Cut 20 full time positions, but none from Police, Fire, Parks and Public Works. Focus all cuts on Mayor's office and administration, Planning, City Attorney, HR, and others. Estimate about a $100k savings per position for a total of $2M savings and 1% cut in the levy.

Place a hiring freeze on any full time positions that become vacant in 2025, except for essential positions in Police, Fire and PW. Not sure of the savings here because I don't know the vacancy rate or staff turnover, but HR should be have the data. Based on my management experience at Hennepin County, one could expect a $1-2M cost savings for the year. You should ask HR what the savings could be.

Freeze all out-of-state travel for staff in 2025. Avoid any future major purchases that depend on grant funding that may not come to fruition, like the electric fire truck. That mistake was almost a 1% levy increase.

Delay for one year all new park facility proposals in the Capital Improvement Budget until Parks can tell you how much property tax funding will be needed to operate, program maintain these new facilities. This includes the River Walk, Athletic Complex, River Learning Center, new fountains, etc. There are several million dollars of savings here.

Decertify the TIF at 1919 University which expires on12/31/24. Not a lot of extra dollars here but money would come into the General Fund.

For new revenue, I suggest:

Seek out voluntary PILOTs from non-profits in 2025. Assume receiving $2M from organizations during 2025, which would reduce the levy by 1%. Challenge the mayor and administration to get this done.

Seek a PILOT from the state legislature for all the state and metro council facilities. This should be in the city's legislative request. FYI, in my opinion the city ALWAYS has too many funding requests that makes legislators wonder what really is the city's priority. Please keep the requests to a couple of items that help reduce the tax levy, not commit to projects that will require property taxes resulting in increases to the levy.