACCHO COMMUNITY VIOLENCE	50,000
38363600	OPIOID FEDERAL GRANT	86,300

Budget Considerations for FY26



Metro's current
revenues/anticipated
revenues



Mayor's priorities



Council priorities



Mercer study



Grant squeeze

Mercer Compensation Study

Compensation Strategy: Pay Structures

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To transition to the new step structures, employees will maintain their same step.

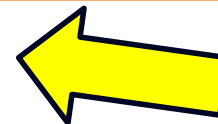
Current Step	New Step	Average Increase	Step Increase	FY26 TOTAL
Step 1	1	8.54%	2.00%	10.54%
Step 2	2	7.53%	2.00%	9.53%
Step 3	3	6.45%	2.00%	8.45%
Step 4	4	5.40%	2.00%	7.40%
Step 5	5	4.38%	2.00%	6.38%
Step 6	6	3.38%	2.00%	5.38%
Step 7	7	2.40%	2.00%	4.40%
Step 8	8	1.44%	2.00%	3.44%
Step 9	9	0.51%	2.00%	2.51%
Step 10	10	0.00%	2.00%	2.00%

This table shows an example of the increases for employees at each step.

Moving to the new step structure, employees at lower steps receive higher percentage increases.

Actual increases will vary depending on final approved rates.

Estimated transition increases (Year 1) are for illustrative purposes only



Mercer Compensation Study

Timeline

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October 2024	Share Mercer Study results and proposed compensation structure changes with Administration
October 28 through December 6 2024	Meetings with key stakeholders to discuss proposed compensation structure changes for FY26
January 2025	Present Mercer Study results and proposed compensation structure changes to Civil Service Commission
February 2025	Share final recommendations and projected costs with Admin
March 2025	Meetings with key stakeholders to discuss proposed pay plan changes
April 2025	Present recommended pay plans to Civil Service Commission
May 2025	Pay plans filed with Council
July 2025	Effective date of new pay plans

Mercer Compensation Study

- Items under consideration include:
- Living Wage Amount
- New Step Structures
- Open Range - Targeting market median salaries earlier in range

Historical Cost of Living Increases

- By Fiscal Year

- 18 – 2%
- 19 – 0%
- 20 – 3%
- 21 – 1%
- 22 – 2%
- 23 – 4.5%
- 24 – 6%
- 25 – 4%