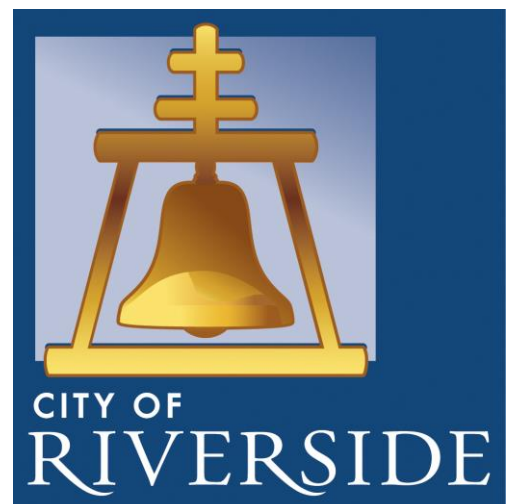


# HUMAN RESOURCES DEPARTMENT

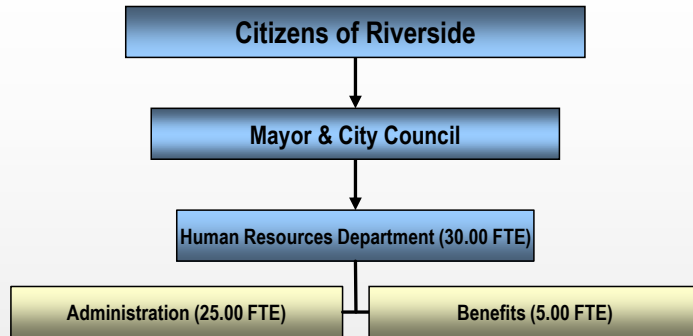
## MISSION STATEMENT

The Mission of the Human Resources Department is to being an innovative professional strategic business partner that values integrity, confidentiality, and diversity while continuing to provide a variety of resources to past, present, and future employees.

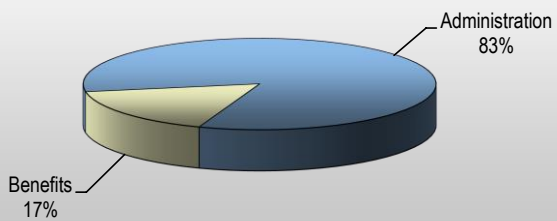


# HUMAN RESOURCES DEPARTMENT

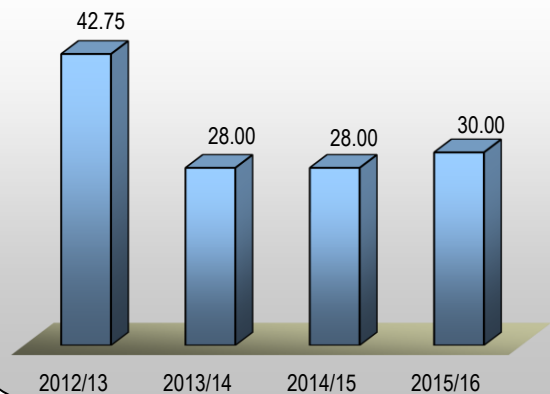
DEPARTMENT ORGANIZATIONAL CHART



PERSONNEL BY DIVISION



HISTORICAL PERSONNEL



# HUMAN RESOURCES DEPARTMENT

## SERVICES PROVIDED BY DEPARTMENT

The Human Resources Department balances service and regulatory requirements with responsibilities in critical areas including Benefits, Classification and Compensation, Employee and Employer Relations, Records Management and Employee Transactions, Recruitment and Selection, Training and Development, Municipal Volunteer Program, and Special Youth Job Training Programs. Our goal is to provide a safe and discriminatory free work environment for all – the workforce, prospective employees, and the community. Equally important, the Human Resources Department is to partner with Departments in meeting their multiple personnel, staffing, and related needs.

We are committed to providing quality service to our internal customers in order that they can fulfill their goals and objectives to the City Council and citizens of Riverside. We are equally committed to provide the workforce with training in order that they can meet the contemporary requirements of their respective positions and develop into the best employees they can possibly be. We assure employees an objective Human Resources Department to assist them in a multitude of personnel assistance and guidance needs they may have during their career with the City.

## PERSONNEL SUMMARY BY DIVISION

	Budgeted 2012/13	Budgeted 2013/14	Budgeted 2014/15	Budgeted 2015/16	Change
Administration	16.00	5.00	4.00	25.00	21.00
Benefits	11.50	8.25	9.25	5.00	(4.25)
Training	5.00	1.00	1.00	-	(1.00)
Safety	2.00	2.25	2.25	-	(2.25)
Recruitment and Selection	8.25	8.25	6.25	-	(6.25)
Employee & Labor Relations	-	3.25	5.25	-	(5.25)
<b>Total Personnel</b>	<b>42.75</b>	<b>28.00</b>	<b>28.00</b>	<b>30.00</b>	<b>2.00</b>

# HUMAN RESOURCES DEPARTMENT

## DEPARTMENT GOALS

1. To continuously maximize technology growth and improvement.
2. To provide updated and regularly reviewed components in the Human Resources Personnel Policy and Procedures Manual.
3. To develop internal core competency training and succession-planning initiatives to enhance knowledge, skills, and abilities.
4. To negotiate, adopt, and administer agreements between the City and bargaining units to provide a comprehensive memorandum of understanding for each bargaining unit.
5. To continue to work in collaboration with the City's wellness consultant to revamp and enhance existing wellness program initiatives.

## FISCAL YEAR 2014/15 DEPARTMENT ACCOMPLISHMENTS

	Accomplishment	Related Goal	Related City Council Goal
1	Successfully completed the scope of services for the learning management system to manage the enrollment and completion of employee training.	Goal #1	Enhanced Customer Service
2	In collaboration with Public Utilities created an RFP for a Learning Management System that will be used to manage employee succession planning, skills-gap analysis, employee development planning, and an online library of educational and support materials.	Goal #1	Enhanced Customer Service
3	Completed the review, revision, and approval process of fourteen policies from the Human Resources Policies and Procedures Manual.	Goal #2	Improve Teamwork & Communication
4	Administered the Human Resources Executive Subcommittee including department heads representing the six largest City departments to review and discuss policy level Human Resources items/issues.	Goal #2	Improve Teamwork & Communication
5	Incorporated cross-training workshops within the Human Resources Department to expose new team members to all functional areas of the department.	Goal #3	Enhanced Customer Service
6	Successfully met and conferred with labor groups including policy revisions, job description revisions, and MOU provisions.	Goal #4	Improve Teamwork & Communication
7	Facilitated information sessions regarding union organizing campaigns.	Goal #4	Improve Teamwork & Communication
8	Received the 2014 Fit-Friendly Platinum Achievements Award from the American Heart Association for promoting employee health and fitness through the City's Wellness Program.	Goal #5	Enhanced Customer Service
9	Completed the 4th floor walking route project and encouraged employees to walk more during work hours.	Goal #5	Enhanced Customer Service

# HUMAN RESOURCES DEPARTMENT

## FISCAL YEAR 2015/16 DEPARTMENT OBJECTIVES

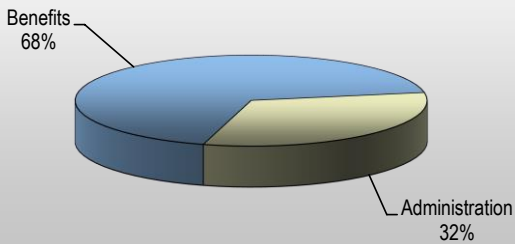
	<b>Objective</b>	<b>Related Goal</b>	<b>Related City Council Goal</b>
1	To implement the utilization of a learning management/succession planning system.	Goal # 1	Enhanced Customer Service
2	To complete the review and update of the Human Resources Personnel Policy and Procedures Manual.	Goal #2	Improve Teamwork & Communication
3	To collaborate with Finance and Leadership throughout the City on HR decisions.	Goal #3	Improve Teamwork & Communication
4	To develop employee and union engagement in an effort to successfully negotiate comprehensive MOU's.	Goal #4	Improve Teamwork & Communication
5	To revisit the Wellness ambassador group to reinforce wellness initiatives across the organization.	Goal #5	Enhanced Customer Service

# HUMAN RESOURCES DEPARTMENT

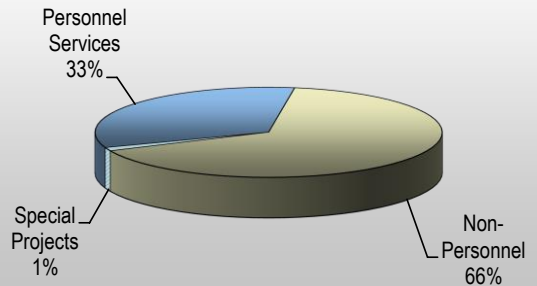
## BUDGET SUMMARY BY DIVISION

	Actual 2012/13	Actual 2013/14	Budgeted 2014/15	Budgeted 2015/16	Change
Administration	1,325,316	748,590	658,944	2,745,264	316.62%
Benefits	5,077,046	6,132,985	6,163,191	5,794,229	-5.99%
Training	260,699	200,776	126,543	-	---
Safety	104,714	176,666	205,339	-	---
Recruitment and Selection	459,624	689,380	442,579	-	---
Employee & Labor Relations	6,271	309,925	668,147	-	---
<b>Current Operations Budget</b>	<b>\$ 7,233,671</b>	<b>\$ 8,258,322</b>	<b>\$ 8,264,743</b>	<b>\$ 8,539,493</b>	<b>3.32%</b>

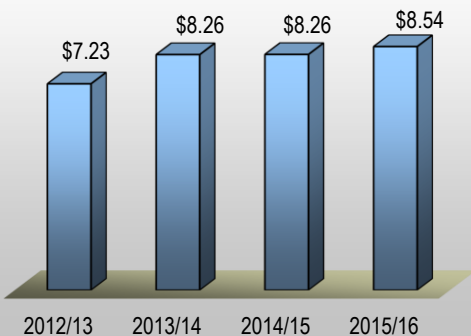
### BUDGET BY DIVISION



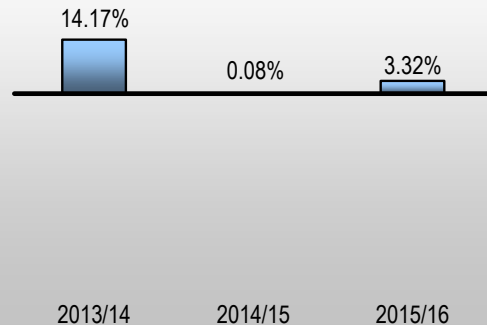
### BUDGET BY CATEGORY



### HISTORICAL BUDGET (MILLIONS)



### HISTORICAL BUDGET INCREASE (OVER PRIOR FISCAL YEAR)



## HUMAN RESOURCES DEPARTMENT

### BUDGET SUMMARY BY BUDGET CATEGORY

	Actual 2012/13	Actual 2013/14	Budgeted 2014/15	Budgeted 2015/16	Change
Personnel Services	2,342,030	2,422,861	2,610,576	2,814,348	7.81%
Non-Personnel	4,771,198	5,666,443	5,549,167	5,620,145	1.28%
Special Projects	120,443	169,018	105,000	105,000	0.00%
<b>Current Operations Budget</b>	<b>\$ 7,233,671</b>	<b>\$ 8,258,322</b>	<b>\$ 8,264,743</b>	<b>\$ 8,539,493</b>	<b>3.32%</b>
Equipment Outlay	-	-	-	-	---
Debt Service	17,826	14,634	14,069	16,213	15.24%
Operating Grants	-	-	-	-	---
Capital Outlay & Grants	-	-	-	-	---
Charges From Others	662,495	756,485	1,026,437	1,097,492	6.92%
Charges To Others	(2,880,648)	(2,985,159)	(3,414,910)	(3,676,939)	7.67%
<b>Total Budget</b>	<b>\$ 5,033,344</b>	<b>\$ 6,044,282</b>	<b>\$ 5,890,339</b>	<b>\$ 5,976,259</b>	<b>1.46%</b>

### SUMMARY OF SIGNIFICANT BUDGET ADJUSTMENTS – PRIOR YEAR TO CURRENT YEAR

#### Personnel Adjustments

1. The increase in the personnel services budget relates to the additional of additional staff to enhance service delivery to client departments.

#### Other Adjustments

1. None.

## Departmental Budget Detail

Department / Section: Human Resources / Human Resources-Administration  
101 - 210000

Object	GL Key	Description	Actual 2013/14	Budgeted 2014/15	Amended 2014/15	Requested 2015/16	% Budget Change
411100	2100000	Salaries-Regular	470,859	420,583	420,583	1,538,587	265 %
411110	2100000	Salaries-Temp & Part Time	0	0	0	30,305	---
411410	2100000	Vacation Payoff	32,423	0	0	0	---
411440	2100000	Admin Leave Payoff	3,698	0	0	0	---
412000	2100000	Emp Pension & Benefits	185,903	169,424	169,424	706,501	317 %
<b>Personnel Services Total</b>			<b>692,884</b>	<b>590,007</b>	<b>590,007</b>	<b>2,275,393</b>	<b>285 %</b>
421000	2100000	Professional Services	19,543	23,359	25,485	153,909	558 %
421001	2100000	Prof Svcs - Admin	198	0	0	0	---
421100	2100000	Outside Legal Svcs	0	0	0	29,500	---
422000	2100000	Utility Services	5,370	9,507	9,507	9,894	4 %
423000	2100000	Rentals & Transport	3	1,000	1,000	7,625	662 %
424000	2100000	Maint & Repairs	1,273	2,000	2,000	2,000	%
425000	2100000	Office Exp & Supplies	12,931	13,700	14,822	84,588	517 %
425200	2100000	Periodicals/Dues	768	1,500	1,500	6,250	316 %
426000	2100000	Materials & Supplies	3,437	3,190	2,190	11,690	266 %
427100	2100000	Travel & Meeting	1,139	1,000	1,000	2,000	100 %
428400	2100000	Liability Insurance	11,515	13,681	13,681	57,415	319 %
<b>Non-personnel Expenses Total</b>			<b>56,180</b>	<b>68,937</b>	<b>71,185</b>	<b>364,871</b>	<b>429 %</b>
450338	2100000	Drug & Alcohol Testing Program	(507)	0	0	35,000	---
452004	2100000	City-Wide Employee Training	32	0	0	20,000	---
452005	2100000	Education Reimbursement Prog	0	0	0	20,000	---
452011	2100000	Employee Recognition Program	0	0	0	30,000	---
<b>Special Projects Total</b>			<b>(475)</b>	<b>0</b>	<b>0</b>	<b>105,000</b>	<b>---</b>
881100	2100000	General Fund Allocation Chgs	365,982	766,313	766,313	850,815	11 %
882101	2100000	Annual Utilization Chgs 101 Fd	17,241	13,620	13,620	17,095	25 %
884101	2100000	General Fund Charges	0	1,800	1,800	1,800	%
<b>Charges From Others Total</b>			<b>383,224</b>	<b>781,733</b>	<b>781,733</b>	<b>869,710</b>	<b>11 %</b>
891100	2100000	General Fund Allocation Chrges	(1,129,107)	(3,324,939)	(3,324,939)	(3,639,730)	9 %
894101	2100000	Interfund Svcs-General Fund	0	0	0	(37,207)	---
<b>Charges to Others Total</b>			<b>(1,129,107)</b>	<b>(3,324,939)</b>	<b>(3,324,939)</b>	<b>(3,676,937)</b>	<b>10 %</b>
<b>Total Budget Requirements</b>			<b>2,706</b>	<b>(1,884,262)</b>	<b>(1,882,013)</b>	<b>(61,963)</b>	<b>(96) %</b>



## Departmental Budget Detail

Department / Section: Human Resources / Human Resources-Benefits  
101 - 211500

Object	GL Key	Description	Actual 2013/14	Budgeted 2014/15	Amended 2014/15	Requested 2015/16	% Budget Change
411100	2115000	Salaries-Regular	214,769	280,710	280,710	0	---
411110	2115000	Salaries-Temp & Part Time	9,200	5,800	5,800	0	---
412000	2115000	Emp Pension & Benefits	88,446	124,744	124,744	0	---
413120	2115000	OT at 1.5 Rate	59	0	0	0	---
<b>Personnel Services Total</b>			<b>312,474</b>	<b>411,254</b>	<b>411,254</b>	<b>0</b>	<b>---</b>
421000	2115000	Professional Services	53,227	43,416	43,416	0	---
421001	2115000	Prof Svcs - Admin	376	0	0	0	---
422000	2115000	Utility Services	500	1,238	1,238	0	---
423000	2115000	Rentals & Transport	48	225	225	0	---
425000	2115000	Office Exp & Supplies	14,538	7,875	10,875	0	---
425200	2115000	Periodicals/Dues	0	875	875	0	---
428400	2115000	Liability Insurance	5,134	8,815	8,815	0	---
<b>Non-personnel Expenses Total</b>			<b>73,826</b>	<b>62,444</b>	<b>65,444</b>	<b>0</b>	<b>---</b>
881100	2115000	General Fund Allocation Chgs	13,443	0	0	0	---
<b>Charges From Others Total</b>			<b>13,443</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>---</b>
891100	2115000	General Fund Allocation Chrges	(286,612)	0	0	0	---
894101	2115000	Interfund Svcs-General Fund	(75,524)	(89,971)	(89,971)	0	---
<b>Charges to Others Total</b>			<b>(362,136)</b>	<b>(89,971)</b>	<b>(89,971)</b>	<b>0</b>	<b>---</b>
<b>Total Budget Requirements</b>			<b>37,607</b>	<b>383,727</b>	<b>386,727</b>	<b>0</b>	<b>---</b>

## Departmental Budget Detail

Department / Section: Human Resources / Human Resources-Safety  
101 - 212000

Object	GL Key	Description	Actual 2013/14	Budgeted 2014/15	Amended 2014/15	Requested 2015/16	% Budget Change
411100	2120000	Salaries-Regular	88,385	104,949	104,949	0	---
411110	2120000	Salaries-Temp & Part Time	1,836	0	0	0	---
412000	2120000	Emp Pension & Benefits	36,868	44,152	44,152	0	---
413120	2120000	OT at 1.5 Rate	58	0	0	0	---
<b>Personnel Services Total</b>			<b>127,148</b>	<b>149,101</b>	<b>149,101</b>	<b>0</b>	<b>---</b>
421000	2120000	Professional Services	21,721	12,721	12,721	0	---
421001	2120000	Prof Svcs - Admin	459	0	0	0	---
422000	2120000	Utility Services	606	979	979	0	---
423000	2120000	Rentals & Transport	409	3,500	3,500	0	---
425000	2120000	Office Exp & Supplies	1,974	5,750	5,750	0	---
425200	2120000	Periodicals/Dues	734	3,375	3,375	0	---
426000	2120000	Materials & Supplies	4,168	6,500	6,500	0	---
428400	2120000	Liability Insurance	2,139	3,413	3,413	0	---
<b>Non-personnel Expenses Total</b>			<b>32,214</b>	<b>36,238</b>	<b>36,238</b>	<b>0</b>	<b>---</b>
452004	2120000	City-Wide Employee Training	17,303	20,000	20,000	0	---
<b>Special Projects Total</b>			<b>17,303</b>	<b>20,000</b>	<b>20,000</b>	<b>0</b>	<b>---</b>
881100	2120000	General Fund Allocation Chgs	5,059	0	0	0	---
<b>Charges From Others Total</b>			<b>5,059</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>---</b>
891100	2120000	General Fund Allocation Chrges	(193,911)	0	0	0	---
<b>Charges to Others Total</b>			<b>(193,911)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>---</b>
<b>Total Budget Requirements</b>			<b>(12,185)</b>	<b>205,339</b>	<b>205,339</b>	<b>0</b>	<b>---</b>

## Departmental Budget Detail

Department / Section: Human Resources / Human Resources-Training  
101 - 213000

Object	GL Key	Description	Actual 2013/14	Budgeted 2014/15	Amended 2014/15	Requested 2015/16	% Budget Change
411100	2130000	Salaries-Regular	38,890	40,875	40,875	0	---
412000	2130000	Emp Pension & Benefits	10,950	16,438	16,438	0	---
<b>Personnel Services Total</b>			<b>49,841</b>	<b>57,313</b>	<b>57,313</b>	<b>0</b>	<b>---</b>
421000	2130000	Professional Services	4,581	8,000	8,000	0	---
421001	2130000	Prof Svcs - Admin	2,280	0	0	0	---
423000	2130000	Rentals & Transport	68	900	900	0	---
425000	2130000	Office Exp & Supplies	4,578	8,000	8,055	0	---
426000	2130000	Materials & Supplies	108	1,000	1,000	0	---
427100	2130000	Travel & Meeting	335	0	0	0	---
428400	2130000	Liability Insurance	852	1,330	1,330	0	---
<b>Non-personnel Expenses Total</b>			<b>12,805</b>	<b>19,230</b>	<b>19,285</b>	<b>0</b>	<b>---</b>
452003	2130000	Volunteer Coordination Program	1,957	0	0	0	---
452004	2130000	City-Wide Employee Training	(8,556)	0	0	0	---
452005	2130000	Education Reimbursement Prog	22,100	20,000	24,000	0	---
452011	2130000	Employee Recognition Program	10,729	30,000	50,897	0	---
453221	2130000	Wellness Program	111,898	0	118,860	0	---
<b>Special Projects Total</b>			<b>138,129</b>	<b>50,000</b>	<b>193,757</b>	<b>0</b>	<b>---</b>
881100	2130000	General Fund Allocation Chgs	10,741	0	0	0	---
<b>Charges From Others Total</b>			<b>10,741</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>---</b>
891100	2130000	General Fund Allocation Chrges	(128,991)	0	0	0	---
<b>Charges to Others Total</b>			<b>(128,991)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>---</b>
<b>Total Budget Requirements</b>			<b>82,527</b>	<b>126,543</b>	<b>270,356</b>	<b>0</b>	<b>---</b>

## Departmental Budget Detail

Department / Section: Human Resources / Human Resources-Recruit/Sel  
101 - 214000

Object	GL Key	Description	Actual 2013/14	Budgeted 2014/15	Amended 2014/15	Requested 2015/16	% Budget Change
411100	2140000	Salaries-Regular	304,909	221,057	221,057	0	---
411110	2140000	Salaries-Temp & Part Time	12,925	5,460	5,460	0	---
411410	2140000	Vacation Payoff	11,501	0	0	0	---
411430	2140000	Compensatory Time Payoff	27	0	0	0	---
412000	2140000	Emp Pension & Benefits	138,474	100,774	100,774	0	---
413120	2140000	OT at 1.5 Rate	9,706	0	0	0	---
<b>Personnel Services Total</b>			<b>477,544</b>	<b>327,291</b>	<b>327,291</b>	<b>0</b>	<b>---</b>
421000	2140000	Professional Services	191,781	61,413	65,268	0	---
421001	2140000	Prof Svcs - Admin	65	0	0	0	---
423000	2140000	Rentals & Transport	712	2,000	2,000	0	---
425000	2140000	Office Exp & Supplies	10,137	43,763	58,100	0	---
426000	2140000	Materials & Supplies	449	1,500	1,500	0	---
428400	2140000	Liability Insurance	8,689	6,612	6,612	0	---
<b>Non-personnel Expenses Total</b>			<b>211,835</b>	<b>115,288</b>	<b>133,481</b>	<b>0</b>	<b>---</b>
881100	2140000	General Fund Allocation Chgs	19,707	0	0	0	---
<b>Charges From Others Total</b>			<b>19,707</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>---</b>
891100	2140000	General Fund Allocation Chrges	(684,273)	0	0	0	---
894510	2140000	Interfund Svcs-Electric Fund	(458)	0	0	0	---
<b>Charges to Others Total</b>			<b>(684,731)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>---</b>
<b>Total Budget Requirements</b>			<b>24,356</b>	<b>442,579</b>	<b>460,772</b>	<b>0</b>	<b>---</b>

## Departmental Budget Detail

Department / Section: Human Resources / HR-Employee & Labor Relations  
101 - 215000

Object	GL Key	Description	Actual 2013/14	Budgeted 2014/15	Amended 2014/15	Requested 2015/16	% Budget Change
411100	2150000	Salaries-Regular	159,010	405,925	405,925	0	---
411110	2150000	Salaries-Temp & Part Time	3,930	0	0	0	---
411410	2150000	Vacation Payoff	9,440	0	0	0	---
412000	2150000	Emp Pension & Benefits	79,131	174,350	174,350	0	---
413120	2150000	OT at 1.5 Rate	56	0	0	0	---
<b>Personnel Services Total</b>			<b>251,569</b>	<b>580,275</b>	<b>580,275</b>	<b>0</b>	<b>---</b>
421000	2150000	Professional Services	3,564	5,000	5,000	0	---
421100	2150000	Outside Legal Svcs	31,373	30,000	30,000	0	---
422000	2150000	Utility Services	802	1,170	1,170	0	---
425000	2150000	Office Exp & Supplies	571	1,500	1,500	0	---
425200	2150000	Periodicals/Dues	525	500	500	0	---
426000	2150000	Materials & Supplies	148	500	500	0	---
427100	2150000	Travel & Meeting	1,676	1,000	1,000	0	---
428400	2150000	Liability Insurance	5,632	13,202	13,202	0	---
<b>Non-personnel Expenses Total</b>			<b>44,294</b>	<b>52,872</b>	<b>52,872</b>	<b>0</b>	<b>---</b>
450338	2150000	Drug & Alcohol Testing Program	14,061	35,000	45,000	0	---
<b>Special Projects Total</b>			<b>14,061</b>	<b>35,000</b>	<b>45,000</b>	<b>0</b>	<b>---</b>
881100	2150000	General Fund Allocation Chgs	8,605	0	0	0	---
<b>Charges From Others Total</b>			<b>8,605</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>---</b>
891100	2150000	General Fund Allocation Chrges	(431,265)	0	0	0	---
<b>Charges to Others Total</b>			<b>(431,265)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>---</b>
<b>Total Budget Requirements</b>			<b>(112,734)</b>	<b>668,147</b>	<b>678,147</b>	<b>0</b>	<b>---</b>

## Departmental Budget Detail

Department / Section: Human Resources / Human Resources-Debt  
101 - 219000

Object	GL Key	Description	Actual 2013/14	Budgeted 2014/15	Amended 2014/15	Requested 2015/16	% Budget Change
882101	2190000	Annual Utilization Chgs 101 Fd	55,014	57,927	57,927	61,965	6 %
		<b>Charges From Others Total</b>	<b>55,014</b>	<b>57,927</b>	<b>57,927</b>	<b>61,965</b>	<b>6 %</b>
891100	2190000	General Fund Allocation Chrges	(55,014)	0	0	0	---
		<b>Charges to Others Total</b>	<b>(55,014)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>---</b>
<b>Total Budget Requirements</b>			<b>0</b>	<b>57,927</b>	<b>57,927</b>	<b>61,965</b>	<b>6 %</b>

## Departmental Budget Detail

Department / Section: Human Resources / HR-Benefits-Workers' Comp  
610 - 211510

Object	GL Key	Description	Actual 2013/14	Budgeted 2014/15	Amended 2014/15	Requested 2015/16	% Budget Change
411100	2115100	Salaries-Regular	312,734	313,869	313,869	340,773	8 %
411110	2115100	Salaries-Temp & Part Time	7,411	0	0	0	---
412000	2115100	Emp Pension & Benefits	174,013	181,466	181,466	198,182	9 %
412313	2115100	OPEB Annual Amortization	17,220	0	0	0	---
413120	2115100	OT at 1.5 Rate	18	0	0	0	---
<b>Personnel Services Total</b>			<b>511,397</b>	<b>495,335</b>	<b>495,335</b>	<b>538,955</b>	<b>8 %</b>
421000	2115100	Professional Services	60,828	68,800	68,800	68,800	%
421001	2115100	Prof Svcs - Admin	35	0	0	0	---
422000	2115100	Utility Services	2,309	1,472	1,472	1,472	%
423000	2115100	Rentals & Transport	0	3,000	3,000	2,500	(16) %
424000	2115100	Maint & Repairs	1,523	4,000	4,000	4,000	%
425000	2115100	Office Exp & Supplies	26,395	136,280	133,402	136,280	%
425200	2115100	Periodicals/Dues	352	1,750	1,750	1,750	%
426000	2115100	Materials & Supplies	694	3,250	3,250	3,250	%
427100	2115100	Travel & Meeting	211	0	0	0	---
427200	2115100	Training	2,874	5,000	5,000	5,000	%
428100	2115100	Adjuster Service Fees	0	12,000	12,000	12,000	%
428200	2115100	Legal Fees	412,214	444,000	444,000	444,000	%
428205	2115100	Litigation Costs	105,949	150,000	150,000	150,000	%
428300	2115100	Excess Insurance Premium	0	382,213	382,213	433,700	13 %
428400	2115100	Liability Insurance	17,043	22,393	22,393	32,522	45 %
428420	2115100	Insurance Charges - Direct	372,973	0	0	0	---
428510	2115100	Paid Claims - Medical	2,172,555	1,800,000	1,800,000	1,800,000	%
428521	2115100	Claims-Temp Disability	127,755	200,000	200,000	200,000	%
428522	2115100	Claims-Perm Disability	1,534,101	1,400,000	1,400,000	1,400,000	%
428530	2115100	Rehabilitation	35,724	150,000	150,000	150,000	%
428540	2115100	Life Pension	17,526	50,000	50,000	50,000	%
428550	2115100	Death Benefits	139,681	200,000	200,000	200,000	%
447300	2115100	State Funding Assessment	204,533	160,000	160,000	160,000	%
<b>Non-personnel Expenses Total</b>			<b>5,235,286</b>	<b>5,194,158</b>	<b>5,191,280</b>	<b>5,255,274</b>	<b>1 %</b>
481000	2115100	Principal	8,974	6,834	6,834	11,465	67 %
481018	2115100	Bond Cost Of Issuance	782	0	0	0	---
482000	2115100	Interest	4,878	7,235	7,235	4,748	(34) %
<b>Debt Service Total</b>			<b>14,634</b>	<b>14,069</b>	<b>14,069</b>	<b>16,213</b>	<b>15 %</b>
881100	2115100	General Fund Allocation Chgs	260,688	186,777	186,777	165,817	(11) %
<b>Charges From Others Total</b>			<b>260,688</b>	<b>186,777</b>	<b>186,777</b>	<b>165,817</b>	<b>(11) %</b>
<b>Total Budget Requirements</b>			<b>6,022,006</b>	<b>5,890,339</b>	<b>5,887,461</b>	<b>5,976,259</b>	<b>1 %</b>

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