

**CITY OF HUDSON, OHIO
FIVE YEAR PLAN 2026-2030
FULL-TIME EMPLOYEE COUNT**

Department	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Budget	2026 Budget	2027 Budget	2028 Budget	2029 Budget	2030 Budget
General Fund											
Police	34	36	39	41	42	42	41	41	41	41	41
Community Development	5.5	5.5	5.5	8	8	8	8	8	8	8	8
Economic Development	1	1	1	0	0	0	0	0	0	0	0
Street Trees & ROW	0.3	0.3	0.3	0.3	1	1	1	1	1	1	1
Mayor & Council	1	1	1	1	1	1.25	1	1	1	1	1
Legal	1	1	1	1	2	0	0	0	0	0	0
Administration	5.5	5.5	8.5	6.5	5.5	5.5	4	4	4	4	4
Communications		0	0	0	0	0	2	2	2	2	2
Finance	8	8	7	7	8	8	7	7	7	7	7
Information Services	1.25	1.25	1.5	2	2	2	2.5	2.5	2.5	2.5	2.5
Engineering	7.5	7.5	9.5	9	9	8.75	9	9	9	9	9
Public Properties	2.85	2.85	2.85	2.85	2.5	2.5	2.5	2.5	2.5	2.5	2.5
Public Works - Admin	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.4
Total General Fund	70.4	72.4	79.65	81.15	83.5	81.5	80.4	80.4	80.4	80.4	80.4
Percent Change	-7.85%	2.84%	10.01%	1.88%	2.90%	-2.40%	-1.35%	0.00%	0.00%	-1.35%	0.00%
Other Funds											
Street Maintenance	9.1	9.1	9.1	10.1	9.75	8.75	8.75	8.75	8.75	8.75	8.75
Cemetery	2.05	2.05	2.05	2.05	2.05	2.05	2.05	2.05	2.05	2.05	2.05
Parks	5.25	5.25	5.1	5.1	5.1	5.1	5.1	5.1	5.1	5.1	5.1
Cable	3	2.5	3	2	2	2	2	2	2	2	2
Fire	6	6	5.8	6.8	6.8	6.8	6.8	6.8	6.8	6.8	6.8
EMS	4	4	5	5	5	5	4	4	4	4	4
Water	5.05	5.55	9	7.75	6.75	6.75	6.75	6.75	6.75	6.75	6.75
Electric (HPP)	28.45	28.95	25.1	24.6	24.6	24.6	24.2	24.2	24.2	24.2	24.2
Storm Water	9	9	8	7.25	8.25	9.25	9.25	9.25	9.25	9.25	9.25
Golf	4.45	4.45	4.45	4.45	4.45	4.45	4.45	4.45	4.45	4.45	4.45
Broadband	2	2.5	2.5	2.5	2.5	2.5	8	8	10	12	14
Vehicle Maintenance	2.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25
Total Other Funds	80.6	82.6	82.35	80.85	80.5	80.5	84.6	84.6	86.6	88.6	90.6
Percent Change	-1.23%	2.48%	-0.30%	-1.82%	-0.43%	0.00%	5.09%	0.00%	2.36%	10.06%	7.09%
Grand Total	151	155	162	162	164	162	165	165	167	169	171
Percent Change	-4.43%	2.65%	4.52%	0.00%	1.23%	-1.22%	1.85%	0.00%	1.21%	4.32%	3.64%

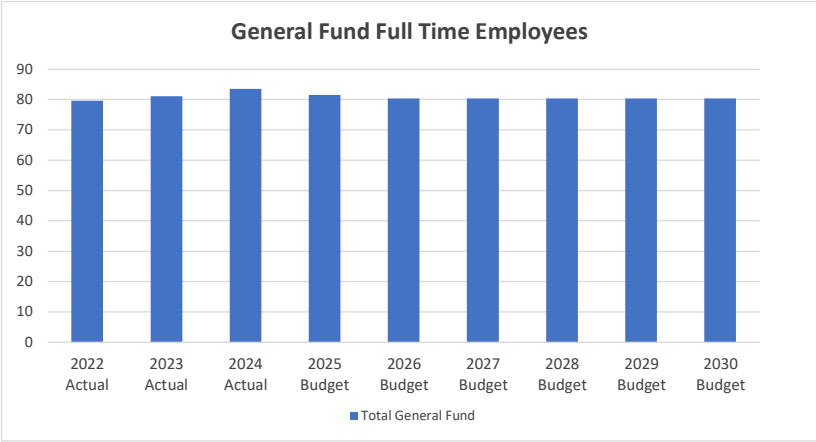
**CITY OF HUDSON, OHIO
FIVE YEAR PLAN 2026-2030
PERSONNEL COSTS**

Fund	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Budget	2026 Budget	2027 Budget	2028 Budget	2029 Budget	2030 Budget
General Fund Personnel Expense											
Police Department	\$2,787,809.42	\$4,355,834.73	\$4,452,962.58	\$4,803,846.38	\$5,214,968.86	\$5,493,920.00	\$5,725,735.00	\$5,954,764.40	\$6,192,954.98	\$6,440,673.18	\$6,698,300.10
Community Development	\$564,535.20	\$629,552.67	\$682,456.95	\$877,299.40	\$903,672.55	\$1,005,694.00	\$1,025,951.00	\$1,066,989.04	\$1,109,668.60	\$1,154,055.35	\$1,200,217.56
Economic Development	\$166,614.45	\$178,313.97	\$179,580.99	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Street Trees & ROW	\$33,905.86	\$36,707.73	\$32,498.22	\$33,393.66	\$111,105.19	\$131,157.00	\$106,593.00	\$110,856.72	\$115,290.99	\$119,902.63	\$124,698.73
City Council & Clerk	\$129,883.96	\$152,406.49	\$222,767.56	\$145,706.73	\$154,714.75	\$227,417.00	\$180,772.00	\$188,002.88	\$195,523.00	\$203,343.92	\$211,477.67
Visitors Center	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$41,005.00	\$42,645.20	\$44,351.01	\$46,125.05	\$47,970.05
City Solicitor	\$306,780.85	\$272,621.44	\$175,588.41	\$193,572.01	\$184,145.84	\$198,003.00	\$188,367.00	\$195,901.68	\$203,737.75	\$211,887.26	\$220,362.75
Administration	\$692,428.51	\$758,646.84	\$1,056,314.01	\$826,758.71	\$869,756.93	\$936,530.00	\$844,347.00	\$878,120.88	\$913,245.72	\$949,775.54	\$987,766.57
Communications	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$280,834.00	\$254,526.48	\$264,707.54	\$275,295.84	\$286,307.67
Finance	\$968,948.03	\$1,078,209.98	\$949,920.55	\$1,056,585.00	\$1,113,269.50	\$1,254,820.00	\$994,202.00	\$1,033,970.08	\$1,075,328.88	\$1,118,342.04	\$1,163,075.72
Information Services	\$150,249.74	\$176,435.50	\$271,783.48	\$286,441.93	\$304,242.06	\$320,396.00	\$412,043.00	\$428,524.72	\$445,665.71	\$463,492.34	\$482,032.03
Broadband	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Engineering Department	\$1,029,056.89	\$1,109,260.76	\$1,142,718.47	\$972,703.37	\$1,048,100.61	\$1,151,945.00	\$1,263,605.00	\$1,314,149.20	\$1,366,715.17	\$1,421,383.77	\$1,478,239.13
Public Properties	\$293,117.97	\$297,336.51	\$315,174.48	\$333,183.83	\$317,916.78	\$349,019.00	\$352,413.00	\$366,509.52	\$381,169.90	\$396,416.70	\$412,273.36
Public Works - Admin. Support	\$312,874.61	\$310,817.26	\$304,347.48	\$332,465.65	\$347,511.70	\$423,003.00	\$387,398.00	\$402,893.92	\$419,009.68	\$435,770.06	\$453,200.87
Total General Fund Personnel Expense	\$7,436,205.49	\$9,356,143.88	\$9,786,113.18	\$9,861,956.67	\$10,569,404.77	\$11,491,904.00	\$11,803,265.00	\$12,237,854.72	\$12,727,368.91	\$13,236,463.67	\$13,765,922.21
Percent Change	-14.13%	25.82%	4.60%	0.78%	7.17%	8.73%	2.71%	3.68%	4.00%	4.00%	4.00%
Street Maint Personnel Expense											
Street Maint. & Repair	\$1,054,118.88	\$1,163,776.39	\$1,348,137.55	\$1,119,843.39	\$1,126,074.59	\$1,259,100.00	\$1,342,987.00	\$1,396,706.48	\$1,452,574.74	\$1,510,677.73	\$1,571,104.84
Leaf Collection	\$195,129.01	\$208,349.85	\$238,175.98	\$253,317.95	\$206,246.54	\$270,135.00	\$270,135.00	\$280,940.40	\$292,178.02	\$303,865.14	\$316,019.74
Total Street Maint Personnel Expense	\$1,249,247.89	\$1,372,126.24	\$1,586,313.53	\$1,373,161.34	\$1,332,321.13	\$1,529,235.00	\$1,613,122.00	\$1,677,646.88	\$1,744,752.76	\$1,814,542.87	\$1,887,124.58
Percent Change	-3.53%	9.84%	15.61%	-13.44%	-2.97%	14.78%	5.49%	4.00%	4.00%	4.00%	4.00%
Cemetery Personnel Expense											
Cemetery	\$209,879.85	\$235,079.17	\$205,982.26	\$204,747.28	\$249,717.70	\$273,884.00	\$282,407.00	\$293,703.28	\$305,451.41	\$317,669.47	\$330,376.25
Total Cemetery Personnel Expense	\$209,879.85	\$235,079.17	\$205,982.26	\$204,747.28	\$249,717.70	\$273,884.00	\$282,407.00	\$293,703.28	\$305,451.41	\$317,669.47	\$330,376.25
Percent Change	1.54%	12.01%	-12.38%	-0.60%	21.96%	9.68%	3.11%	4.00%	4.00%	4.00%	4.00%
Parks Personnel Expense											
Parks	\$675,743.70	\$772,096.23	\$818,801.68	\$832,627.99	\$839,950.94	\$901,227.00	\$944,694.00	\$982,481.76	\$1,021,781.03	\$1,062,652.27	\$1,105,158.36
Total Parks Personnel Expense	\$675,743.70	\$772,096.23	\$818,801.68	\$832,627.99	\$839,950.94	\$901,227.00	\$944,694.00	\$982,481.76	\$1,021,781.03	\$1,062,652.27	\$1,105,158.36
Percent Change	-2.70%	14.26%	6.05%	1.69%	0.88%	7.30%	4.82%	4.00%	4.00%	4.00%	4.00%
HCTV Personnel Expense											
Cable TV	\$247,219.03	\$282,365.72	\$206,920.75	\$230,735.61	\$244,416.65	\$255,622.00	\$273,598.00	\$284,541.92	\$295,923.60	\$307,760.54	\$320,070.96
Total HCTV Personnel Expense	\$247,219.03	\$282,365.72	\$206,920.75	\$230,735.61	\$244,416.65	\$255,622.00	\$273,598.00	\$284,541.92	\$295,923.60	\$307,760.54	\$320,070.96
Percent Change	0.09%	14.22%	-26.72%	11.51%	5.93%	4.58%	7.03%	4.00%	4.00%	4.00%	4.00%
Fire Personnel Expense											
Fire	\$740,698.42	\$1,050,324.50	\$1,102,877.14	\$1,185,415.45	\$1,305,938.76	\$1,341,080.00	\$1,983,161.00	\$2,062,487.44	\$2,144,986.94	\$2,230,786.42	\$2,320,017.87
Total Fire Personnel Expense	\$740,698.42	\$1,050,324.50	\$1,102,877.14	\$1,185,415.45	\$1,305,938.76	\$1,341,080.00	\$1,983,161.00	\$2,062,487.44	\$2,144,986.94	\$2,230,786.42	\$2,320,017.87
Percent Change	-25.69%	41.80%	5.00%	7.48%	10.17%	2.69%	47.88%	4.00%	4.00%	4.00%	4.00%
EMS Personnel Expense											
EMS	\$796,962.81	\$1,404,034.51	\$1,496,707.94	\$1,702,572.10	\$1,751,321.13	\$1,897,079.00	\$1,868,086.00	\$1,942,809.44	\$2,020,521.82	\$2,101,342.69	\$2,185,396.40
Total EMS Personnel Expense	\$796,962.81	\$1,404,034.51	\$1,496,707.94	\$1,702,572.10	\$1,751,321.13	\$1,897,079.00	\$1,868,086.00	\$1,942,809.44	\$2,020,521.82	\$2,101,342.69	\$2,185,396.40
Percent Change	-33.42%	76.17%	6.60%	13.75%	2.86%	8.32%	-1.53%	4.00%	4.00%	4.00%	4.00%

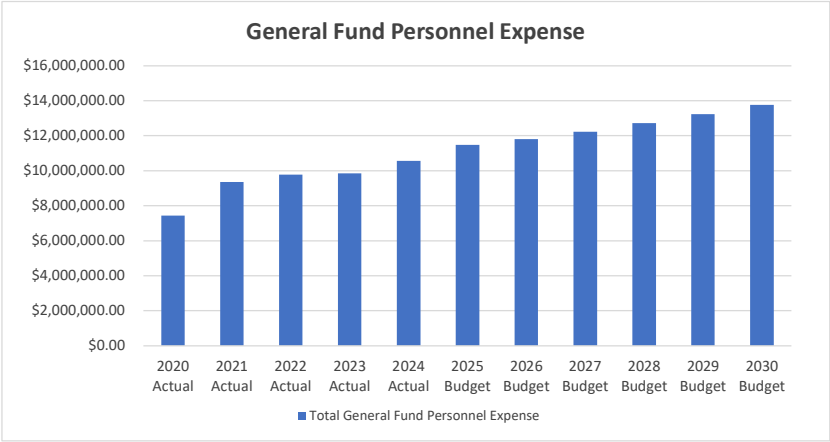
**CITY OF HUDSON, OHIO
FIVE YEAR PLAN 2026-2030
PERSONNEL COSTS**

Fund	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Budget	2026 Budget	2027 Budget	2028 Budget	2029 Budget	2030 Budget
Water Personnel Expense											
Water Admin/Treatment	\$343,631.27	\$435,367.31	\$464,163.14	\$469,456.33	\$580,952.38	\$484,392.00	\$545,913.00	\$567,749.52	\$590,459.50	\$614,077.88	\$638,641.00
Water Distribution	\$295,079.79	\$349,031.52	\$464,384.12	\$372,711.60	\$419,704.39	\$463,240.00	\$478,379.00	\$497,514.16	\$517,414.73	\$538,111.32	\$559,635.77
Total Water Personnel Expense	\$638,711.06	\$784,398.83	\$928,547.26	\$842,167.93	\$1,000,656.77	\$947,632.00	\$1,024,292.00	\$1,065,263.68	\$1,107,874.23	\$1,152,189.20	\$1,198,276.76
Percent Change	-4.17%	22.81%	18.38%	-9.30%	18.82%	-5.30%	8.09%	4.00%	4.00%	4.00%	4.00%
Electric Personnel Expense											
Electric Admin	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Electric Distribution	\$3,491,898.61	\$3,581,013.53	\$3,305,269.78	\$3,317,935.27	\$3,580,525.33	\$3,631,714.00	\$3,626,159.00	\$3,771,205.36	\$3,922,053.57	\$4,078,935.72	\$4,242,093.15
Total Electric Personnel Expense	\$3,491,898.61	\$3,581,013.53	\$3,305,269.78	\$3,317,935.27	\$3,580,525.33	\$3,631,714.00	\$3,626,159.00	\$3,771,205.36	\$3,922,053.57	\$4,078,935.72	\$4,242,093.15
Percent Change	0.44%	2.55%	-7.70%	0.38%	7.91%	1.43%	-0.15%	4.00%	4.00%	4.00%	4.00%
Storm Water Personnel Expense											
Storm Water Collection	\$877,060.26	\$840,302.65	\$792,342.42	\$873,067.81	\$1,011,637.10	\$1,130,806.00	\$1,178,789.00	\$1,225,940.56	\$1,274,978.18	\$1,325,977.31	\$1,379,016.40
Total Storm Water Personnel Expense	\$877,060.26	\$840,302.65	\$792,342.42	\$873,067.81	\$1,011,637.10	\$1,130,806.00	\$1,178,789.00	\$1,225,940.56	\$1,274,978.18	\$1,325,977.31	\$1,379,016.40
Percent Change	7.70%	-4.19%	-5.71%	10.19%	15.87%	11.78%	4.24%	4.00%	4.00%	4.00%	4.00%
Golf Personnel Expense											
Public Golf Course	\$709,558.13	\$794,149.95	\$852,257.36	\$928,738.92	\$996,581.41	\$1,011,341.00	\$1,099,940.00	\$1,143,937.60	\$1,189,695.10	\$1,237,282.91	\$1,286,774.22
Total Golf Personnel Expense	\$709,558.13	\$794,149.95	\$852,257.36	\$928,738.92	\$996,581.41	\$1,011,341.00	\$1,099,940.00	\$1,143,937.60	\$1,189,695.10	\$1,237,282.91	\$1,286,774.22
Percent Change	-4.35%	11.92%	7.32%	8.97%	7.30%	1.48%	8.76%	4.00%	4.00%	4.00%	4.00%
Broadband Personnel Expense											
Broadband	\$232,218.98	\$246,163.54	\$203,703.99	\$248,517.96	\$262,875.58	\$278,663.00	\$504,641.00	\$678,576.64	\$793,319.71	\$991,402.49	\$1,291,608.59
Broadband Capital FttH Project	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$224,996.00	\$233,995.84	\$243,355.67	\$253,089.90	\$263,213.50
Total Broadband Personnel Expense	\$232,218.98	\$246,163.54	\$203,703.99	\$248,517.96	\$262,875.58	\$278,663.00	\$729,637.00	\$912,572.48	\$1,036,675.38	\$1,244,492.39	\$1,554,822.09
Percent Change	5.02%	6.00%	-17.25%	22.00%	5.78%	6.01%	161.83%	25.07%	13.60%	20.05%	24.94%
Fleet Personnel Expense											
Vehicle Maintenance	\$267,679.42	\$334,684.77	\$344,909.39	\$302,364.70	\$347,031.30	\$370,829.00	\$402,706.00	\$418,814.24	\$435,566.81	\$452,989.48	\$471,109.06
Equipment Acquisitions	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Fleet Personnel Expense	\$267,679.42	\$334,684.77	\$344,909.39	\$302,364.70	\$347,031.30	\$370,829.00	\$402,706.00	\$418,814.24	\$435,566.81	\$452,989.48	\$471,109.06
Percent Change	-14.47%	25.03%	3.06%	-12.34%	14.77%	6.86%	8.60%	4.00%	4.00%	4.00%	4.00%
Total Other Funds Personnel Expense	\$10,136,878.16	\$11,696,739.64	\$11,844,633.50	\$12,042,052.36	\$12,922,973.80	\$13,569,112.00	\$15,026,591.00	\$15,781,404.64	\$16,500,260.83	\$17,326,621.26	\$18,280,236.11
Percent Change	-6.75%	15.39%	1.26%	1.67%	7.32%	5.00%	10.74%	5.02%	4.56%	5.01%	5.50%
Total All Funds Personnel Expense	\$17,573,083.65	\$21,052,883.52	\$21,630,746.68	\$21,904,009.03	\$23,492,378.57	\$25,061,016.00	\$26,829,856.00	\$28,019,259.36	\$29,227,629.73	\$30,563,084.92	\$32,046,158.32
Percent Change	-10.02%	19.80%	2.74%	1.26%	7.25%	6.68%	7.06%	4.43%	4.31%	4.57%	4.85%

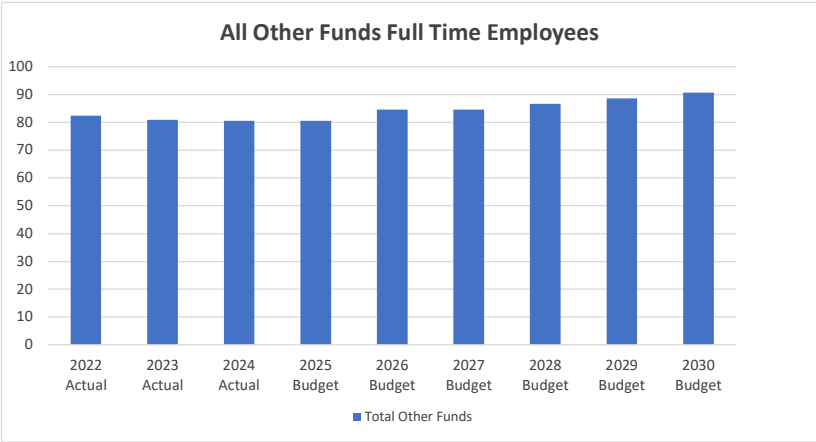
CITY OF HUDSON, OHIO FIVE YEAR PLAN 2026-2030 STAFFING & PERSONNEL GRAPHS



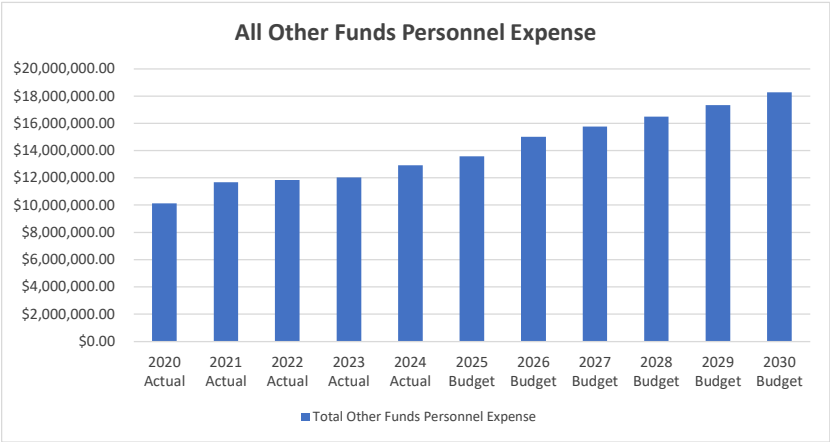
General Fund full time employees make up approximately 50% of total full time staff in the City of Hudson. The Police Department is the largest department in the General Fund and makes up 51% of total General Fund full time employees.



General Fund personnel costs rise an average of 4.67% per year from 2020 - 2030. Personnel expense includes salaries, retirement contributions and health insurance costs.

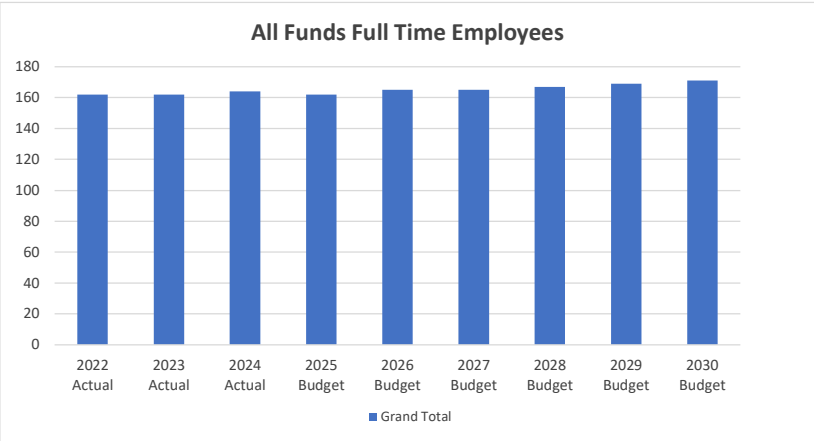


All Other Fund full time employees make up approximately 50% of total full time staff in the City of Hudson. The Electric Department is the largest department and makes up 30% of total Other Fund full time employees.

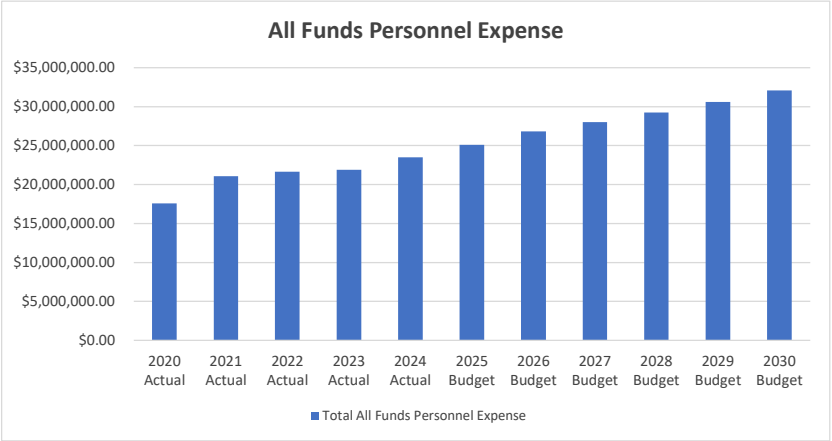


All Other Fund personnel costs rise an average of 4.97% per year from 2020 - 2030. Personnel expense includes salaries, retirement contributions and health insurance costs.

**CITY OF HUDSON, OHIO
FIVE YEAR PLAN 2026-2030
STAFFING & PERSONNEL GRAPHS**



The 2026 Budget increases full time staffing by 3. The expansion of fiber will create a need for additional staffing.



All Fund personnel costs rise an average of 4.81% per year from 2020 - 2030. Personnel expense includes salaries, retirement contributions and health insurance costs.