

## Council 2015-2016 Preliminary Budget Questions/Requests

Q#	Date	Name	Question/Requests	Assigned to	Status
1	9/30	Ranniger	Foster inclusiveness: What more will be done to address community concerns regarding social justice and equity within the existing budget? Mtg: Mayor, Ranniger, Fincher	Mayor/Derek	Completed 10/8
2	9/30	Boyce Ralph	Impact from a taxpayer perspective: "how much will it cost me, how much more will I pay?" Request utility customer increased costs as well as taxpayer	Finance	Workshop 11/4
3	9/30	Boyce	What is current B & O staff doing?	Finance	Completed 10/14
4	9/30	Higgins	Request copies of the B & O rates proposal – handout	Finance	Completed 10/14
5	9/30	Higgins	Request B & O rates comparison to other cities – handout	Finance	Completed 10/14
6	9/30	Ralph	Request B & O revenue breakdown by category – handout	Finance	Completed 10/14
7	9/30	Berrios	Request to see what \$3.4 million B & O revenue is paying for.	Finance	Completed 10/14
8	9/30	Fincher	B & O – How many collected from? How are they collected? How are collections prioritized? How far down the list? What kind of businesses? Where was \$250,000 collected from? What steps are neighboring cities taking on collections?	Finance	Completed 10/14
9	9/30	Berrios	What is current protocol when a business applies for a liquor license but doesn't have a business license?	Finance	Completed 10/14
10	9/30	Higgins	Would like to pursue legislative change to allow DOR to give access to records	Derek/Michelle	Completed 10/14
11	9/30	Boyce	Requested review of Internal debt	Finance	Completed 10/7
12	9/30	Berrios	Request more discussion on Public Works allocations	Finance	To Be Determined
13	9/30	Ranniger	Why does Kent need a radio station? Concerned about sponsorship funding-how to get it up and running without investing City dollars.	Derek/Michelle	Workshop 11/18
14	9/30	Ralph	Where is the impact of each revenue increase (i.e. permit revenue)? Tied to question #2 above.	Finance	Workshop 11/4
15	9/30	Higgins	Requested department budget presentations	Derek/Directors	Completed 10/21 and 10/28
16	10/1	Berrios	Does the council have the option to adopt a one-year budget, if desired?	Finance	Completed 10/8
17	10/9	Ralph	What is the impact on a typical homeowner if property tax banked capacity is used instead of B&O? – handout	Finance	Completed 10/14
18	10/9	Berrios	What is the maximum rate for each B&O category? - handout	Finance	Completed 10/14
19	10/15	Council via Derek	Provide additional information on Bellevue's contracted auditor arrangement	Finance	Workshop 11/18
20	10/21	Council via Derek	Provide examples of the impact of B&O threshold change to major business categories – tied to question #2 above.	Finance	Workshop 11/18
21	10/21	Council via Derek	Verify that \$1.6 million of General Fund streets/transportation costs are related to arterials (\$20 car tabs must be used on arterials)	Finance/PW	Workshop 11/4

## Council 2015-2016 Preliminary Budget Questions/Requests

Q#	Date	Name	Question/Requests	Assigned to	Status
22	10/21	Council via Derek	Consider modifying financial policies – possible slowdown in building reserves	Finance	Workshop 11/4
23	10/21	Ralph	Sustainability of revenues for the Tax Division?	Finance	Completed 10/21
24	10/21	Council via Derek	Consider extending utility repayment period to 4 years (instead of 3)	Finance	Workshop 11/4
25	10/21	Council via Derek	Explain 2014 to 2015 budget increase for Mayor/Administration	Finance/Derek	Completed 10/28
26	10/22	Council via Derek	Suggestion to send a letter to all 5,000 business licensees to ask them to set up B&O tax accounts	Finance	Workshop 11/18
27	10/22	Fincher	Request for HR to help Councilmember Fincher develop a proposal for race and social justice training	Lorraine	Workshop 11/18
28	10/24	Council via Derek	What is the net cost to increase the police parking enforcement position to full time?	Finance	Workshop 11/4
29	10/24	Council via Derek	What is the net cost to make the police volunteer coordinator a permanent position?	Finance	Workshop 11/4
30	10/24	Council via Derek	If revenue generation wasn't an issue, would Finance prefer tax audit positions or financial analysts?	Finance	Workshop 11/4
31	10/24	Council via Derek	How many vacant positions do we have and what's the impact on the 2014 budget?	Finance	Workshop 11/4
32	10/24	Council via Derek	What is the net cost of the senior center?	Finance	Workshop 11/4
33	10/28	Ralph	Clarify \$913,888 annual cost in Administration (on page 67)	Finance	Workshop 11/4
34	10/28	Ralph	Provide additional details for the increase between 2015 and 2016 in the insurance funds.	Finance	Workshop 11/4
35	10/28	Fincher	How much more would it cost to make the .6 non-benefitted Admin Sec requested by ECD a benefitted .75 FTE?	Finance	Workshop 11/4
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## Responses to Council Budget Questions 11/4/2014 Workshop

### Question #14

Where is the impact of each revenue increase (i.e. permit revenue)?

Response:

See Exhibit A, which itemizes proposed revenue increases.

### Question #21

Verify that \$1.6 million of General Fund streets/transportation costs are related to arterials (\$20 car tabs must be used on arterials).

Response:

Public Works has confirmed that there is at least \$1.6 million of General Fund street maintenance costs that are eligible to be funded with the proposed Transportation Benefit District.

### Question #22

Consider modifying financial policies – possible slowdown in building reserves

Response:

Council can certainly choose to modify the financial policies. The specific policies related to reserves are:

- *General Fund Reserves* – The target for the General Fund contingency Reserve is 10% of the General Fund Budgeted expenditures or an amount that will maintain sufficient cash flow, whichever is greater. The policy is designed to provide a fiscal cushion, meet seasonal cash flow shortfalls. If the General Fund reserves go below 10%, based on the ending fund balance on December 31 of each year, the City shall take steps to rebuild the reserve within the next fiscal year.

*Status:* 10% target reached as of 12/31/2013

- *Contingency for Unanticipated Costs* – The City will annually budget no less than \$500,000 in the General Fund for unanticipated costs. This amount, if unused, will be transferred into a project account until the amount reaches a maximum of \$1,500,000. If the fund or any portion of it is used, the City shall restore the balance to its \$1,500,000 within three years.

*Status:* \$1.5million funded as of 12/31/2013

- *Strategic Opportunities Fund* – The City shall annually transfer any amount in excess of the 10% contingency reserve in the General Fund to this fund. This fund will act as if it is a permanent fund except that it may be used to take advantage of investment opportunities that may arise. This fund shall only be utilized by an appropriation approved by City Council. In the event any of this fund is used in an economic downturn to stabilize city finances, such appropriation shall be repaid to the fund annually over the next three years.

*Status:* As of 2013 year end, there is \$424,012 in this fund

- *Capital Reserve Fund* – The City shall annually budget a minimum of \$250,000 into a reserve for the general capital needs of the City. Such fund may be used for

## **Responses to Council Budget Questions 11/4/2014 Workshop**

unanticipated capital needs typically resulting from a natural disaster. This fund is designated to act as a stabilization fund for general capital and may, with a specific appropriation by City Council, be used for investment in revenue producing capital projects. This fund shall be enumerated in the budget and accrue each year.

*Status:* As of 2014, \$500,000 is shown as capital reserves in the Capital Improvement Fund (CIP). However, because the overall CIP Fund has a deficit balance, the reserve amount is not available for capital projects.

Finance feels that the current financial policies are consistent with GFOA (Government Finance Officers Association) best practices and suggest that they not be formally modified. The 10% General Fund Reserves is a target, not a mandate, and therefore, reserves could be less than 10% at year end.

### **Question #24**

Consider extending utility repayment period to 4 years (instead of 3)

Response:

Extending the utility repayment period to 4 years is certainly an option. Annual payment under both scenarios is:

3-Year Repayment	\$675,368
4-Year Repayment	\$506,526
Annual General Fund Savings	\$168,842

### **Question #28**

What is the net cost to increase the police parking enforcement position to full time?

Response:

The cost to increase the parking enforcement position to full time is \$13,532.

### **Question #29**

What is the net cost to make the police volunteer coordinator a permanent position?

Response:

The estimated net cost to create a benefitted .75 FTE police volunteer coordinator position is \$107,871. The full position cost is \$113,871, offset by \$6,000 currently spent each year for a temporary volunteer coordinator (25 hrs/month @ \$20/hr).

### **Question #30**

If revenue generation wasn't an issue, would Finance prefer tax audit positions or financial analyst?

Response:

The Tax Division positions (and technology) remain the top priority for the Finance Department. It is extremely important that we effectively, efficiently, and equitably administer business licensing and city taxes, including B&O, among all taxpayers. Without these positions (and technology), we will continue to fall behind in this

## Responses to Council Budget Questions 11/4/2014 Workshop

responsibility. Our proposal funds these positions through additional B&O collections, not with General Fund revenues.

Yes, there are certainly other important projects we would like to address, most of which we cannot fully undertake with our current staffing level. However, we also believe that there are likely higher priority needs for General Fund dollars throughout the city at this time. For that reason, we have not requested additional financial analyst positions for the upcoming biennium.

### Question #31

How many vacant positions do we have and what's the impact on the 2014 budget?

Response:  
See Exhibit C.

### Question #32

What is the net cost of the Senior Center?

Response:  
Net cost of the Senior Center is as follows:

	2011 Actual	2012 Actual	2013 Actual	2014 Estimate*	2015 Prelim	2016 Prelim
Revenue	460,107	593,370	472,179	453,625	458,170	458,170
Expense	1,245,259	1,367,751	1,214,222	1,409,270	1,440,745	1,474,377
Net Cost	785,152	774,380	742,043	955,645	982,575	1,016,207

\* Increase in 2014 is largely due to cost of living adjustments.

### Question #33

Clarify the \$913,888 annual cost in Administration (page 67 of the Preliminary Budget)

Response:  
The sentence in question on page 67 is worded awkwardly. The \$913,888 is the 2014 budgeted cost for the Mayor/Administration functions. This number includes \$141,417 for civic affiliations, such as Puget Sound Council, Association of Washington Cities and Sound Cities Association.

### Question #34

Provide details for the increase between 2015 and 2016 in the insurance funds.

Response:

<b>Insurance Funds</b>	<b>2015-16 Change</b>
Salaries/Benefits - COLA, medical	17,270
Estimated Claims/Admin Fees	481,020
Insurance Premiums	73,057
Wellness Program/Miscellaneous	4,695
<b>Total Change</b>	<b>576,042</b>

**Responses to Council Budget Questions  
11/4/2014 Workshop**

**Question #35**

How much more would it cost to make the .6 non-benefitted Admin Sec requested by ECD a benefitted .75 FTE?

Response:

An additional \$32,600 is needed to increase the requested position to .75 FTE and provide benefits.

**Additions to Baseline Budget  
General Fund**

Department/New Appropriations	Original Proposal		Potential Adjustments		Adjusted Prelim		Original Proposal		Potential Adjustments		Adjusted Prelim	
	2015 FTE	2015 Amount	2015 FTE	2015 Amount	2015 FTE	2015 Amount	2016 FTE	2016 Amount	2016 FTE	2016 Amount	2016 FTE	2016 Amount
	Council Approved Revenues		77,074,830				77,074,830		77,728,290			
Baseline Expenditures		79,366,559				79,366,559		81,612,932				81,612,932
<b>Baseline Deficit</b>		<b>(2,291,729)</b>				<b>(2,291,729)</b>		<b>(3,884,642)</b>				<b>(3,884,642)</b>
<b>Revenues</b>												
<b>Proposed Revenues</b>												
Business & Occupation Tax		3,000,000				3,000,000		3,000,000				3,000,000
Internal Utility Tax - 1%		616,600				616,600		623,400				623,400
\$20 Car Tab Fee for Street O&M								1,660,000				1,660,000
Property Tax - Banked Capacity												
Sales Tax - Increase from 1% to 3% increase												
Subtotal		3,616,600				3,616,600		5,283,400				5,283,400
<b>Revenues to Support Department Changes</b>												
Permit revenue - ECD		212,000				212,000		212,000				212,000
B&O Revenue (collection increase) - Finance		460,950				460,950		423,279				423,279
Sponsorship fees for Kent Radio - IT		169,000		(169,000)				134,000				134,000
Block Grant Funding - Parks, Rec & Comm Svc		29,434				29,434		30,023				30,023
Subtotal		871,384		(169,000)		702,384		799,302				799,302
<b>Total Revenue</b>		<b>4,487,984</b>		<b>(169,000)</b>		<b>4,318,984</b>		<b>6,082,702</b>				<b>6,082,702</b>
<b>Expenditures</b>												
<b>Limited Term Changes</b>												
Utilities Repayment		675,368				675,368		675,368				675,368
Reduce Liability Insurance Rates		(609,175)				(609,175)		(609,175)				(609,175)
Reduce Workers Compensation Rates		(400,000)				(400,000)		(400,000)				(400,000)
Transfer to CIP Fund		1,617,740				1,617,740		1,021,630				1,021,630
Subtotal		1,283,933				1,283,933		687,823				687,823
<b>City Council &amp; Administration</b>												
Admin Asst 1 - Increase .525 FTE to .75 FTE	0.225	14,117			0.225	14,117	0.225	14,399			0.225	14,399
Exp offset from Council supplies budget		(14,117)				(14,117)		(14,399)				(14,399)
Neighborhood Council Matching Grants								25,000				25,000
Subtotal	0.225				0.225		0.225	25,000			0.225	25,000

**Additions to Baseline Budget  
General Fund**

Department/New Appropriations	Original Proposal		Potential Adjustments		Adjusted Prelim		Original Proposal		Potential Adjustments		Adjusted Prelim	
	2015	2015	2015	2015	2015	2015	2016	2016	2016	2016	2016	2016
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b><u>Economic &amp; Community Development</u></b>												
Lump Sum								212,000		(212,000)		
Administrative Secretary I									0.600	31,270	0.600	31,270
Increase Office Tech 3 from .33 to 1.0									0.670	31,040	0.670	31,040
Planner									1.000	102,771	1.000	102,771
Books & Training for Inspectors										46,919		46,919
Subtotal							212,000	2.270			2.270	212,000
<b><u>Finance</u></b>												
Staffing for Tax Division - B & O revenues	4.000	410,950	(1.000)	(140,000)	3.000	270,950	4.000	423,279	(1.000)	(140,000)	3.000	283,279
Subtotal	4.000	410,950	(1.000)	(140,000)	3.000	270,950	4.000	423,279	(1.000)	(140,000)	3.000	283,279
<b><u>Human Resources</u></b>												
Dues & Membership Increas		1,200				1,200		1,200				1,200
Temp Staff - School Supported Employment								44,728				44,728
Temp Staff - High School Internship								16,500				16,500
Citywide Employee Recognition, Events, etc.								17,675				17,675
Subtotal		1,200				1,200		80,103				80,103
<b><u>Information Technology</u></b>												
Kent Radio	1.000	169,000	(1.000)	(169,000)			1.000	134,000		75,000		209,000
Kent Radio - consultant study				50,000		50,000						
Lump Sum								200,000		(200,000)		
Project Mgr/Business Analyst-Public Safety									1.000	100,000		100,000
Tech Lead/Software Engineer-Public Safety									1.000	100,000		100,000
Subtotal	1.000	169,000	(1.000)	(119,000)		50,000	1.000	334,000	2.000	75,000		409,000
<b><u>Parks, Rec &amp; Comm Svc</u></b>												
Public Defender		250,000				250,000		250,000				250,000
Parks Ops Maintenance Worker 2 - .75 (3 emp)							2.250	209,811				209,811
Exp offset from other Parks Ops line items								(120,000)				(120,000)
Parks Planning Specialist - .525 FTE to 1.0 FTE	0.475						0.475					
Admin Sec 1 - .525 FTE to 1.0 FTE	0.475	29,434				29,434	0.475	30,023				30,023
Subtotal	0.950	279,434				279,434	3.200	369,834				369,834



**Additions to Baseline Budget  
General Fund**

Department/New Appropriations	Original Proposal		Potential Adjustments		Adjusted Prelim		Original Proposal		Potential Adjustments		Adjusted Prelim	
	2015	2015	2015	2015	2015	2015	2016	2016	2016	2016	2016	2016
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>Police</b>												
Lump Sum		300,000		(300,000)				300,000		(300,000)		
Patrol Officers			2.000	222,037	2.000	222,037			2.000	222,037	2.000	222,037
Ballistic Vest Replacement				22,600		22,600				22,600		22,600
Taser Replacements				36,450		36,450				36,450		36,450
Pursuit Equipment & Training				12,000		12,000				12,000		12,000
Professional Services				6,913		6,913				6,913		6,913
Subtotal		300,000	2.000		2.000	300,000		300,000	2.000		2.000	300,000
<b>Public Works</b>												
Lump Sum								200,000		(200,000)		
Signal Technical and Supplies									1.000	100,138		100,138
Signal Maintenance Van										45,000		45,000
Intersection Traffic Counts										54,862		54,862
Subtotal								200,000	1.000			200,000
<b>Total Expenditures</b>	<b>6.175</b>	<b>2,444,517</b>		<b>(259,000)</b>	<b>5.225</b>	<b>2,185,517</b>	<b>8.425</b>	<b>2,632,039</b>	<b>6.270</b>	<b>(65,000)</b>	<b>7.495</b>	<b>2,567,039</b>
<b>Use of Fund Balance</b>		<b>248,262</b>				<b>158,262</b>		<b>433,979</b>				<b>368,979</b>

**Additions to Baseline Budget  
Other Funds**

Department/New Appropriations	Original Proposal		Potential		Adjusted Prelim		Original Proposal		Potential		Adjusted Prelim	
	2015 FTE	2015 Amount	2015 FTE	2015 Amount	2015 FTE	2015 Amount	2016 FTE	2016 Amount	2016 FTE	2016 Amount	2016 FTE	2016 Amount
<b>Revenues to Support Department Changes</b>												
Riverbend revenue reductions		(415,058)			-	(415,058)		(376,894)				(376,894)
Repayment to Utilities		675,368			-	675,368		675,368				675,368
Subtotal	-	260,310	-	-	-	260,310	-	298,474	-	-	-	298,474
<b>Total Revenue</b>	<b>-</b>	<b>260,310</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>260,310</b>	<b>-</b>	<b>298,474</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>298,474</b>
<b>Expenditures</b>												
<b>Limited Term Changes</b>												
Reduce Liability Insurance Rates		(250,080)				(250,080)		(250,080)				(250,080)
Reduce Worker's Compensation Rates		(173,360)				(173,360)		(173,360)				(173,360)
Subtotal	-	(423,440)	-	-	-	(423,440)	-	(423,440)	-	-	-	(423,440)
<b>Finance</b>												
Meter Reader increase - .53 to 1.0 FTE	0.470	27,265			0.47	27,265	0.470	27,265			0.47	27,265
Customer Service Rep - .53 to .75 FTE	0.220	13,195			0.22	13,195	0.220	13,433			0.22	13,433
Subtotal	0.690	40,460	-	-	0.690	40,460	0.690	40,698	-	-	0.690	40,698
<b>Information Technology</b>												
Lump Sum							72,851		(72,851)			-
Project Mgr/Business Analyst-Public Safety									25,000			25,000
Tech Lead/Software Engineer-Public Safety									25,000			25,000
Training & Conferences									22,851			22,851
Increase for subscription svcs, clip art, photo lib		2,500				2,500	2,800					2,800
Project Mgr/Business Analyst-Funded by B & O			1.000	125,000	1.000	125,000			1.000	125,000	1.000	125,000
Project Mgr/Bus Analyst-Funded by Tech Fees			1.000	125,000	1.000	125,000			1.000	125,000	1.000	125,000
Tech Lead/Software Eng-Funded by Tech Fees			1.000	125,000	1.000	125,000			1.000	125,000	1.000	125,000
Subtotal	-	2,500	3.000	375,000	3.000	377,500	-	75,651	3.000	375,000	3.000	450,651
<b>Parks, Rec &amp; Comm Svc</b>												
Riverbend - Operating budget transition		(355,025)				(355,025)		(356,238)				(356,238)
Riverbend - New Well		400,000				400,000						
Facilities Capital Projects Coordinator	1.000	109,016			1.000	109,016	1.000	113,737				113,737
Expense Offset from Facilities budgeted line items		(109,016)				(109,016)		(113,737)				(113,737)
Subtotal	1.000	44,975	-	-	1.00	44,975	1.000	(356,238)	-	-	-	(356,238)
<b>Police</b>												
Forensic Investigation Hardware		20,000				20,000						
Marked Vehicles - 2		59,000				59,000		59,000				59,000
Subtotal	-	79,000	-	-	-	79,000	-	59,000.00	-	-	-	59,000
<b>Public Works</b>												
WRIA 9 & USGS-Increase to regional svcs by KC		53,000				53,000		58,000				58,000
Tacoma Water Supply-water contract increase		455,000				455,000		455,000				455,000
Vactor truck/Chase truck w/staff-Wastewater		487,500				487,500	2.000	177,767				177,767
Vegetation Crew	6.000	548,220			6.000	548,220	6.000	536,820				536,820
Expense offset from other budget line items		(72,011)				(72,011)		(131,851)				(131,851)
Fleet Mechanic	1.000	87,747			1.000	87,747	1.000	84,511				84,511
Replace temps w/FTE's due to Healthcare Reform	6.000	412,587			6.000	412,587	6.000	415,243				415,243
Subtotal	13.00	1,972,043	-	-	13.00	1,972,043.00	15.000	1,595,490	-	-	-	1,595,490
<b>Total Expenditures</b>	<b>14.690</b>	<b>1,715,538</b>	<b>3.000</b>	<b>375,000</b>	<b>17.690</b>	<b>2,090,538</b>	<b>16.690</b>	<b>991,161</b>	<b>3.000</b>	<b>375,000</b>	<b>3.690</b>	<b>1,366,161</b>

Current Vacancies - October 2014

Exhibit C

Department	Position Classification	Budgeted FTE	2015 FTE Change	2015 Prelim	Separation Date	Status
<b>General Fund</b>						
City Clerk	Administrative Assistant 1	1.00		79,340	7/15/2014	Hiring in Progress
Council	Administrative Assistant 1	0.53	0.22	66,819	9/12/2014	
PW Eng-Const	Senior Construction Inspector	1.00		104,945	7/15/2014	Limited Term
PW Eng-Design	GIS Supervisor	1.00		114,778	2/28/2013	Hiring in Progress
PW Eng-Land Survey	Property Management Technician	1.00		89,995	5/31/2013	Hiring in Progress
PW Eng-Transp	Senior Signal Technician	1.00		119,120	9/30/2014	
PW Oper-Admin	Pavement Management Analyst	1.00		102,853	9/5/2012	Hiring in Progress
PW Oper-Street	Maintenance Worker 3	1.00		95,494	8/31/2014	
Police-Corrections	Police Corrections Officer	1.00		90,977	7/8/2014	Hiring in Progress
Police-Patrol	Police Patrol Officer	1.00		90,285	9/5/2014	
Police-Patrol	Police Patrol Officer	1.00		125,658	8/31/2014	
Police-Patrol	Police Patrol Officer	1.00		102,232	6/20/2014	
Police-Patrol	Police Patrol Officer	1.00		118,256	8/2/2014	
Police-Patrol	Police Patrol Officer	1.00		92,040	9/8/2014	
Parks-Admin	Fund Development Officer	1.00		110,448	1/1/2014	
Parks-Human Svcs	Human Services Coordinator	1.00		105,518	9/23/2014	Hiring in Progress
Parks-Maintenance	Maintenance Worker 2	0.75		68,320	1/1/2014	Hiring in Progress
ECD-Dev Eng	Administrative Assistant 1	1.00		83,675	6/30/2014	Hiring in Progress
ECD-Dev Eng	Engineering Technician 3	1.00		104,945	7/15/2014	
		18.28	0.22	1,865,697		
<b>2014 Salary and Benefit Budget</b>				<b>49,845,477</b>		
<b>2014 Salary and Benefit YTD-September</b>				<b>35,745,913</b>		
<b>2014 Salary and Benefit Estimate based on September Actuals</b>				<b>48,792,145</b>		
<b>Criminal Justice Fund</b>						
Police-Investigations	Police Patrol Officer	1.00		102,232	3/15/2014	
Police-Investigations	Police Patrol Officer	1.00		114,615	10/4/2014	
Police-Records	Police Records Specialist	1.00		85,597	7/10/2014	Hiring in Progress
		3.00	-	302,444		
<b>2014 Salary and Benefit Budget</b>				<b>2,508,018</b>		
<b>2014 Salary and Benefit YTD-September</b>				<b>2,165,800</b>		
<b>2014 Salary and Benefit Estimate based on September Actuals</b>				<b>2,424,016</b>		
<b>Utilities Funds</b>						
Finance-Cust Svcs	Customer Svcs Representative	0.53	0.22	65,952	5/31/2014	Hiring in Progress
PW Oper-Admin	PW Operations Manager	1.00		159,626	8/30/2013	
PW Oper-Admin	Accounting Svcs Asst 3	1.00		82,227	4/18/2014	Hiring in Progress
PW Oper-Admin	Administrative Assistant 2	1.00		89,995	1/1/2014	Hiring in Progress
PW Eng-Environmental	Engineering Technician 2	1.00		93,491	4/15/2012	
PW Oper-Water	Field Supervisor	1.00		105,214	3/31/2014	
PW Oper-Water	Field Supervisor	1.00		116,206	9/30/2014	
		6.53	0.22	1,017,767		
<b>2014 Salary and Benefit Budget</b>				<b>10,711,107</b>		
<b>2014 Salary and Benefit YTD-September</b>				<b>7,396,916</b>		
<b>2014 Salary and Benefit Estimate based on September Actuals</b>				<b>9,862,555</b>		
<b>Golf Fund</b>						
Parks-Golf	Maintenance Worker 2	1.00		83,065	2/15/2014	
Parks-Golf	Parks Program Assistant	0.75		68,191	9/1/2011	
		1.75	-	151,256		
<b>2014 Salary and Benefit Budget</b>				<b>1,488,036</b>		
<b>2014 Salary and Benefit YTD-September</b>				<b>1,022,593</b>		
<b>2014 Salary and Benefit Estimate based on September Actuals</b>				<b>1,363,457</b>		
<b>Capital Projects Fund</b>						
Parks-Planning	Park/Fac Planning & Dev Coord	1.00	-	110,448	3/2/2011	
<b>Capital Project based positions are not budgeted due to the lack of Parks Capital funding.</b>						
<b>Total All Funds</b>		<b>30.56</b>	<b>0.44</b>	<b>3,447,611</b>		