

Skill to:

Operate a variety of street, park, water, and sewer maintenance, repair, and construction equipment and tools in a safe and effective manner including manual tools, pneumatic jackhammer, and power grader.

Perform heavy manual labor for extended periods of time in all types of weather.

Operate a motor vehicle safely.

Ability to:

Plan, organize, and review the work of street maintenance staff in the area of work assigned.

Provide lead supervision and training to assigned staff.

Independently perform the most difficult street maintenance, repair, and construction work in the area of work assigned.

Read, interpret, and apply a wide variety of technical information from manuals, drawings, specifications, layouts, blueprints, and schematics.

Interpret and apply policies, procedures, laws, and regulations pertaining to assigned programs and functions.

Perform cement and masonry work.

Perform minor repairs and adjustments to equipment and tools.

Work independently in the absence of supervision.

Understand and follow oral and written instructions.

Communicate clearly and concisely, both orally and in writing.

Establish, maintain, and foster positive and harmonious working relationships with those contacted in the course of work.

Minimum Qualifications:

Experience:

Four years of increasingly responsible journey level experience in street, park, water, and sewer maintenance, repair, and construction and equipment operation work.

Training:

Equivalent to a high school diploma supplemented by specialized training in the areas assigned and lead supervision and training.

License or Certificate:

1. Possession of a Grade II Water Treatment Plant Certificate
2. Possession of a Grade II Wastewater Treatment Plant Certificate
3. Possession of a Class B driver's license with airbrake endorsement.
4. Possession of a Grade II Water Distribution Certificate
5. Possession of a Grade II Wastewater Collection Certificate
6. Possession of a Back Flow Certificate

Special Requirements:

Essential duties require the following physical skills and work environment:

Ability to sit, stand, walk, kneel, crouch, stoop, squat, twist, climb, push, pull, and lift 75 lbs; exposure to cold, heat, noise, outdoors, vibration, chemicals, explosive materials, mechanical hazards, and electrical hazards; ability to travel to different sites and locations; availability for on-call, stand-by, and emergency call.

Effective Date: July 1, 2017

CITY OF FIREBAUGH
SENIOR CENTER COORDINATOR

DEFINITION

Under general direction, to plan, organize, perform, and direct a wide variety of community, cultural, and informational programs, activities, and special projects to enhance the lives of senior citizens, and to provide staff support to the City Manager.

SUPERVISION EXERCISED

Exercises technical and functional supervision over volunteers.

EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES

Recruit, train, supervise, schedule, coordinate, and evaluate volunteers in the following activities: Hot Meals, tax assistance, monthly newsletter, senior trips, blood pressure flu, and ear clinics, potluck luncheon, and special senior citizens events as well as attend Fresno Madera Area Agency on Aging (FMAAA) offices meetings located in Fresno and personally assist seniors with above activities.

Publicize seniors' programs through the use of various available media including news releases, flyers, personal public contact, and presentations.

Attend meetings and workshops to enhance knowledge and keep abreast of changes involving the aging.

Identify, locate, and provide information about existing services and benefits such as Fresno Madera Area Agency on Aging (FMAAA), Economic Opportunity Commission (EOC), low rent housing (HUD), Social Security, and others.

Provide clients with information about appropriate community services and make arrangements to link these persons/representatives to the services.

Collect information, sometimes through home visits, about clients who have multiple needs.

Determine necessary supportive services to meet the clients' needs and arrange for the clients to receive presentations, brochures or contact information for assistance with needed services.

Organize activities, providing for creative expression or socialization.

EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES

Plan and organize trips and programs.

Provide government agencies with necessary information, records, and reports.

Identify the needs and challenges of Firebaugh area senior citizens through surveys, direct communication, and other available data.

Provide outreach services to disabled seniors in their homes.

Work cooperatively with community agencies, groups, and individuals, within the performance of the job duties by serving on committees or providing staff assistance to various committees regarding senior services.

Represent Firebaugh Senior Citizens' Program at various meetings; coordinate public relations and community educational programs as related to senior citizen issues, activities, and concerns.

Prepare FMAAA monthly statistical reports such as attendance, sign-in, temperature sheets and other period progress reports as required; monitor and evaluate programs to assess whether they are meeting stated goals and objectives.

Communicate with seniors and earn their confidence; receive their input and recommendations regarding program activities and services.

Oversee and perform food distribution functions for senior citizens.

Work cooperatively with various groups and organizations; maintain effective relationships with the general public.

Assume responsibility for preparation of FMAAA Grant, fiscal, and other administrative reports; prepare and maintain financial and accounting records of senior operations and program activities; prepare program budget.

OTHER JOB RELATED DUTIES

Perform related duties and responsibilities as assigned.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Operational characteristics, services, and activities of a comprehensive senior citizen information program.

Procedures, methods, and techniques of senior service program development, administration, and promotion.

Modern office practices, methods, and computer equipment. Principles and procedures of record keeping and reporting.

Pertinent Federal, State, and local laws, codes, and regulations including administrative and departmental policies and procedures.

First aid methods, practices, and safety precautions. Principles and practices used in dealing with the public.

Principles and practices of data collection and report preparation. Techniques used in public relations.

Principles of budget preparation and control. Basic mathematical principles.

Safe driving principles and practices.

Food safety and nutrition program.

Skill to:

Operate modern office equipment including computer equipment and software. Operate a motor vehicle safely.

Ability to:

Plan, organize, and schedule specialized senior citizen activities and events.

Perform responsible senior service program coordination involving the use of independent judgment and personal initiative.

Ability to:

Handle emergencies and administer first aid when required. Prepare and maintain accurate and complete records.

Interact effectively and sensitively with individuals and groups from diverse backgrounds.

Prepare and deliver effective oral presentations.

Work independently in the absence of supervision.

Prepare clear and concise reports.

Interpret and apply the policies, procedures, laws, and regulations pertaining to assigned programs and functions.

Respond to requests and inquiries for information regarding senior services and facility use policies and procedures.

Independently compose correspondence and memoranda.

Analyze situations carefully and adopt effective courses of action.

Exercise good judgment, flexibility, creativity, and sensitivity in response to changing situations and needs.

Communicate clearly and concisely, both orally and in writing.

Establish, maintain, and foster positive and harmonious working relationships with those contacted in the course of work.

Minimum Qualifications:

Experience:

Two years of experience in organizing, coordinating, or scheduling senior citizen information and referral programs.

License or Certificate:

Valid driver's license.

CPR and first aid certification.

Food handling certification

Special Requirements:

Essential duties require the following physical skills and work environment:

Ability to sit, stand, walk, run, kneel, crouch, stoop, squat, and lift 20 lbs.; exposure to outdoors; ability to travel to different sites and locations; availability for Senior Citizens evening meetings and events scheduled during non-working hours, if needed.

Effective Date: July 2017

CITY OF FIREBAUGH

EVENT COORDINATOR

DEFINITION

Under general supervision, coordinates and oversees the activities of city events. Responsible for planning and coordinating city events and directly supervising events. Work requires limited supervision and the use of independent judgement.

SUPERVISION EXERCISED

Supervisory responsibility, technical and functional over volunteer staff at events.

EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES

Plan and organize city events.

Provide City Management with necessary information, records, and reports.

Coordinates and facilitates event for the city, including themes, concepts and objectives in relation to organizational goals. Recruit, train, supervise, schedule, coordinate, and evaluate volunteers in activities of city events. Recommends opportunities for events and community partnership with other various organizations.

Assists in developing materials and managing advertisements of city events using various available media including news releases; develop and modify brochures, flyers, vendor application packets, and other related forms for city events.

Coordinates meetings/workshops to enhance knowledge and provide updates and changes that involve the planning of the events, as well as coordinate the work activities of employees and volunteers assisting at the events.

Provide council, staff, volunteers and community with information about the city events. Present reports and outcomes of the events to City Management to present to Council.

Participates in the development of the budget for city events. Participates in the negotiations of the event contracts and service agreements.

Assume responsibility for preparation of administrative reports; prepare and maintain financial and accounting records of event operations; assist with city events budget.

EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES

Evaluate city facilities or area for the city event and the equipment that will be used at the event, assist in the set-up, identify and document facility layout; conduct walk-throughs for vendors and volunteers, request supplies needed for event, maintain amenities and equipment, and report concerns or repairs needed for the event.

Oversee and implement Fresno County Health Department food handler requirements as it pertains to city events.

Work cooperatively with various groups and organizations; maintain effective relationships with the public.

OTHER JOB RELATED DUTIES

Perform related duties and responsibilities as assigned.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Knowledge of design principles;

Knowledge of municipal government operations;

Knowledge of event planning methods and principles;

Skilled in prioritizing, organizing and managing multiple projects simultaneously;

Skilled in preparing clear and concise reports, including oral and written;

Skilled in applying independent judgement, personal discretion and resourcefulness in interpreting and applying guidelines;

Skilled in developing marketing and advertisement materials;

Skilled in gathering and analyzing information and making recommendations based on finds and in support of organizational goals;

Skilled in operating a computer and related software applications; such as word processing, spreadsheet and databases;

Skilled in communicating effectively with a variety of individuals;

Methods and techniques involved in coordinating and planning events within a municipal event;

Records management principles and procedures, including record keeping and filing principles and practices;

Basic principles of business letter writing and report preparation;

Principles of public relations and ability to adhere and maintain a positive attitude towards City and Department goals;

Skill to:

Operate modern office equipment including computer and software equipment. Operate a motor vehicle safely.

Ability to:

Plan, organize, operate and schedule City's events and include outside organizations as necessary to assume assigned responsibilities

Perform responsible City service program coordination involving the use of independent judgment and personal initiative.

Learn to correctly interpret and apply general administrative and departmental policies and procedures.

Learn to apply applicable federal, state, and local laws, codes, and regulations.

Effectively utilize various software applications including word processing and publication software.

Establish and maintain a variety of files and records.

Prepare routine correspondences and memoranda.

Perform routine mathematical calculations.

Respond tactfully, clearly, concisely, and appropriately, to inquiries from other City Staff, public and outside agencies.

Work nights and weekends as needed to perform the job duties.

Plan and organize work to meet changing priorities and deadlines.

Understand and carry out oral and written directions

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with those contacted in the course of work.

Minimum Qualifications:

Experience:

One year of experience in organizing, coordinating, or scheduling events and provide information regarding city events.

License or Certificate:

Valid California driver's license.

Food handling certification

Special Requirements:

Essential duties require the following physical skills and work environment:

Ability to frequently reach, sit, stand, walk, run, kneel, crouch, stoop, squat, occasional lifting and carrying up to 20 lbs. to move furniture including chairs, tables, set-up and other related physical duties. Work is typically performed, in both office and outdoor environments with potential exposure to adverse weather conditions. Ability to travel to different sites and locations. Ability to attend meetings and events scheduled during work and non-working hours, if needed.

Effective Date: July 2017

RESOLUTION NO. 17-27

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH APPROVING A MEMORANDUM OF UNDERSTANDING WITH THE FIREBAUGH POLICE OFFICERS ASSOCIATION AND APPROVING RELATED SALARY SCHEDULES

WHEREAS, the previous Memorandum of Understanding and the Firebaugh Police Officers Association terminated on June 30, 2017; and

WHEREAS, a new Memorandum of Understanding has been prepared which sets forth the employment terms and conditions of the City and the Firebaugh Police Officers Association, and is attached hereto as Exhibit "A" and is incorporated herein by this reference; and

WHEREAS, a corresponding Salary Schedule Police Officers has been prepared, and is attached hereto as Exhibit "B" is incorporated herein by this reference; and

WHEREAS, a corresponding Salary Schedule Dispatchers/Community Service Officer has been prepared, and is attached hereto as Exhibit "C" is incorporated herein by this reference; and

WHEREAS, the Firebaugh City Council has carefully considered all of the facts and circumstances relating to the implementation of the new Memorandum of Understanding and corresponding Salary Schedules.

NOW, THEREFORE, be it resolved by the City Council of the City of Firebaugh as follows:

1. The recitals set forth above are true and correct as of the date this Resolution is adopted.
2. The Memorandum of Understanding, attached hereto as Exhibit "A," is hereby approved.
3. The Salary Schedule, attached hereto as Exhibit "1," is hereby approved.
4. The City Manager and staff are hereby authorized to carry out the purposes and activities described in the Memorandum of Understanding.
5. This Resolution shall be effective immediately upon adoption.

The foregoing Resolution was approved and adopted at a regular meeting of the City Council of the City of Firebaugh held on the 19th day of June, 2017, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

APPROVED:

ATTEST:

Brady Jenkins, Mayor

Rita Lozano, Deputy City Clerk

EXHIBIT "A"

Terms and Conditions
Represented By:
Operating Engineers Local No. 3 AFL-CIO

Effective July 1, 2017 – June 30, 2020

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MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF FIREBAUGH
AND FIREBAUGH POLICE OFFICERS ASSOCIATION
July 1, 2017 - June 30, 2020

1. **PREAMBLE**

This Memorandum of Understanding (MOU) represents the mutual agreement between the City of Firebaugh management, hereinafter referred to as the "City," and the Firebaugh Police Officer Association (FPOA), hereinafter referred to the "Association", and Operating Engineers Local Union No. 3 (OE3), hereinafter referred to as the "Union", pursuant to California Government code, Section 3500 et seq., (commonly known as the Meyers-Milias-Brown Act).

The legal relationship between the City and the Association, and the Union is governed by Chapter 10 of Division 4 of Title 1 of the Government Code (Section 3500 et seq., commonly known as the Meyers-Milias-Brown Act). In the event of conflict between the Meyers-Milias-Brown Act and any local City Ordinance, resolution or other regulation, the Meyers-Milias-Brown Act shall govern.

2. **RECOGNITION**

A. The City acknowledges the Union, representing the Association, as the sole and exclusive bargaining agent, for the purpose of establishing wages, hours, and working conditions of employment, for all regular employees of the Firebaugh Police Department including the classifications below:

1. Sergeant
2. Police Corporal
3. Police Officer
4. Lead Dispatcher
5. Dispatcher I
6. Community Services Officer

B. The police unit shall be permanent full-time employees of the City of Firebaugh Police Department below management level. Management level shall be considered to include the rank of Lieutenant and higher ranks, if budgeted, up to the Chief of Police. The provision of this MOU shall not apply to management-level employees. Employees who are employed under Federal, State, or specialized programs shall be represented only within the City of Firebaugh and these agencies.

C. The City, or its designees, the Association, or its designees and the Union or its representatives recognize and agree to deal with each other exclusively, on all matters relating to grievances, interpretation of this MOU, and any and all negotiations for the development of future MOU.

3. **PURPOSE**

The purpose of this MOU is to promote harmonious relations between the City and the Association; to establish an equitable and peaceful procedure for the resolution of differences; and to establish wages, hours of work, and other terms and conditions of employment.

4. **FULL FORCE AND EFFECT**

- A. It is agreed that this MOU is not in force or effect until ratified and approved by Resolution hereby adopted by the City Council of the City of Firebaugh.
- B. All wages, hours, terms, and conditions of employment that are negotiable subjects of bargaining under the Meyers-Milias-Brown Act, including those set forth in the MOU, shall remain in full force and effect during the term of this MOU unless changed by mutual agreement.
- C. The City will abide by the Meyers-Milias-Brown Act where and when it applies to members of the Association.

5. **COMMUNICATION WITH EMPLOYEES**

Space shall be provided on the bulletin board located in the Police Station building, for posting of notices regarding official Union business.

6. **ADVANCE NOTICE**

The City shall provide the Union reasonable advance notice when an action is directly relating to matters within the scope of representation that is being proposed to City Council for their consideration. The City shall give the Union the opportunity to meet with the appropriate management representatives prior to adoption.

7. **REPRESENTATIVE OF THE UNION**

An authorized representative of the Union shall be allowed to visit the work location, with reasonable, prior notification of City Manager or Department Head. Casual drop by visits are allowed with the understanding that official business meetings are to be noticed by phone or e-mail prior to the meeting. Visits shall be reasonable and Union representative shall not interfere with the normal conduct of work. Union meetings shall be held during lunch (with a maximum of 30 minutes allowed) or after normal working hours.

8. **ACCESS TO PERSONNEL FILES**

An employee shall have access to his/her personnel file upon a request made to the personnel officer. An employee's authorized Union representative shall have access to the employee's personnel file upon written authorization from said employee. Nothing shall be placed in an employee's personnel file without his/her knowledge. An authorized City employee shall observe but not interfere with the review. The reviewing employee and/or the employee's representative may take notes and the employee shall be allowed to have a copy made of the file in accordance with California Codes.

9. **NOTICE OF LAYOFF**

Before an employee is laid off, the employee and the Union shall be notified in writing of such action at least thirty (30) days prior to the effective date of layoff.

10. **SAFETY RULES/REGULATIONS/LOSS**

- A. Both the City and the Union shall expend every effort to insure that work is performed with a maximum degree of safety, consistent with the requirements to conduct efficient operations.
- B. The City and each employee covered by this MOU agree to comply with all safety rules and regulations in effect and any subsequent rules and regulations that may be adopted. Employees further agree that they will report all accidents and safety hazards immediately. The City shall remedy any reported safety hazard immediately. Any employee having knowledge of, or who is a witness to an accident, shall, if requested, give full and truthful testimony as to same.

- C. The City shall continue to supply employees with legally-required safety equipment. All employees shall use City supplied safety equipment for the purposes and uses specified under applicable safety rules and regulations.

11. **COMPENSATION**

- A. **Pay Period:** The Standard Pay Period is two weeks (14 calendar days). The standard work period is 40 forty hours worked in a calendar week but subject to call out at any time. The usual work day is 8 hours.
- B. **Breaks:** Employees shall be entitled to two (2) fifteen (15) minute breaks, one (1) before lunch break and the second an hour before workday is over.
- C. **Overtime:** Any employee who works in excess of eight hours per day or forty (40) hours per week shall be paid one and one-half (1 ½) times their regular hourly rate for all hours worked in excess eight hours per day or forty (40) hours in one week. All hours over 12 hours per day shall be compensated at double time. All paid leave (vacation and holiday) is considered time worked. The workweek will be established by direction of the Department Head and may be changed from time to time. Individual workweek designations may be established for each job position at the discretion of the Department Head.
- D. **Authorization:** All overtime worked shall be authorized and ordered in advance by the Department Head or his/her designee. However, if prior authorization for overtime work is not possible because of emergency conditions, a confirming authorization shall be made by the Department Head or his/her designee on the next regular business day after such work is performed.
- E. **Sick Leave Related to Overtime:** Employee shall not be eligible for overtime pay if employee's workweek (either via actual hours worked and/or vacation time does not exceed 40 hours per the week in question). Therefore, if employee is ill or off on sick leave this time is not calculated as work hours; unless such hours exceed eight (8) actual hours worked in the day.
- F. **Reporting:** Each employee shall make a written report of all overtime worked and each department shall keep an accurate record of overtime worked by employees in the department. No changes shall be made in the overtime as reported by the employee unless the proposed changes and the reasons therefore are first discussed with the employee and the Department Head. If the employee is not available to discuss changes prior to processing payroll, changes may be made by the department head to expedite the payroll process. Any changes made will be discussed with the employee at the earliest availability of that employee. If the employee disputes changes and the employee to support his/her original claim to the satisfaction of the Police Chief can provide justification and or documentation; a corrected payroll check will be issued with all payroll records adjusted accordingly.

12. **SALARIES**

- A. Police Officers will receive the following increases on July 1st of every fiscal year from July 1, 2017 through June 30, 2020. (See Exhibit "1", which is incorporated herein by this reference).
 - 1) July 1, 2017 – 2.5% Increase
 - 2) July 1, 2018 – 2.5% Increase
 - 3) July 1, 2019 – 3.0% Increase

- B. Dispatch / Community Service Officer will receive the following increases on July 1st of every fiscal year from July 1, 2017 through June 30, 2020. (See Exhibit "1").
- 1) July 1, 2017 – 4.0% Increase
 - 2) July 1, 2018 – 2.5% Increase
 - 3) July 1, 2019 – 3.0% Increase

C. Step Increases:

- 1) Police Officer salaries schedule will be decreased from eight (8) steps to seven (7) steps, by dropping Step 1, from the previous pay scale Resolution 14-36 Exhibit B. Employees on Step 1 from pay scale Resolution 14-36, will be advance to the new pay scale Step 1. The advancement to the New Step 1, will become the new merit anniversary date for the employee. There new merit anniversary date will be July 1, 2017.
- 2) Dispatcher/CSO salary schedule will be decreased from ten (10) steps to seven (7) steps by dropping Step1, Step 2 and Step 3 from previous pay scale Resolution 14-36 Exhibit C. Employees on Step 1, Step 2, or Step 3 from pay scale Resolution 14-36, will be advance to the new pay scale Step 1. The advance to the New Step 1, will become the new merit anniversary date for the employee. There new merit anniversary date will be July 1, 2017.

Step increase will apply only when Employee is eligible to move to next salary step per employee merit anniversary date.

13. **LONGEVITY PAY**

- A. Longevity Pay Program is provided for Association employees as outlined below. However, no employee who is currently receiving Longevity Pay will be reduce in pay.
- B. At the 10 year employment anniversary date, and at each five (5) year increment of employment, employee will be given a raise of 2.5% of that employee's existing base salary.
- C. Employees hired after July 1, 2014 are not eligible to earn Longevity Pay.

14. **INCENTIVE PAY AND RECOGNITION OF CERTIFICATES**

A. **BILINGUAL PAY**

- 1) Employees certified before July 1, 2014 - Level 1 = \$50 per month Level 2 = \$75.
- 2) All Employees certified after July 1, 2014: \$50 per month, by passing the CPS HR Consulting Law Enforcement Bilingual Written Exam Spanish / English (B640A).
- 3) Employee must be in a regular status, i.e. passed probationary period to be eligible for Bilingual pay.
- 4) The above referenced Bilingual Exam will be offered once per year if Association employee requests such exam. City will administer exam within 45-days of request. Individual employees will be allowed one (1) test per fiscal year. If the employee is unsuccessful on the Bilingual Exam and chooses to take the exam an additional time, when the City offers the exam the following fiscal year, that employee must pay for his/her portion of the exam.

B. FIELD TRAINING OFFICER PAY

Officers assigned this duty, to be paid 5% of their base salary, shall only apply to full time officers, and not reserve officers in training.

C. K-9 OFFICER PAY

Officers assigned this duty, to be paid 5% of their base salary, shall only apply to full time officers.

15. PERFORMANCE EVALUATION

A. During the probationary period an employee will undergo constant oral evaluation. A probationary employee will be evaluated in writing at the end of the first 60 days, again at 120 days and prior to the end of the probationary period. Employees will serve a probationary period of twelve (12) months for Non-Sworn employees and eighteen (18) months Sworn employees, shall receive their step increase in the first pay period after successful completion of the probationary period. If the Police Chief with agreement of the City Manager believes a second step would be in order, he may recommend and move to do so.

B. Sworn Employee - However, employee is eligible to advance to next step on Schedule after one (1) year if satisfactory progress is being made. Permanent status is NOT granted until probationary period of 18 months is satisfactorily completed and passed and therefore no other terms associated with this MOU apply until such status is obtained.

C. After probationary period, performance evaluations will be conducted at least once every twelve (12) months. After a satisfactory performance evaluation and upon the recommendation by the Department Head and approved by the City Manager, employee may receive a step raise.

D. The City and Association agree that before an employee receives a step increase, he/she shall receive a satisfactory or above performance evaluation and recommendation for salary increase must be made on the employee by the Police Chief and approved by the City Manager.

E. Should an employee be promoted and/or temporarily appointed into another classification, his/her salary shall increase by a minimum of five (5%) percent.

16. HEALTH INSURANCE

City shall provide full-time employees with a monthly medical benefit as identified below:

A. The cost of the Monthly CalPERS Medical Premium for the most economical (least expensive) monthly premium per CalPERS Basic Premium Rates (Other Southern California)* as determined by City.

B. To determine Employee Monthly Premium cost, take Least Expensive Premium Dollar amount, less the City's Public Employees' Medical and Hospital Care Act (PEMHCA) contribution \$350.00, this will equal the Employee Monthly Premium cost.

C. For Dependent Coverage City will pay 80% of Employee Monthly Premium and the Employee with pay 20% of the Employee Monthly Premium, approved CalPERS medical plan. City will pay 100% of approved CalPERS most economical medical plan for single employee coverage.

D. Employees may decline health insurance offered by City. If an employee waives coverage for himself or herself, he or she will have to show proof of coverage under another plan such as

parent's plan, a spouse's plan or Affordable Care Act. Employees who decline health insurance is eligible for a \$250.00 monthly stipend with proof of health insurance.

17. **DENTAL / VISION COVERAGE**

- A. No contribution by employee. For Dependent Coverage employee will pay 10% of monthly premium throughout the term of this MOU.
- B. Dental and vision change in coverage providers, the city must demonstrate to the bargaining unit that the following conditions have been met prior to making in changes in the plans:
 - 1) New carrier / provider's network of providers matches or exceeds current plan(s).
 - 2) New carrier / provider's benefits matches or exceeds current plan(s).
 - 3) If these conditions are not met, the City and Association shall meet and confer to insure Carriers offering plans are equal to or better than what is offered currently.

18. **RETIREMENT MEDICAL BENEFITS PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT (PEMHCA)**

The City will use the "unequal contribution" method for medical care premium payments for annuitants (retirees after June 30, 2014), as permitted under Govt. Code section 22892. Under this method the City is required annually to increase the total monthly annuitant health care contribution to equal an amount not less than the number of years the City has been in the PEMHCA program multiplied by five percent (5%) of the current monthly employer contribution for active employees until the time the City's Contribution for annuitant equals the City's PEMHCA contribution paid for active (Retirees before June 30, 2014) employees (\$350/mo.) is reached.

19. **SICK LEAVE CONVERSION FOR MEDICAL PREMIUM**

Sick Leave Conversion to Medical Premium: to qualify employee must meet all of the following:

- A. Hired Before June 30, 2014.
- B. The employee has been covered by City selected medical insurance program for payment provided by the City for a continuous 5-year period immediately preceding such retirement; and the employee has been eligible to accumulate unused sick leave credit hours.
- C. Have accumulated 1,000 hours of sick leave; and
- D. Only if employee reaches this standard Employee may use 500 hours of time at current value and apply towards premium. Otherwise, employee may use 100% of all accumulated sick leave to apply to CalPERS "Time in Service Credit" for retirement formula calculations.

20. **CURRENT RETIREES (Retirement Prior to June 30, 2014)**

City will continue at the current City level of PEMHCA contribution (\$347.77/mo.) towards their Medical Coverage. Applies to all whom have retired before June 30, 2014.

21. **TRAINING**

The City agrees to send Police Officers / Dispatchers Employees to training, classes or schools to obtain required and/or mandated certificates and licenses to meet statute mandated certificates including state and federal requirements. These classes will be on City time; however no overtime will be applicable on days of exams. FLSA shall apply after normal work schedule hours.

22. **MILEAGE REIMBURSEMENT**

IRS Standard Mileage Rates per IRS mileage (<https://www.irs.gov/tax-professionals/standard-mileage-rates/>)

23. **WORK DAY AND OVERTIME**

- A. *Workweek*: The regularly scheduled workweek shall be forty (40) hours with two (2) consecutive days off when working the 5/8 schedule. Two (2) days and 3 days consecutive days off when working the 5/9 schedule. Three (3) consecutive days off when working the 4/10 schedule. Three (3) days and four (4) days consecutive days off when working 4/12 schedule. Nothing in the changes listed in the MOU are intended to increase or reduce any obligation of the Association to work a forty (40) hour workweek. As approved by the Chief of Police.
- B. *Overtime*: Any time worked in excess of an employee's workday of eight (8) hours or ten (10) hours or scheduled workweek (40) hours depending on the scheduled workday(s).

24. **SAFETY EQUIPMENT**

- A. All sworn personnel shall, as soon as possible after the initial date of employment, receive City furnished safety equipment.
- B. Safety equipment shall include:
 - 1) Aerosol Tear Gas (Mace)
 - 2) Aerosol Tear Gas (Mace) Holster
 - 3) Ammunition
 - 4) Ammunition Holder
 - 5) Baton
 - 6) Baton Ring
 - 7) Flashlight Batteries
 - 8) Flashlight Bulbs
 - 9) Handcuffs
 - 10) Handcuff Case
 - 11) Keeper Straps (4)
 - 12) Rain Gear (heavy duty law enforcement type - coat pants, & boots)
 - 13) Riot Helmet with Face Shield
 - 14) Sam Brown Hat
 - 15) Service Weapon
 - 16) Service Weapon with Holster
 - 17) Bulletproof Vest

25. **CITY PROPERTY / REPLACEMENTS**

- A. All safety equipment described in the MOU shall remain the property of the City and shall be returned to the City upon request or upon the employee's termination of employment.
- B. With the approval of the Police Chief and the City Manager the City shall replace all safety equipment described in the MOU on an as needed basis.
- C. If any equipment described in this MOU is lost or damaged by the employee, he/she shall pay appropriate repair or replacement costs. This does not include damage that occurs during the lawful exercise of the employee's duties.

26. UNIFORMS

- A. Within sixty (60) days of initial employment by the Police Department any employee required to wear a uniform shall be reimbursed two hundred dollars (\$200) by the City towards the purchase of the initial uniform. After employment of one (1) year, the City will reimburse the employee one hundred dollars (\$100) towards the purchase of other uniform clothing, with proof of purchase.
- B. Following completion of probationary period, the City shall pay to each Police Officer a uniform maintenance allowance of seventy-five dollars (\$75) per month and to each dispatcher required to wear a uniform an allowance of sixty-five dollars (\$65) per month, and to each dispatcher who is not required to wear a uniform but chooses to do so an allowance twenty-five dollars (\$25) per month.

27. ADMINISTRATION OF COMPENSATION PLAN

- A. **Callback Time:** Employees called back to work after working a regular work shift shall be paid a minimum of two (2) hours of pay and/or all additional time worked over two (2) hours. Call back will not apply if the regular work shift has been extended by management. All callback time worked shall be compensated in accordance with the overtime provision of this MOU.
- B. **Court Time/ Standby:** Employees placed on standby, either by the City or by the court or District Attorney (DA) office, shall be compensated at a rate of \$30.00 per day. Employee must be able to respond to Court within 1 hour of contact. Overtime will not be paid while on Standby.
 - 1) Court time shall be paid to employees at minimum of three (3) hours at the rate of time and one-half (1-1/2) when called to court, when overtime is applicable. These minimum hours shall not be in conflict with regular work hours, otherwise overtime is paid on an actual time worked basis. Standby pay will cease if called to court and paid for overtime.
 - 2) The Chief of Police and City Manager will determine Court appearances other than City cases.
- C. **Training/School Time:** Any time an employee is required by the Police Chief to attend either training or a specialized school, he/she shall be paid in accordance with the provision of this MOU.
- D. **Out of Class:** An employee who is required to perform the duties of a higher classification as required by the Police Chief and approved by City Manager shall receive an increase in his/her salary of five percent (5%) or the first step of out-of-class position, whichever is greater, commencing after the fifteenth (15th) consecutive working day worked out-of-class.
- E. **Post Certificate Pay/College Incentive Pay:** Compensation will be changed as follows:
 - 1) **SWORN EMPLOYEES**
 - a. Intermediate POST - One-Time Lump-Sum Amount of \$3,000
 - b. Advanced POST -One-Time Lump-Sum amount of \$4,000
 - 2) **NON SWORN EMPLOYEES**
 - a. AA or AS Degree -One-Time Lump-Sum Amount of \$3,000
 - b. BA or BS Degree - One-Time Lump-Sum amount of \$4,000

Certification must be attained while employed with the City. An employee hired by City who already possesses such certification and/or degrees is not eligible for the "lump-sum" award.

28. **VACATION**

A. Employees covered by this unit shall earn vacation credits at the following rates:

Years of Service	Hours per annum
One to five years of service	80 hours per annum
Six years through ten years	96 hours per annum
Eleven years through fifteen years	120 hours per annum
Sixteen years through twenty years	144 hours per annum
Over twenty years	176 hours per annum

B. Vacation hours allowed on the books increase with time in service as increased vacation hours are earned annually: Employees will not earn additional vacation hours once they have reached the "Maximum hours" as indicated below.

Years of Service	Maximum Hours per annum
One to five years of service	120 hours per annum
Six years through ten years	144 hours per annum
Eleven years through fifteen years	180 hours per annum
Sixteen years through twenty years	216 hours per annum
Over twenty years	264 hours per annum

City may schedule vacation time if employee vacation book hours are reaching the allowable maximums. If employee exceeds the amount on the vacation hours on books for the allowable per category (i.e. 144 hours for 6-10 years) employee will NOT earn any additional time until he/she is below the maximum amount. Without violating the Maximum accrual vacation hour's policy, the City has the authority to schedule vacations according to workload, staffing and attempts to limit unscheduled time off and/or disruptions in the work schedule, and the undesirable possibility of employees reaching the Vacation Maximum hours and potentially not being able to accrual vacation time. When scheduling vacation blocks City will take into account: seniority, employee considerations and needs. However, City's scheduling decisions are final.

29. **VACATION TIME CASH OUT, MAXIMUM OF FORTY (40) HOURS PER FISCAL YEAR**

An employee of this bargaining unit may cash out, up to 40 hours of vacation time per fiscal year. Employee cashing out vacation must have a minimum of 80 hours of accrued vacation to for this benefit.

30. **HOLIDAYS**

The City shall have the right to require the employees to work on state and national holiday, and those employees shall be compensated as follows:

- A. Time and one-half pay (1 ½) is earned by each employee who is assigned to shift work and not provided a holiday during the workweek.
- B. Holiday Bank hours will be calculate at a rate of ½ of the number of hours worked for the holiday assigned.
- C. Holiday Bank will be cashed out at the end of each fiscal year (June 30th) No accumulation of time from fiscal year to fiscal year is allowed.

D. Holidays listed below will be observed during this MOU:

New Year's Day	Columbus Day
Martin Luther King's Birthday	Veteran's Day
Lincolns Birthday	Thanksgiving Day
Presidents Day	Friday after Thanksgiving
Friday before Easter (½ day)	Christmas Eve (½ day)
Memorial Day	Christmas Day
Independence Day	New Year's Eve (½ day)
Labor Day	

31. **SICK LEAVE**

All full-time employees earn sick leave at the rate of 12 sick days per year. Sick time is credited to the employee on a bi-weekly basis.

- A. Sick leave with pay shall be accrued at the rate of one (1) workday for each calendar month of service, 3.69 hours per pay period based on 26 pay periods. An employee who is going to be absent on sick leave shall contact his immediate supervisor with as much advance notice as possible (however, a minimum of two (2) hour notice is required). Employees may be required to furnish a verification of illness even for a one (1) day absence (if employee's record indicates a high usage of sick-leave and/or sick-leave use is higher before and after employee's scheduled weekend) but normally only after an absence of three (3) consecutive days.
- B. Normally an employee eligible for such leave with pay will be granted such leave for the following reasons:
 - 1) Personal illness or incapacity.
 - 2) Illness of a member or the employee's household or immediate family (spouse and/or children) that requires the employee's personal care and attendance, not to exceed ten (10) days in any one (1) calendar year.
- C. Sick leave shall not be cashed out or given to any employee in cash when an employee resigns, or is terminated or retires.
- D. Unused Sick Leave Credit/Time In Service: Eligible employees may have unused sick leave credits (accumulated hours) converted to CalPERS time "In-Service" as provided in the City/CalPERS Retirement contract,
- E. Conversion of sick leave hours to medical insurance premiums for retirees is not an available benefit to employees hired after July 1, 2014.
- F. Extension beyond age 65 of eligibility for payment of health insurance premiums based on unused sick leave: Employees who retire at age 65 shall be eligible to have unused sick leave credits hours converted to a cash equivalent value of 50% of 1,000 hours for the purpose reimbursement of payment by the employee of the premium requirement for a CalPERS health insurance program or a supplemental Medicare insurance program to the employee and his/her eligible spouse (per limits established above). Or Employee may convert ALL or a portion of these hours to the PERS "sick leave" conversion for retirement "service time". In the event said spouse or other eligible dependents are below age 65, the premium requirement for a conversion program shall be paid from the unused sick leave credits hours.

32. **RETIREMENT**

Upon retirement, an employee may continue medical coverage under the City's medical plan at the employee's sole expense if allowed by the City's medical provider, HMO or insurance carrier. The City will provide each employee access to a Section 457 Deferred Compensation Plan through PERS, with any and all contributions to be made at the discretion of the employee. Final compensation will be based upon the current PERS plan using the highest year earnings of PERS earning.

A. CalPERS Retirement Program Formulas

Miscellaneous Formula 2.5%@55	PEPRA Miscellaneous Formula 2%@62
Safety Police Formula 3%@55	PEPRA Safety Police 2.7% @ 57

State Law requires New CalPERS Formula for New Hires if they are new to CalPERS and/or previous employers had a different CalPERS retirement formula. Classic Plan applies to new employee hired before January 1, 2013 who previously were enrolled in a CalPERS Plan and have not been separated from their previous service for more than 6 months. City will conform to the Public Employees' Pension Reform Act of 2013 (PEPRA).

B. CalPERS Contribution

Previous breakdown: City pays 4% (Miscellaneous) & 5% (Safety Police) of the Current 8% and 9% respectively. By 2018, PERS will require the Employee to pay the "entire "Miscellaneous Employee contribution 8% & Safety Police 9%. These increases will be Phased-In as follows:

- 1) Safety Police Applicable to Employees hired before January 1, 2013 - Jan. 2015 - 1%; Jan. 2016 - 1.5%; Jan. 2017 - 1.5%; Jan. 2018 - 1% = 9% total employee contribution.
- 2) Miscellaneous Applicable to Employees hired before January 1, 2013 - Jan. 2015 - 1%; Jan. 2016 - 1%; Jan. 2017 - 1%; Jan. 2018 - 1% = 8% total employee contribution.

33. **PEACE OFFICER'S RIGHTS**

The City and employees covered by this MOU shall adhere to the provision of Government Code section 3300 through 3311, known as the Public Safety Officers Procedural Bill of Rights. Prior to any meeting with an employee involving disciplinary proceedings, or at any point during an interrogation or interview where disciplinary action becomes a possibility, the City shall advise the employee of his/her right to representation.

34. **GRIEVANCE PROCEDURES**

"Employee Grievances" is in the City's Personnel Rules and is incorporated herein by this reference.

35. **DISCIPLINE PROCEDURE**

"Disciplinary Actions" is in the City's Personnel Rules and is incorporated herein by reference.

36. **EMPLOYEE DEVELOPMENT**

It is the City's desire to provide reasonable encouragement to its employees in their efforts to improve proficiency in their present jobs and to prepare for advancement.

Therefore, the City will reimburse its employees the cost of tuition, books and supplies for all accredited courses and seminars attended when the following criteria are met:

- A. The course is relevant to City business and employee's position with the City;
- B. A minimum grade of "C" or its equivalent is obtained; and
- C. Approval from the City Manager is obtained prior to the beginning of the course.

37. **BEREAVEMENT LEAVE**

“Bereavement Leave” is in the City’s Personnel Rules and is incorporated herein by this reference.

38. **JURY DUTY**

“Jury Duty” is in the City’s Personnel Rules and is incorporated herein by this reference.

39. **VOTING**

“Voting” is in the City’s Personnel Rules and is incorporated herein by this reference.

40. **LEAVE OF ABSENCE**

“Personal Leave without Pay,”

“Family and Medical Care Leave”, and

“Military Leave” are in the City’s Personnel Rules and are incorporated herein by this reference.

41. **WORKERS COMPENSATION**

“Workers’ Compensation” is in the City’s Personnel Rules and is incorporated herein by this reference.

42. **CITY PERSONNEL RULES**

Both parties have had the opportunity to meet, review and accept the City’s updated Personnel Rules which are incorporated herein by reference. If, there is a conflict between this MOU and the Rules, the MOU will control and be followed.

43. **CONCLUSIVENESS**

- A. The City and Association agree that to the extent that any provision addressing wages, hours, and terms and conditions of employment negotiable under the Meyer-Milias-Brown Act found outside this MOU and are in conflict thereof, this MOU shall prevail.
- B. If, during the term of the MOU, the parties should mutually agree to modify, amend, or alter the provision of this MOU in any respect, any such change shall be effective only if and when reduced to writing and executed by the authorized representatives of the City and the Association. Any such changes shall validly become part of the MOU and subject to its terms.
- C. During the life of the MOU, should either party desire to meet and confer as to matters within the MOU or as to matters not addressed in the MOU, but within the scope of representation, such party shall request in writing its desire. The responding party may meet and confer with the requesting party, but is not obligated to per this MOU.
- D. The City’s Personnel Rules and Employee Handbook and any other handbooks and/or policy manuals referenced in this MOU may require changes which must be presented to the Union for review. The City and Union shall meet and confer on those changes.

44. **ASSOCIATION RIGHTS**

The Association shall have the following rights and responsibilities:

- A. The City agrees not to interfere with nor discriminate in any way against any employee by reason of his/her membership in the Union actively required by this MOU.
- B. The City agrees not to intimidate any employee; nor attempt to restrain any employee, nor in any way limit the full and free expression of any employees' right to participate in the Union lawful activities.
- C. The City shall deduct the dues or service fee upon proper authorization by Association members.
 - 1) If any member desires the City to deduct his/her dues or service fee from his/her paycheck, a deduction authorization shall be made upon a Dues Deduction Authorization Form.
 - 2) A dues or service fee authorization may be revoked by a member and the dues or service fee deduction canceled only during the last two months of the contract.
 - 3) The member's earnings must be sufficient after other legal and required deductions are made to cover the amount of the deduction authorized. When a member is in a non-pay status for an entire pay period, no deduction shall be made from future earnings to cover that pay period, nor will the member deposit with the Controller the amount which would have been deducted if the member had been in a pay status during that period. In the case of a period when the salary is not sufficient to cover other legal and required deductions, no deduction or deposit shall be made.
 - 4) The deduction check covering all such deductions shall be transmitted to the Union at least once monthly and made payable to: Firebaugh Police Officers Association.
 - 5) Reasonable advance notice of any City ordinance, rule resolution, or regulation directly relating to matters within the scope of representation proposed to be adopted by the Council. Reasonable access to employee work locations, with prior Department Head and City Manager notification, for employees of the Association and their officially designated representatives for the purpose of processing grievance or contacting members of the organization concerning business within the normal operations of any department or with established safety or security requirements.

45. **CITY MANAGEMENT RIGHTS**

- A. Notwithstanding any of the items agreed to herein, nothing in this MOU is intended to limit the management rights of the City.
- B. These include, but are not limited to:
 - 1) Direct the work of its employees.
 - 2) Hire, promote, transfer, assign, reassign, and classify employees with the City.
 - 3) Discipline employees for proper cause and in accordance with the City of Firebaugh Personnel Rules.
 - 4) Take any actions deemed necessary to carry out the mission of the City in emergencies.
 - 5) Determine the methods, means and the personnel necessary, by which operations of the City are to be carried on.
 - 6) Determine its budget, policies of the City, organization, merits, necessity and level of service or any activity provided to the public.

- 7) The provisions of the City of Firebaugh's Personnel Policies Rules shall apply except to the extent such parties are otherwise provided for in this MOU

46. **SAVING CLAUSE**

- A. If any provision of the MOU should be found invalid, unconstitutional, unlawful, or unenforceable by reason of any existing or subsequently enacted constitutional or legislative provision or by final judicial authority, the offending provision shall be severed, and all other provisions of the MOU shall remain in full force and effect for the duration of the MOU.
- B. In the event that any provision of the MOU should be found invalid, unconstitutional, unlawful or unenforceable, the City and the Union agree to meet and confer in a timely manner in an attempt to negotiate substitute provisions. Such negotiations shall apply only to the severed provisions of the MOU and shall not in any way modify or impact the remaining provisions of the existing MOU.

47. **SUPERSEDES PREVIOUS DOCUMENTS**

This document supersedes all previous City documents related to labor relationship between the City and its employees and the City, the Association and the Union which are governed by Chapter 10 of Division 4 of Title 1 of the Government Code (Section 3500 et seq., commonly known as the Meyers-Milias-Brown Act). Furthermore, if areas of the City's Employee Policy Handbook are in conflict with this document, the provisions of this document shall apply and supersede the Policy Handbook.

48. **STATEMENT OF CONTINUING BENEFITS AND WORKING CONDITIONS**

Benefits and working conditions as were previously agreed upon through the Meet and Confer process, and subsequently approved and implemented by appropriate authority, shall, unless herein expressly modified or eliminated, remain in effect until such time as they are subsequently modified or eliminated through the Meet and Confer process and similarly approved by appropriate authority.

49. **TERM OF MEMORANDUM**

The term of the MOU shall commence on July 1, 2017 and expire on June 30, 2020, unless otherwise agreed in writing between the parties.

50. **RECOMMENDATION OF REPRESENTATIVES**

The representatives to the City and the representatives of the Union, having met and conferred in good faith, have mutually agreed to recommend to the Firebaugh City Council and the general membership of the Association, that this MOU be adopted and ratified and that the wages, hours and other terms and conditions set forth herein be implemented.

EXHIBIT "1" SALARY SCHEDULES

CITY OF FIREBAUGH Police Officer's Association

2.5% Increase

Salary Schedule for Fiscal Year July 1, 2017 - Fiscal Year Ending June 30, 2018

Position	Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Police Sergeant	55	Hourly	25.3788	27.1553	29.0562	31.0901	33.2664	35.5951	38.0867
		Bi-Weekly	2,030.3036	2,172.4249	2,324.4946	2,487.2092	2,661.3139	2,847.6058	3,046.9382
		Monthly	4,398.9065	4,706.8300	5,036.3081	5,388.8497	5,766.0691	6,169.6940	6,601.5726
		Annual	52,787.8936	56,483.0462	60,436.8594	64,667.4395	69,194.1603	74,037.7515	79,220.3941
Police Corporal	51	Hourly	23.0647	24.6792	26.4067	28.2552	30.2331	32.3494	34.6138
		Bi-Weekly	1,845.1722	1,974.3343	2,112.5377	2,260.4153	2,418.6444	2,587.9495	2,769.1059
		Monthly	3,997.7962	4,277.6420	4,577.0769	4,897.4723	5,240.2953	5,607.1160	5,999.6141
		Annual	47,974.4772	51,332.6906	54,925.9789	58,770.7975	62,884.7533	67,286.6860	71,996.7540
Police Officer	47	Hourly	20.8821	22.3439	23.9079	25.5815	27.3722	29.2883	31.3384
		Bi-Weekly	1,670.5696	1,787.5095	1,912.6351	2,046.5196	2,189.7760	2,343.0603	2,507.0745
		Monthly	3,619.4979	3,872.8627	4,143.9631	4,434.0405	4,744.4234	5,076.5330	5,431.8903
		Annual	43,434.8096	46,475.2463	49,728.5135	53,209.5095	56,934.1751	60,919.5674	65,183.9371

% Between Steps 107%

CITY OF FIREBAUGH Police Officer's Association

2.5% Increase

Salary Schedule for Fiscal Year July 1, 2018 - Fiscal Year Ending June 30, 2019

Position	Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Police Sergeant	55	Hourly	26.0133	27.8342	29.7826	31.8674	34.0981	36.4849	39.0389
		Bi-Weekly	2,081.0612	2,226.7355	2,382.6070	2,549.3894	2,727.8467	2,918.7960	3,123.1117
		Monthly	4,508.8792	4,824.5007	5,162.2158	5,523.5709	5,910.2209	6,323.9363	6,766.6119
		Annual	54,107.5909	57,895.1223	61,947.7809	66,284.1255	70,924.0143	75,888.6953	81,200.9040
Police Corporal	51	Hourly	23.6413	25.2962	27.0669	28.9616	30.9889	33.1581	35.4792
		Bi-Weekly	1,891.3015	2,023.6926	2,165.3511	2,316.9257	2,479.1105	2,652.6482	2,838.3336
		Monthly	4,097.7411	4,384.5830	4,691.5038	5,019.9091	5,371.3027	5,747.2939	6,149.6045
		Annual	49,173.8391	52,616.0079	56,299.1284	60,240.0674	64,456.8721	68,968.8532	73,796.6729
Police Officer	47	Hourly	21.4042	22.9025	24.5056	26.2210	28.0565	30.0205	32.1219
		Bi-Weekly	1,712.3338	1,832.1972	1,960.4510	2,097.6826	2,244.5204	2,401.6368	2,569.7514
		Monthly	3,709.9853	3,969.6843	4,247.5622	4,544.8915	4,863.0339	5,203.4463	5,567.6876
		Annual	44,520.6798	47,637.1274	50,971.7263	54,539.7472	58,357.5295	62,442.5566	66,813.5355

% Between Steps 107%

CITY OF FIREBAUGH Police Officer's Association

3% Increase

Salary Schedule for Fiscal Year July 1, 2019 - Fiscal Year Ending June 30, 2020

Position	Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Police Sergeant	55	Hourly	26.7937	28.6692	30.6761	32.8234	35.1210	37.5795	40.2101
		Bi-Weekly	2,143.4930	2,293.5375	2,454.0852	2,625.8711	2,809.6821	3,006.3599	3,216.8050
		Monthly	4,644.1456	4,969.2358	5,317.0823	5,689.2780	6,087.5275	6,513.6544	6,969.6102
		Annual	55,730.8187	59,631.9760	63,806.2143	68,272.6493	73,051.7347	78,165.3562	83,636.9311
Police Corporal	51	Hourly	24.3505	26.0550	27.8789	29.8304	31.9185	34.1528	36.5435
		Bi-Weekly	1,948.0406	2,084.4034	2,230.3116	2,386.4334	2,553.4838	2,732.2276	2,923.4836
		Monthly	4,220.6734	4,516.1205	4,832.2489	5,170.5064	5,532.4418	5,919.7127	6,334.0926
		Annual	50,649.0543	54,194.4881	57,988.1023	62,047.2694	66,390.5783	71,037.9188	76,010.5731
Police Officer	47	Hourly	22.0463	23.5895	25.2408	27.0077	28.8982	30.9211	33.0855
		Bi-Weekly	1,763.7039	1,887.1631	2,019.2645	2,160.6131	2,311.8560	2,473.6859	2,646.8439
		Monthly	3,821.2849	4,088.7748	4,374.9890	4,681.2383	5,008.9250	5,359.5497	5,734.7182
		Annual	45,856.3002	49,066.2413	52,500.8781	56,175.9396	60,108.2554	64,315.8333	68,817.9416

% Between Steps 107%

CITY OF FIREBAUGH - Firebaugh Dispatchers

4% Increase

Salary Schedule for Fiscal Year July 1, 2017 - Fiscal Year Ending June 30, 2018

Position	Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Lead Dispatcher	43	Hourly	19.6824	20.6666	21.6999	22.7849	23.9241	25.1203	26.3764
		Bi-Weekly	1,574.5960	1,653.3258	1,735.9921	1,822.7917	1,913.9312	2,009.6278	2,110.1092
		Monthly	3,411.6246	3,582.2058	3,761.3161	3,949.3819	4,146.8510	4,354.1936	4,571.9033
		Annual	40,939.4952	42,986.4700	45,135.7935	47,392.5831	49,762.2123	52,250.3229	54,862.8390
Dispatcher I	33	Hourly	15.2074	15.9678	16.7662	17.6045	18.4847	19.4090	20.3794
		Bi-Weekly	1,216.5953	1,277.4251	1,341.2964	1,408.3612	1,478.7792	1,552.7182	1,630.3541
		Monthly	2,635.9566	2,767.7544	2,906.1421	3,051.4492	3,204.0217	3,364.2228	3,532.4339
		Annual	31,631.4789	33,213.0528	34,873.7055	36,617.3908	38,448.2603	40,370.6733	42,389.2070
Community Services Officer	41	Hourly	18.5068	19.4322	20.4038	21.4239	22.4951	23.6199	24.8009
		Bi-Weekly	1,480.5450	1,554.5722	1,632.3008	1,713.9159	1,799.6116	1,889.5922	1,984.0718
		Monthly	3,207.8474	3,368.2398	3,536.6518	3,713.4844	3,899.1586	4,094.1165	4,298.8223
		Annual	38,494.1689	40,418.8773	42,439.8212	44,561.8123	46,789.9029	49,129.3980	51,585.8679

CITY OF FIREBAUGH - Firebaugh Dispatchers

2.5% Increase

Salary Schedule for Fiscal Year July 1, 2018 - Fiscal Year Ending June 30, 2019

Position	Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Lead Dispatcher	43	Hourly	20.1745	21.1832	22.2424	23.3545	24.5222	25.7484	27.0358
		Bi-Weekly	1,613.9609	1,694.6589	1,779.3919	1,868.3614	1,961.7795	2,059.8685	2,162.8619
		Monthly	3,496.9152	3,671.7610	3,855.3490	4,048.1165	4,250.5223	4,463.0484	4,686.2008
		Annual	41,962.9825	44,061.1317	46,264.1883	48,577.3977	51,006.2676	53,556.5809	56,234.4100
Dispatcher I	33	Hourly	15.5876	16.3670	17.1854	18.0446	18.9469	19.8942	20.8889
		Bi-Weekly	1,247.0102	1,309.3607	1,374.8288	1,443.5702	1,515.7487	1,591.5362	1,671.1130
		Monthly	2,701.8555	2,836.9483	2,978.7957	3,127.7355	3,284.1222	3,448.3284	3,620.7448
		Annual	32,422.2659	34,043.3792	35,745.5482	37,532.8256	39,409.4669	41,379.9402	43,448.9372
Community Services Officer	41	Hourly	18.9695	19.9180	20.9139	21.9595	23.0575	24.2104	25.4209
		Bi-Weekly	1,517.5586	1,593.4365	1,673.1083	1,756.7638	1,844.6019	1,936.8320	2,033.6736
		Monthly	3,288.0436	3,452.4458	3,625.0681	3,806.3215	3,996.6375	4,196.4694	4,406.2929
		Annual	39,456.5231	41,429.3492	43,500.8167	45,675.8575	47,959.6504	50,357.6329	52,875.5146

CITY OF FIREBAUGH - Firebaugh Dispatchers

3.0% Increase

Salary Schedule for Fiscal Year July 1, 2019 - Fiscal Year Ending June 30, 2020

Position	Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Lead Dispatcher	43	Hourly	20.7797	21.8187	22.9097	24.0552	25.2579	26.5208	27.8468
		Bi-Weekly	1,662.3797	1,745.4987	1,832.7736	1,924.4123	2,020.6329	2,121.6646	2,227.7478
		Monthly	3,601.8227	3,781.9138	3,971.0095	4,169.5600	4,378.0380	4,596.9399	4,826.7869
		Annual	43,221.8720	45,382.9656	47,652.1139	50,034.7196	52,536.4556	55,163.2784	57,921.4423
Dispatcher I	33	Hourly	16.0553	16.8580	17.7009	18.5860	19.5153	20.4910	21.5156
		Bi-Weekly	1,284.4205	1,348.6416	1,416.0736	1,486.8773	1,561.2212	1,639.2822	1,721.2464
		Monthly	2,782.9112	2,922.0567	3,068.1596	3,221.5675	3,382.6459	3,551.7782	3,729.3671
		Annual	33,394.9339	35,064.6806	36,817.9146	38,658.8104	40,591.7509	42,621.3384	44,752.4053
Community Services Officer	41	Hourly	19.5386	20.5155	21.5413	22.6183	23.7492	24.9367	26.1835
		Bi-Weekly	1,563.0853	1,641.2396	1,723.3016	1,809.4667	1,899.9400	1,994.9370	2,094.6838
		Monthly	3,386.6849	3,556.0191	3,733.8201	3,920.5111	4,116.5367	4,322.3635	4,538.4817
		Annual	40,640.2188	42,672.2297	44,805.8412	47,046.1333	49,398.4399	51,868.3619	54,461.7800

This Memorandum of Understanding has been ratified and adopted pursuant to the recommendations of the following representatives:

CITY OF FIREBAUGH

Benjamin Gallegos, Acting City Manager

Date

CITY OF FIREBAUGH ATTORNEY

Meggin Boranian, City Attorney

Date

FIREBAUGH MISCELLANEOUS EMPLOYEES ASSOCIATION

Raquel Tabares, Vice President Lead Dispatcher

Date

Fernando Campa, President Police Officer

Date

OPERATING ENGINEERS LOCAL UNION NO. 3 AFL-CIO

Allen Dunbar, Business Representative

Date

RESOLUTION NO. 17-28

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH APPROVING A MEMORANDUM OF UNDERSTANDING WITH THE FIREBAUGH MISCELLANEOUS EMPLOYEES ASSOCIATION AND APPROVING RELATED SALARY SCHEDULES

WHEREAS, the previous Memorandum of Understanding between the City and the Firebaugh Miscellaneous Employees Association terminated on June 30, 2017; and

WHEREAS, a new Memorandum of Understanding has been prepared which sets forth the employment terms and conditions of the City and the Firebaugh Miscellaneous Employees Association, and is attached hereto as Exhibit "A" is incorporated herein by this reference; and

WHEREAS, a corresponding Salary Schedule: Public Works has been prepared, and is attached hereto as Exhibit "B" is incorporated herein by this reference; and

WHEREAS, a corresponding Salary Schedule: Water and Wastewater Operators has been prepared, and is attached hereto as Exhibit "C" is incorporated herein by this reference; and

WHEREAS, the Firebaugh City Council has carefully considered all of the facts and circumstances relating to the implementation of the new Memorandum of Understanding and corresponding Salary Schedules.

NOW, THEREFORE, be it resolved by the City Council of the City of Firebaugh as follows:

1. The recitals set forth above are true and correct as of the date this Resolution is adopted.
2. The Memorandum of Understanding, attached hereto as Exhibit "A," is hereby approved.
3. The Salary Schedule, attached hereto as Exhibit "1," is hereby approved.
4. The City Manager and staff are hereby authorized to carry out the purposes and activities described in the Memorandum of Understanding.
5. This Resolution shall be effective immediately upon adoption.

The foregoing Resolution was approved and adopted at a regular meeting of the City Council of the City of Firebaugh held on the 19th day of June, 2017, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

APPROVED:

ATTEST:

Brady Jenkins, Mayor

Rita Lozano, Deputy City Clerk

EXHIBIT “A”



TERMS AND CONDITIONS

REPRESENTED BY
OPERATING ENGINEERS LOCAL NO. 3
AFL-CIO

EFFECTIVE JULY 1, 2017 – JUNE 30, 2020

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MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF FIREBAUGH
AND FIREBAUGH MISCELLANEOUS EMPLOYEES ASSOCIATION

July 1, 2017 through June 30, 2020

1. **PREAMBLE**

This Memorandum of Understanding (MOU) represents the mutual agreement between the City of Firebaugh, hereinafter referred to as the "City" and the Firebaugh Miscellaneous Employees Association (FMEA) hereinafter referred to as the "Association", and the Operating Engineers Local Union No. 3, hereinafter referred to as the "Union" pursuant to California Government Code, Sections 3500 et seq., (Commonly known as the Meyers-Milias-Brown Act.).

The legal relationship between the City, the Association, the Union is governed by Chapter 10 of Division 4 of title 1 of the Government Code (Sections 3500 et seq., commonly known as the Meyers-Milias-Brown Act). In the event of conflict between the Meyers- Milias-Brown Act and any local City Ordinance, resolution or other regulation, the Meyers- Milias-Brown Act shall govern.

2. **AGENCY SHOP**

- A. Effective July 1, 2017, employees in the representation unit shall, as a condition of continuing employment, become and remain members of the Union or shall pay to the Union a service fee in lieu thereof.
- B. "This requirement shall not apply to any employee who is a member of a bonafide religion, body, or sect who has historically held conscientious objections to joining or financially supporting public employee organizations. Such individuals shall not be required to join or financially support the Union as a condition of employment, but will be required, in lieu of periodic dues, initiation fees, or agency shop fees, to contribute to a non-religious charitable fund which is mutually acceptable to the Union and the employee, and is exempt from taxation under Section 501(c) (3) of the Internal Revenue Code as long as they show proof.

3. **RECOGNITION**

- A. The City acknowledges Union, representing the Association, as the sole and exclusive bargaining agent, for the purposes of establishing wages, hours, and working conditions of employment, for all regular employees of the Firebaugh Public Works Department including the classifications below:

Public Works Maintenance

Utility Maintenance Worker I
Utility Maintenance Worker II
Utility Maintenance Worker III
Equipment Mechanic
Facilities Custodian
Utility Maintenance Crew Leader

Water & Waste Water Operators

Water/Sewer Operator Trainee
Water/Sewer Operator I
Water/Sewer Operator II
Water/Sewer Supervisor

- B. The public works unit shall be permanent full-time employees of the City of Firebaugh Public Works Department below management level. Management level shall be considered the Public Works Director. The provisions of this MOU shall not apply to management-level employees. Employees who are employed under Federal, State or specialized programs shall be represented only within the City of Firebaugh and these agencies.

- C. The City, or its designees, the Association, or its designees and the Union or its representatives recognize and agree to deal with each other exclusively, on all matters relating to grievances, interpretation of this MOU, and any and all negotiations for the development of future MOU.

4. **PURPOSE**

The purpose of this MOU is to promote harmonious relations between the City and the Association; to establish an equitable and peaceful procedure for the resolution of differences; and to establish wages, hours of work, and other terms and conditions of employment.

5. **FULL FORCE AND EFFECT**

- A. It is agreed that this MOU is not in force or effect until ratified and approved by Resolution hereby adopted by the City Council of the City of Firebaugh.
- B. All wages, hours, terms, and conditions of employment that are negotiable subjects of bargaining under the Meyers-Milias-Brown Act, including those set forth in the MOU, shall remain in full force and effect during the term of this MOU unless changed by mutual agreement.
- C. The City will abide by the Meyers-Milias-Brown Act where and when it applies to members of the Association.

6. **COMMUNICATION WITH EMPLOYEES**

Space shall be provided on the bulletin board located in the Public Works Corporation Yard building, for posting of notices regarding official Union business.

7. **ADVANCE NOTICE**

The City shall provide the Union reasonable advance notice when an action is directly relating to matters within the scope of representation that is being proposed to City Council for their consideration. The City shall give the Union the opportunity to meet with the appropriate management representatives prior to adoption.

8. **REPRESENTATIVE OF THE UNION**

An authorized representative of the Union shall be allowed to visit the work location, with reasonable, prior notification of City Manager or Department Head. Casual drop by visits are allowed with the understanding that official business meetings are to be noticed by phone or e-mail prior to the meeting. Visits shall be reasonable and Union representative shall not interfere with the normal conduct of work. Union meetings shall be held during lunch (with a maximum of 30 minutes allowed) or after normal working hours.

9. **ACCESS TO PERSONNEL FILES**

An employee shall have access to his/her personnel file upon a request made to the personnel officer. An employee's authorized Union representative shall have access to the employee's personnel file upon written authorization from said employee. Nothing shall be placed in an employee's personnel file without his/her knowledge. An authorized City employee shall observe but not interfere with the review. The reviewing employee and/or the employee's representative may take notes and the employee shall be allowed to have a copy made of the file in accordance with California Codes.

10. **NOTICE OF LAYOFF**

Before an employee is laid off, the employee and the Union shall be notified in writing of such action at least thirty (30) days prior to the effective date of layoff.

11. **SAFETY RULES / REGULATIONS / LOSS**

- A. Both the City and the Union shall expend every effort to insure that work is performed with a maximum degree of safety, consistent with the requirements to conduct efficient operations.
- B. The City and each employee covered by this MOU agree to comply with all safety rules and regulations in effect and any subsequent rules and regulations that may be adopted. Employees further agree that they will report all accidents and safety hazards immediately. The City shall remedy any reported safety hazard immediately. Any employee having knowledge of, or who is a witness to an accident, shall, if requested, give full and truthful testimony as to same.
- C. The City shall continue to supply employees with safety equipment required by the City and/or CAL OSHA. All employees shall use City supplied safety equipment for the purposes and uses specified under applicable safety rules and regulations.
- D. Uniforms: The City shall provide uniforms, including maintenance of uniforms, for all employees.
 - 1) Each employee shall receive a total of six (6) uniforms per week. Five (5) clean uniforms each week and one (1) for exchange. Employees shall be required to wear said uniform during work hours.
 - 2) Public Works Director will determine the appropriate jackets and boots in accordance with work and environmental requirements, not to exceed \$100.00 (one hundred dollars) per fiscal year per employee. Any employee desiring a set of boots or jacket exceeding the City's contribution shall pay for the difference. Such employee(s) will submit original receipts for reimbursements.
- E. Other Gear: The City will provide two (2) pair of coveralls for mechanic. The City will provide two (2) trench coats for mechanic. The City will provide one (1) pair of tree climbing boots to the tree climber. The City will provide one (1) hard hat to all public works employees.

12. **COMPENSATION**

- A. Pay Period: The Standard Pay Period is two weeks (14 calendar days). The standard work period is 40 forty hours worked in a calendar week but subject to call out at any time. The usual work day is 8 hours.
- B. Breaks: Employees shall be entitled to two (2) fifteen (15) minute breaks, one (1) in the morning, and one (1) in the afternoon, during each work day. Said breaks are to be taken at the employee's job site. Morning break to be taken at work site not in the shop.
- C. Overtime: Any employee who works in excess of eight hours per day or forty (40) hours per week shall be paid one and one-half (1 ½) times their regular hourly rate for all hours worked in excess eight hours per day or forty (40) hours in one week. All hours over 12 hours per day shall be compensated at double time. All paid leave (vacation and holiday) is considered time worked. The workweek will be established by direction of the Department Head and may be changed from time to time. Individual workweek designations may be established for each job position at the discretion of the Department Head.
- D. Call Back: If an employee is called back and does report to work, he/she shall receive a minimum of two (2) hours pay at the rate of one and one-half (1 ½) of the employees straight time rate of pay. Should "Call Back" for an employee not on Stand-By extend beyond two (2) hours of actual

work, the employee shall be compensated for actual hours worked at the rate of one and one-half (1 ½) times the regular hourly rate of pay. "Callback" is considered a return to work after having completion of the regular shift and having gone home or after one hour. Callback is not when the employee has finished the regular shift but has not left the work site.

- E. Authorization: All overtime worked shall be authorized and ordered in advance by the Department Head or his/her designee. However, if prior authorization for overtime work is not possible because of emergency conditions, a confirming authorization shall be made by the Department Head or his/her designee on the next regular business day after such work is performed.
- F. Sick Leave Related to Overtime: Employee shall not be eligible for overtime pay if employee's workweek (either via actual hours worked and/or vacation time does not exceed 40 hours per the week in question). Therefore, if employee is ill or off on sick leave this time is not calculated as work hours; unless such hours exceed (8) actual hours worked in the day.
- G. Reporting: Each employee shall make a written report of all overtime worked and each department shall keep an accurate record of overtime worked by employees in the department. No changes shall be made in the overtime as reported by the employee unless the proposed changes and the reasons therefore are first discussed with the employee and the Department Head. If the employee is not available to discuss changes prior to processing payroll, changes may be made by the department head to expedite the payroll process. Any changes made will be discussed with the employee at the earliest availability of that employee. If the employee disputes changes and the employee to support his/her original claim to the satisfaction of the Public Works Director can provide justification and or documentation; a corrected payroll check will be issued with all payroll records adjusted accordingly.

13. SALARIES

- A. Public Works will receive the following increase on July 1st of every fiscal year from July 1, 2017 through June 30, 2020. (See Exhibit "1", which is incorporated herein by this reference).
- B. The following increases go into effect on July 1st of every fiscal, beginning July 1, 2017 through June 30, 2020:
 - 1) July 1, 2017 – 2% Increase
 - 2) July 1, 2018 – 2.5% Increase
 - 3) July 1, 2019 – 3.0% Increase
- C. Step Increases:

Salary Schedule will be decreased from Ten (10) Steps to Seven (7) by dropping Step One (1), Step Two (2), and Step Three (3). Employees in the Steps 1 – 3 will be advance to the new Step 1. The advancement to the New Step 1 will, become the new merit anniversary date for the employee. There new merit anniversary date will be July 1, 2017.

Step increase will apply only when Employee is eligible to move to Next Salary Step per employee merit anniversary date.
- D. Water & Waste Water Operators are on the Operator Salary Schedule that recognizes Grades I & II Certification. No salary adjustment will be recognized for any Grade III Certification. City is required to have certified Water & Waste Water Plant Operators.

- E. Water & Sewer Distribution Grade I certificate is a requirement of the position for Utility Maintenance Workers I & II and they will be required to acquire the certificates in a time schedule agreed to with the Public Director and the City Manager.

14. **LONGEVITY PAY**

- A. Longevity Pay Program is provided for Association employees as outlined below.
- B. At the 10 year employment anniversary date, and at each five (5) year increment of employment, employee will be given a raise of 2.5% of that employee's existing base salary.
- C. Employees hired after July 1, 2014 are not eligible to earn Longevity Pay.

15. **STANDBY PAY**

- A. Employees shall be available at all times when on standby and must return call within 20 minutes of initial call. An employee who cannot be reached, or does not report to the work site, is subject to the same disciplinary action as an unexcused absence from work. In addition, standby pay for the entire day will be deducted. Other further disciplinary action also may be taken. The standby individual must be available by phone, radio, or by pager. Per call-back of Standby employee overtime shall apply. However, the two-hour minimum call back time shall not apply to the standby employee.
- B. Standby hours are normally between 3:31 p.m. and 6:59 a.m. each day except for weekends and holidays when standby hours are the entire 24 hour day. Standby hours may be seasonally adjusted to coincide with the work schedule (i.e. 2:31 p.m. to 5:59 a.m.). Standby hours for a one-week period are compensated, notwithstanding the employee's normal rate of pay, at the following weekly rates.
- C. Standby Pay shall be a flat rate of \$175.00 per week including one or two holidays, with one (1) minimum of 1 hour call back. Standby employee shall be able to take home city vehicle while on standby. That employee must live within the City limits of Firebaugh and is fully responsible for vehicle and all tools.

16. **INCENTIVE PAY AND RECOGNITION OF CERTIFICATES**

- A. Positions not required to be certified with a Water & Sewer Distribution Grade I certificate are:
 - 1) Equipment Mechanic
 - 2) Facilities Custodian
- B. Back Flow Connection Certification will receive a \$115.00 per month additional compensation.
- C. Lead and/or Supervisor positions will receive \$35.00 per month for a Pesticide Certificate.
- D. Water/Sewer Distribution Grade I Certification will receive \$115.00 stipend per month.
- E. Water/Sewer Distribution Grade II Certification will receive \$140.00 Stipend per month.
- F. Employees will be eligible for certification pay if applicable to job description.
- G. The city will comply with State law in determining the number of employees/positions that will be required to obtain and be compensated for certification and accompanying pay. The City shall pay for all school and costs to obtain certification and licenses and for any costs of and for recertification or licenses that are required by the City or State Laws and are a benefit for the

City's Operations. However, it is understood that there is no City obligation for such costs for an employee interested in becoming certified at a time, which does not require additional certified employees. Within State requirements, the City Manager will determine to whom and when such certification will apply. Class A and Class B physical must go to City medical provider.

17. **PERFORMANCE EVALUATION**

- A. During the probationary period an employee will undergo constant oral evaluation. A probationary employee will be evaluated in writing at the end of the first 60 days, again at 120 days and prior to the end of the probationary period. Employees will serve a probationary period of twelve (12) months and shall receive their step increase in the first pay period after successful completion of the probationary period. If the Public Works Director with agreement of the City Manager believes a second step would be in order, he may recommend and move to do so.
- B. After probationary period, performance evaluations will be conducted at least once every twelve (12) months. After a satisfactory performance evaluation and upon the recommendation by the Department Head and approved by the City Manager, employee may receive a step raise.
- C. The City and Association agree that before an employee receives a step increase, he/she shall receive a satisfactory or above performance evaluation and recommendation for salary increase must be made on the employee by the Public Works Director and approved by the City Manager.
- D. Should an employee be promoted and/or temporarily appointed into another classification, his/her salary shall increase by a minimum of five (5%) percent.
- E. Currently when Operators in Training finish their training and obtain their Water/Sewer Grade 1 certification they are placed in the Operator I position. Since they have been in training/probation and obtained their certification it should be unnecessary to place them into a second probationary period. Since it is mandatory that they also acquire certification for both Wastewater Treatment and Water Treatment within three (3) years or face termination it would be prudent to end probation since they have been doing the same job as trainees. Therefore, only one probationary period will be served as long as one (1) year period is completed and employee is making progress re: such certification. However, if employee does not pass required State exams within the initial three (3) year period; the employee will be terminated regardless of his/her employee status. Consideration may be given to transfer employee to another position by City, not requiring certification, if available.

18. **HEALTH INSURANCE**

City shall provide full-time employees with a monthly medical benefit as identified below:

- A. The cost of the Monthly CalPERS Medical Premium for the most economical (least expensive) monthly premium per CalPERS Basic Premium Rates (Other Southern California)* as determined by City.
- B. To determine Employee Monthly Premium cost, take Least Expensive Premium Dollar amount, less the City's Public Employees' Medical and Hospital Care Act (PEMHCA) contribution \$350.00, this will equal the Employee Monthly Premium cost.
- C. For Dependent Coverage City will pay 80% of Employee Monthly Premium and the Employee with pay 20% of the Employee Monthly Premium, approved CalPERS medical plan. City will pay 100% of approved CalPERS most economical medical plan for single employee coverage.

19. **DENTAL / VISION COVERAGE**

- A. No contribution by employee. For "Dependent Coverage" employee will pay 10% of monthly premium throughout the term of this MOU.
- B. Dental and vision change in coverage providers, the City must demonstrate to the bargaining unit that the following conditions have been met prior to making in changes in the plans:
 - 1) New carrier / provider's network of providers matches or exceeds current plan(s).
 - 2) New carrier / provider's benefits matches or exceeds current plan(s).
 - 3) If these conditions are not met, the City and Association shall meet and confer to insure Carriers offering plans are equal to or better than what is offered currently.

20. **RETIREMENT MEDICAL BENEFITS PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT (PEMHCA)**

The City will use the "unequal contribution" method for medical care premium payments for annuitants (retirees after June 30, 2014), as permitted under Govt. Code section 22892. Under this method the City is required annually to increase the total monthly annuitant health care contribution to equal an amount not less than the number of years the City has been in the PEMHCA program multiplied by five percent (5%) of the current monthly employer contribution for active employees until the time the City's Contribution for annuitant equals the City's PEMHCA contribution paid for active (Retirees before June 30, 2014) employees (\$350/month) is reached.

PEMHCA Amount of \$227.50/month for those retiring after June 30, 2014 (percent increases 5% annually).

21. **SICK LEAVE CONVERSION FOR MEDICAL PREMIUM**

Sick Leave Conversion to Medical Premium: to qualify employee must meet all of the following:

- A. Hired Before June 30, 2014;
- B. The employee has been covered by City selected medical insurance program for payment provided by the City for a continuous 5-year period immediately preceding such retirement; and the employee has been eligible to accumulate unused sick leave credit hours;
- C. Have accumulated 1,000 hours of sick leave; and
- D. Only if employee reaches this standard Employee may use 500 hour of time at current value and apply towards premium. Otherwise, employee may use 100% of all accumulated sick leave to apply to CalPERS "Time in Service Credit" for retirement formula calculations.

22. **CURRENT RETIREES (Retirement Prior to June 30, 2014)**

City will continue at the current City level of PEMHCA contribution (\$347.77/month) towards their Medical Coverage. Applies to all whom have retired before June 30, 2014.

23. **TRAINING**

The City agrees to send Public Works Employees to training, classes or schools to obtain required and/or mandated certificates and licenses to meet statute mandated certificates including state and federal requirements. These classes will be on City time; however no overtime will be applicable on days of exams. FLSA shall apply after normal work schedule hours.

24. **MILEAGE REIMBURSEMENT**

IRS Standard Mileage Rates (<https://www.irs.gov/tax-professionals/standard-mileage-rates/>)

25. **WORKDAY AND OVERTIME**

- A. **Workday**: The regularly scheduled workday should be eight (8) consecutive hours exclusive of mealtime.
- B. **Workweek**: The regularly scheduled workweek shall be forty (40) hours with two (2) consecutive days off.
- C. **Overtime**: Any time worked in excess of an employee's regularly scheduled eight (8) hour day or work week of forty (40) hours depending on the scheduled workday(s).
- D. **Weekend Work Schedule**:
 - 1) City will have two Public Works employees assigned, at the discretion of Public Works Director, to meet the needs of the City working a weekend work schedule as follows:
 - Employee #1: Tuesday – Saturday and
 - Employee #2: Sunday-Thursday
 - 2) City agrees to start with the employees with the least seniority provided that the employee has sufficient time and training in service as determined by the Director of Public Works.

26. **VACATION**

A. Employees covered by this MOU shall earn vacation credits at the following rate:

Years of Service	Hours Earned per annum
One through five years of service	80 hours per annum
Six years through ten years	96 hours per annum
Eleven years through fifteen years	120 hours per annum
Sixteen years through twenty years	144 hours per annum
Over twenty years	176 hours per annum

B. Vacation hours allowed on the books increase with time in service as increased vacation hours are earned annually. Employees will not earn additional vacation hours once they have reached the "Maximum hours" as indicated below.

Years of Service	Maximum Hours
One through five years	160 hours per annum
Six years through ten years	192 hours per annum
Eleven years through fifteen years	228 hours per annum
Sixteen years through twenty years	260 hours per annum
Over twenty years	280 hours per annum

City may schedule vacation time if employee vacation book hours are reaching the allowable maximums. If employee exceeds the amount on the vacation hours on books for the allowable per category (i.e. 192

hours for 6-10 years) employee will NOT earn any additional time until he/she is below the maximum amount. Without violating the Maximum accrual vacation hour's policy, the City has the authority to schedule vacations according to workload, staffing and attempts to limit unscheduled time off and/or disruptions in the work schedule, and the undesirable possibility of employees reaching the Vacation Maximum hours and potentially not being able to accrual vacation time. When scheduling vacation blocks City will take into account: seniority, employee considerations and needs. However, City's scheduling decisions are final.

27. VACATION TIME CASH OUT, MAXIMUM FORTY (40) HOURS PER FISCAL YEAR

An employee of this bargaining unit may cash out, up to 40 hours of vacation time per fiscal year. Employee cashing out vacation must have a minimum of 80 hours of accrued vacation to for this benefit.

28. HOLIDAYS

The City shall have the right to require the employees to work on state and national holidays, and those employees shall be compensated at two times their regular rate of pay.

A. Holidays listed below will be observed during this MOU:

New Year's Day	Columbus Day
Martin Luther King's Birthday	Veteran's Day
Lincolns Birthday	Thanksgiving Day
Presidents Day	Friday after Thanksgiving
Friday before Easter (½ day)	Christmas Eve (½ day)
Memorial Day	Christmas Day
Independence Day	New Year's Eve (½ day)
Labor Day	

29. SICK LEAVE

All full-time employees earn sick leave at the rate of 12 sick days per year. Sick time is credited to the employee on a bi-weekly basis.

- A. Sick leave with pay shall be accrued at the rate of one (1) workday for each calendar month of service, 3.69 hours per pay period based on 26 pay periods. An employee who is going to be absent on sick leave shall contact his immediate supervisor with as much advance notice as possible (however, a minimum of two (2) hour notice is required). Employees may be required to furnish a verification of illness even for a one (1) day absence (if employee's record indicates a high usage of sick-leave and/or sick-leave use is higher before and after employee's scheduled weekend) but normally only after an absence of three (3) consecutive days.
- B. Normally an employee eligible for such leave with pay will be granted such leave for the following reasons:
 - 1) Personal illness or incapacity.
 - 2) Illness of a member or the employee's household or immediate family (spouse and/or children) that requires the employee's personal care and attendance, not to exceed ten (10) days in any one (1) calendar year.
- C. Sick leave shall not be cashed out or given to any employee in cash when an employee resigns, or is terminated or retires

- D. Unused Sick Leave Credit/Time In Service: Eligible employees may have unused sick leave credits (accumulated hours) converted to CalPERS time "In-Service" as provided in the City/CalPERS Retirement contract,
- E. Conversion of sick leave hours to medical insurance premiums for retirees is not an available benefit to employees hired after July 1, 2014.
- F. Extension beyond age 65 of eligibility for payment of health insurance premiums based on unused sick leave: Employees who retire at age 65 shall be eligible to have unused sick leave credits hours converted to a cash equivalent value of 50% of 1,000 hours for the purpose reimbursement of payment by the employee of the premium requirement for a CalPERS health insurance program or a supplemental Medicare insurance program to the employee and his/her eligible spouse (per limits established above). Or Employee may convert ALL or a portion of these hours to the PERS "sick leave" conversion for retirement "service time". In the event said spouse or other eligible dependents are below age 65, the premium requirement for a conversion program shall be paid from the unused sick leave credits hours.

30. RETIREMENT

The benefit contract in effect between the City of Firebaugh and the Public Employees Retirement System (PERS) on behalf of eligible permanent full-time employees of this unit is 2.5% at age 55. This is for all current classic members meaning those hired prior to January 1, 2013. The retirement formula for the classic employees shall not change.

- A. The City has been paying the employee's eight percent (8%) contribution to PERS.
 - 1) Effective the first pay period in January 2015 employees of the Association bargaining unit will assume payment of two percent (2%) of the employee's cost of pension and the City will pay six percent (6%) of the employee's portion.
 - 2) Effective the first pay period in January 2016 the employees of the Association bargaining unit will assume payment of an additional two percent (2%) of the employee's cost of pension and the City will pay four percent (4%) of the employee's portion.
 - 3) Effective the first pay period in January 2017 the employees of the Association bargaining unit will assume an additional 2% and the City will pay two percent (2%) of the employee's portion.
 - 4) Effective the first pay period in January 2018 the employees of the Association bargaining unit will assume payment of an additional two percent (2%) of the employee's cost of pension and the City will pay zero percent (0%) of the employee's portion. At this point such employees will be paying the full Employee PERS contribution of 8%.
- B. All new employees hired on (OR AFTER) January 1, 2013 who have not been employed by a Public Employer with a PERS Retirement Plan shall be under the 2% @ 62 formulation unless they were employed by another PERS agency within that previous six months (and qualify under the PERS "Classic" Definition). Those employees will then be part of the same formula that is closest to formula as they were with their previous employer.
 - 1) All new employees hired under the new PERS formula and in line with the Public Employees' Pension Reform Act (PEPRA) shall pay 50% of normal cost or 8% of base salary, whichever is greater.

- 2) All PERS contribution paid by the employees shall be paid on a pre-tax basis as per IRS code 414 (h).

31. **GRIEVANCE PROCEDURE**

“Employee Grievances” is in the City Personnel Rules and is incorporated herein by reference.

32. **DISCIPLINE PROCEDURE**

“Disciplinary Actions” is in the City Personnel Rules and is incorporated herein by reference.

33. **EMPLOYEE DEVELOPMENT**

It is the City’s desire to provide reasonable encouragement to its employees in their efforts to improve proficiency in their present jobs and to prepare for advancement.

Therefore, the City will reimburse its employee the cost of tuition, books and supplies for all accredited course and seminars attended when the following criteria are met:

- A. The course is relevant to City business and employee’s position within the City,
- B. A minimum grade of “C” or its equivalent is obtained; and
- C. Approval from the City Manager is obtained prior to the beginning of the course.

34. **BEREAVEMENT LEAVE**

“Bereavement Leave” is in the City Personnel Rules and is incorporated herein by reference.

35. **JURY DUTY**

“Jury Duty” is in the City Personnel Rules and is incorporated herein by reference.

36. **VOTING**

“Voting” is in the City Personnel Rules and is incorporated herein by reference.

37. **LEAVE OF ABSENCE**

“Personal Leave of Without Pay”

“Family and Medical Care Leave”, and

“Military Leave” are in the City’s Personnel Rules and is incorporated herein by reference.

38. **WORKER’S COMPENSATION**

“Workers’ Compensation” is in the City Personnel Rules and is incorporated herein by reference.

39. **CITY’S PERSONNEL RULES**

Both parties have had the opportunity to meet, review and accept the City’s updated Personnel Rules which are incorporated herein by reference. If, there is a conflict between this MOU and the Rules, the MOU will control and be followed.

40. **CONCLUSIVENESS**

- A. The City and Association agree that to the extent that any provision addressing wages, hours, and terms and conditions of employment negotiable under the Meyers-Milias-Brown Act found outside this MOU and are in conflict thereof, this MOU shall prevail.
- B. If, during the term of the MOU, the parties should mutually agree to modify, amend, or alter the provisions of this MOU in any respect, any such change shall be effective only if and when

- C. reduced to writing and executed by the authorized representatives of the City and the Union. Any such changes shall validly become part of the MOU and be subject to its terms.
- D. During the life of the MOU, shall either party desire to meet and confer as to matters within the MOU or as to matters not addressed in the MOU, but within the scope of representation, such party shall request in writing its desire. The responding party may meet and confer with the requesting party, but is not obligated to per this MOU.
- E. The City's Personnel Rules and Employee Handbook and any other handbooks and/or policy manuals referenced in this MOU may require changes which must be presented to the Union for review. The City and Union shall meet and confer on those changes.

41. **ASSOCIATION RIGHTS**

The Association shall have the following rights and responsibilities:

- A. The City agrees not interfere with nor discriminate in any way against any employee by reason of his/her membership in the Union actively required by this MOU.
- B. The City agrees not to intimidate any employee; nor attempt to restrain any employee, nor in any way limit the full and free expression of any employee's right to participate in the Union's lawful activities.
- C. The City shall deduct the dues or service fee upon proper authorization by Association members.
 - 1) If a member desires the City to deduct his/her dues or service fee from his/her paycheck, a deduction authorization shall be made upon a Dues Deduction Authorization Form.
 - 2) A dues or service fee authorization may be revoked by a member and the dues or service fee deduction canceled only during the last two months of the contract.
 - 3) The member's earnings must be sufficient after other legal and required deductions are made to cover the amount of the deduction authorized. When a member is in a non-pay status for an entire pay period, no deduction shall be made from future earnings to cover that pay period, nor will the member deposit with the Controller the amount which would have been deducted if the member had been in a pay status during that period. In the case of a period when the salary is not sufficient to cover other legal and required deductions, no deduction or deposit shall be made.
 - 4) The deduction check covering all such deductions shall be transmitted to the Union at least once monthly and made payable to: Operating Engineer's Local Union No. 3; 1620 S. Loop Rd. Alameda, CA 94502-7090
 - 5) Reasonable advance notice of any City ordinance, rule resolution, or regulation directly relating to matters within the scope of representation proposed to be adopted by the Council. Reasonable access to employee work locations, with prior Department Head and City Manager notification, for employees of the Association and their officially designated representatives for the purpose of processing grievance or contacting members of the organization concerning business within the normal operations of any department or with established safety or security requirements.

42. **CITY MANAGEMENT RIGHTS**

- A. Notwithstanding any of the items agreed to herein, nothing in this MOU is intended to limit the management rights of the City.
- B. These include, but are not limited to:
 - 1) Direct the work of its employees.
 - 2) Hire, fire, promote, transfer, assign, reassign, and classify employees with the City.
 - 3) Discipline employees for proper cause and in accordance with the City of Firebaugh Personnel Rules.
 - 4) Take any actions deemed necessary to carry out the mission of the City in emergencies.
 - 5) Determine the methods, means and the personnel necessary, by which operations of the City are to be carried on.
 - 6) Determine its budget, policies of the City, organization, merits, necessity and level of service or any activity provided to the public.
 - 7) The provisions of the City of Firebaugh's Personnel Policies Rules shall apply except to the extent such parties are otherwise provided for in this MOU.

43. **ELIMINATION OF RESTRICTION TO SUB-CONTRACT WORK THAT COULD BE PERFORMED BY CITY EMPLOYEES.**

The City retains the option of contracting of work that needs to be performed but, City staff does/may not have the man-power, time or the equipment to properly do the work, this includes but not limited to, any services required for the City.

44. **SAVINGS CLAUSE**

- A. If any provision of this MOU should be found invalid, unconstitutional, unlawful, or unenforceable by reason of any existing or subsequently enacted constitutional or legislative provision or by final judicial authority, the offending provision shall be severed, and all other provisions of this MOU shall remain in full force and effect for the duration of this MOU.
- B. In the event that any provision of MOU should be found invalid, unconstitutional, unlawful or unenforceable, the City and Union agree to meet and confer in a timely manner in an attempt to negotiate substitute provisions. Such negotiations shall apply only to the severed provisions of this MOU and shall not in any way modify or impact the remaining provisions of the existing MOU.

45. **SUPERSEDES PREVIOUS DOCUMENTS**

This document supersedes all previous City documents related to labor relationship between the City and its employees and the City, the Association and the Union which are governed by Chapter 10 of Division 4 of Title 1 of the Government Code (Section 3500 et seq., commonly known as the Meyers-Milias-Brown Act). Furthermore, if areas of the City's Employee Policy Handbook are in conflict with this document, the provisions of this document shall apply and supersede the Policy Handbook.

46. **STATEMENT OF CONTINUING BENEFITS AND WORKING CONDITIONS**

Benefits and working conditions as were previously agreed upon through the Meet and Confer process, and subsequently approved and implemented by appropriate authority, shall, unless herein expressly modified or eliminated, remain in effect until such time as they are subsequently modified or eliminated through the Meet and Confer process and similarly approved by appropriate authority.

47. **TERM OF MOU**

The term of the MOU shall commence on July 1, 2017 and expire on June 30, 2020, unless otherwise agreed in writing between the parties.

48. **RECOMMENDATION OF REPRESENTATIVES**

The representatives of the City and the representative of the Union, having met and conferred in good faith, have mutually agreed to recommend to the Firebaugh City Council and the general membership of the Union, that this MOU be adopted and ratified and that the wages, hours and other terms and conditions set forth herein be implemented.

EXHIBIT "1"
SALARY SCHEDULES

CITY OF FIREBAUGH - Public Works/FMEA

2% Increase

Salary Schedule for Fiscal Year July 1, 2017 - Fiscal Year Ending June 30, 2018

Position	Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Utility Maintenance Worker I	35	Hourly	15,0266	15,7779	16,5668	17,3951	18,2649	19,1781	20,1370
		Bi-Weekly	1,202,1260	1,262,2323	1,325,3439	1,391,6111	1,461,1916	1,534,2512	1,610,9638
		Monthly	2,604,6062	2,734,8366	2,871,5784	3,015,1573	3,165,9152	3,324,2109	3,490,4215
		Annual	31,255,2749	32,818,0387	34,458,9406	36,181,8876	37,990,9820	39,890,5311	41,885,0577
Utility Maintenance Worker II	38	Hourly	16,2292	17,0407	17,8927	18,7873	19,7267	20,7130	21,7487
		Bi-Weekly	1,298,3357	1,363,2525	1,431,4151	1,502,9859	1,578,1352	1,657,0419	1,739,8940
		Monthly	2,813,0607	2,953,7137	3,101,3994	3,256,4694	3,419,2929	3,590,2575	3,769,7704
		Annual	33,756,7284	35,444,5649	37,216,7931	39,077,6328	41,031,5144	43,083,0901	45,237,2446
Utility Maintenance Worker III	43	Hourly	18,3617	19,2798	20,2438	21,2559	22,3187	23,4347	24,6064
		Bi-Weekly	1,468,9344	1,542,3812	1,619,5002	1,700,4752	1,785,4990	1,874,7739	1,968,5126
		Monthly	3,182,6913	3,341,8259	3,508,9172	3,684,3630	3,868,5812	4,062,0102	4,265,1107
		Annual	38,192,2955	40,101,9103	42,107,0058	44,212,3561	46,422,9739	48,744,1226	51,181,3288
Equipment Mechanic	46	Hourly	19,7255	20,7118	21,7473	22,8347	23,9764	25,1753	26,4340
		Bi-Weekly	1,578,0383	1,656,9402	1,739,7872	1,826,7766	1,918,1154	2,014,0212	2,114,7222
		Monthly	3,419,0829	3,590,0371	3,769,5389	3,958,0159	4,155,9167	4,363,7125	4,581,8981
		Annual	41,028,9953	43,080,4451	45,234,4673	47,496,1907	49,871,0002	52,364,5502	54,982,7777
Utility Maintenance Crew Leader	47	Hourly	20,2338	21,2455	22,3078	23,4232	24,5943	25,8240	27,1152
		Bi-Weekly	1,618,7043	1,699,6395	1,784,6214	1,873,8525	1,967,5451	2,065,9224	2,169,2185
		Monthly	3,507,1926	3,682,5522	3,866,6798	4,060,0138	4,263,0145	4,476,1652	4,699,9735
		Annual	42,086,3107	44,190,6262	46,400,1575	48,720,1654	51,156,1737	53,713,9824	56,399,6815
Facilities Custodian	36	Hourly	15,4233	16,1945	17,0042	17,8544	18,7471	19,6845	20,6687
		Bi-Weekly	1,233,8653	1,295,5585	1,360,3364	1,428,3533	1,499,7709	1,574,7595	1,653,4975
		Monthly	2,673,3747	2,807,0435	2,947,3956	3,094,7654	3,249,5037	3,411,9789	3,582,5778
		Annual	32,080,4967	33,684,5216	35,368,7477	37,137,1850	38,994,0443	40,943,7465	42,990,9338

CITY OF FIREBAUGH - Public Works/FMEA

2.5% Increase

Salary Schedule for Fiscal Year July 1, 2018 - Fiscal Year Ending June 30, 2019

Position	Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Utility Maintenance Worker I	35	Hourly	15.4022	16.1724	16.9810	17.8300	18.7215	19.6576	20.6405
		Bi-Weekly	1,232.1791	1,293.7881	1,358.4775	1,426.4013	1,497.7214	1,572.6075	1,651.2379
		Monthly	2,669.7214	2,803.2075	2,943.3678	3,090.5362	3,245.0630	3,407.3162	3,577.6820
		Annual	32,036.6568	33,638.4896	35,320.4141	37,086.4348	38,940.7566	40,887.7944	42,932.1841
Utility Maintenance Worker II	38	Hourly	16.6349	17.4667	18.3400	19.2570	20.2199	21.2308	22.2924
		Bi-Weekly	1,330.7941	1,397.3338	1,467.2005	1,540.5605	1,617.5885	1,698.4680	1,783.3914
		Monthly	2,883.3872	3,027.5566	3,178.9344	3,337.8811	3,504.7752	3,680.0139	3,864.0146
		Annual	34,600.6466	36,330.6790	38,147.2129	40,054.5736	42,057.3023	44,160.1674	46,368.1757
Utility Maintenance Worker III	43	Hourly	18.8207	19.7618	20.7498	21.7873	22.8767	24.0205	25.2216
		Bi-Weekly	1,505.6578	1,580.9407	1,659.9877	1,742.9871	1,830.1365	1,921.6433	2,017.7255
		Monthly	3,262.2586	3,425.3715	3,596.6401	3,776.4721	3,965.2957	4,163.5605	4,371.7385
		Annual	39,147.1029	41,104.4581	43,159.6810	45,317.6650	47,583.5483	49,962.7257	52,460.8620
Equipment Mechanic	46	Hourly	20.2186	21.2295	22.2910	23.4056	24.5759	25.8046	27.0949
		Bi-Weekly	1,617.4892	1,698.3637	1,783.2819	1,872.4460	1,966.0683	2,064.3717	2,167.5903
		Monthly	3,504.5600	3,679.7880	3,863.7774	4,056.9663	4,259.8146	4,472.8053	4,696.4456
		Annual	42,054.7202	44,157.4562	46,365.3290	48,683.5955	51,117.7752	53,673.6640	56,357.3472
Utility Maintenance Crew Leader	47	Hourly	20.7396	21.7766	22.8655	24.0087	25.2092	26.4696	27.7931
		Bi-Weekly	1,659.1719	1,742.1305	1,829.2370	1,920.6988	2,016.7338	2,117.5705	2,223.4490
		Monthly	3,594.8724	3,774.6160	3,963.3468	4,161.5141	4,369.5898	4,588.0693	4,817.4728
		Annual	43,138.4684	45,295.3919	47,560.1615	49,938.1695	52,435.0780	55,056.8319	57,809.6735
Facilities Custodian	36	Hourly	15.8089	16.5993	17.4293	18.3008	19.2158	20.1766	21.1854
		Bi-Weekly	1,264.7119	1,327.9475	1,394.3449	1,464.0621	1,537.2652	1,614.1285	1,694.8349
		Monthly	2,740.2091	2,877.2196	3,021.0805	3,172.1346	3,330.7413	3,497.2783	3,672.1423
		Annual	32,882.5092	34,526.6346	36,252.9664	38,065.6147	39,968.8954	41,967.3402	44,065.7072

CITY OF FIREBAUGH - Public Works/FMEA

3% Increase

Salary Schedule for Fiscal Year July 1, 2019 - Fiscal Year Ending June 30, 2020

Position	Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Utility Maintenance Worker I	35	Hourly	15,8643	16,6575	17,4904	18,3649	19,2832	20,2473	21,2597
		Bi-Weekly	1,269.1445	1,332.6017	1,399.2318	1,469.1934	1,542.6530	1,619.7857	1,700.7750
		Monthly	2,749.8130	2,887.3037	3,031.6689	3,183.2523	3,342.4149	3,509.5357	3,685.0125
		Annual	32,997.7565	34,647.6443	36,380.0265	38,199.0279	40,108.9793	42,114.4282	44,220.1496
Utility Maintenance Worker II	38	Hourly	17,1340	17,9907	18,8902	19,8347	20,8265	21,8678	22,9612
		Bi-Weekly	1,370.7179	1,439.2538	1,511.2165	1,586.7773	1,666.1162	1,749.4220	1,836.8931
		Monthly	2,969.8888	3,118.3833	3,274.3024	3,438.0176	3,609.9184	3,790.4144	3,979.9351
		Annual	35,638.6660	37,420.5993	39,291.6293	41,256.2108	43,319.0213	45,484.9724	47,759.2210
Utility Maintenance Worker III	43	Hourly	19,3853	20,3546	21,3723	22,4410	23,5630	24,7412	25,9782
		Bi-Weekly	1,550.8275	1,628.3689	1,709.7874	1,795.2767	1,885.0406	1,979.2926	2,078.2572
		Monthly	3,360.1263	3,528.1327	3,704.5393	3,889.7662	4,084.2546	4,288.4673	4,502.8907
		Annual	40,321.5160	42,337.5918	44,454.4714	46,677.1950	49,011.0547	51,461.6075	54,034.6878
Equipment Mechanic	46	Hourly	20,8252	21,8664	22,9598	24,1077	25,3131	26,5788	27,9077
		Bi-Weekly	1,666.0139	1,749.3146	1,836.7803	1,928.6194	2,025.0503	2,126.3028	2,232.6180
		Monthly	3,609.6968	3,790.1817	3,979.6907	4,178.6753	4,387.6090	4,606.9895	4,837.3390
		Annual	43,316.3618	45,482.1799	47,756.2889	50,144.1033	52,651.3085	55,283.8739	58,048.0676
Utility Maintenance Crew Leader	47	Hourly	21,3618	22,4299	23,5514	24,7290	25,9654	27,2637	28,6269
		Bi-Weekly	1,708.9470	1,794.3944	1,884.1141	1,978.3198	2,077.2358	2,181.0976	2,290.1525
		Monthly	3,702.7185	3,887.8545	4,082.2472	4,286.3596	4,500.6775	4,725.7114	4,961.9970
		Annual	44,432.6225	46,654.2536	48,986.9663	51,436.3146	54,008.1304	56,708.5369	59,543.9637
Facilities Custodian	36	Hourly	16,2832	17,0973	17,9522	18,8498	19,7923	20,7819	21,8210
		Bi-Weekly	1,302.6532	1,367.7859	1,436.1752	1,507.9840	1,583.3832	1,662.5523	1,745.6799
		Monthly	2,822.4154	2,963.5361	3,111.7129	3,267.2986	3,430.6635	3,602.1967	3,782.3065
		Annual	33,868.9844	35,562.4337	37,340.5553	39,207.5831	41,167.9623	43,226.3604	45,387.6784

CITY OF FIREBAUGH - Public Works/FMEA

2% Increase

Salary Schedule for Fiscal Year July 1, 2017 - Fiscal Year Ending June 30, 2018

Water & Waste Water Operators

Position	Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Water/Sewer Operator Trainee*		Hourly	16.2168	17.0276	17.8790	18.7730			
		Bi-Weekly	1,297.3439	1,362.2110	1,430.3216	1,501.8377			
		Monthly	2,810.9117	2,951.4573	3,099.0301	3,253.9816			
Water/Sewer Operator I		Annual	33,730.9402	35,417.4872	37,188.3616	39,047.7797			
		Hourly	19.2543	20.2171	21.2279	22.2893	23.4038	24.5740	25.8027
		Bi-Weekly	1,540.3479	1,617.3653	1,698.2335	1,783.1452	1,872.3025	1,965.9176	2,064.2135
Water/Sewer Operator II		Monthly	3,337.4204	3,504.2914	3,679.5060	3,863.4813	4,056.6553	4,259.4881	4,472.4625
		Annual	40,049.0445	42,051.4967	44,154.0716	46,361.7751	48,679.8639	51,113.8571	53,669.5499
		Hourly	21.2257	22.2869	23.4013	24.5714	25.7999	27.0899	28.4444
Water/Sewer Operator III		Bi-Weekly	1,698.0525	1,782.9551	1,872.1029	1,965.7080	2,063.9934	2,167.1931	2,275.5528
		Monthly	3,679.1138	3,863.0695	4,056.2229	4,259.0341	4,471.9858	4,695.5851	4,930.3643
		Annual	44,149.3652	46,356.8335	48,674.6751	51,108.4089	53,663.8293	56,347.0208	59,164.3718
Water/Sewer Lead Operator		Hourly	27.0900	28.4445	29.8667	31.3600	32.9280	34.5745	36.3032
		Bi-Weekly	2,167.1990	2,275.5590	2,389.3369	2,508.8038	2,634.2440	2,765.9562	2,904.2540
		Monthly	4,695.5979	4,930.3778	5,176.8967	5,435.7415	5,707.5286	5,992.9050	6,292.5503
		Annual	56,347.1746	59,164.5333	62,122.7600	65,228.8980	68,490.3429	71,914.8600	75,510.6030

* Must have a Grade I in Water & Sewer by the end of the third year.

** Steps Effective Per Conditions in Approved MOU - For Step 4 Water /Sewer Operator Trainee ONLY

*** Steps Effective Per Conditions in Approved MOU

Water Operator Trainee and Water Operator I who have acquired a Grade I or II in Water or Sewer but not both will receive additional compensation of \$100 per month for a Grade I Certificate and \$125 for a Grade II Certification

CITY OF FIREBAUGH - Public Works/FMEA

2.5% Increase

Salary Schedule for Fiscal Year July 1, 2018 - Fiscal Year Ending June 30, 2019

Water & Waste Water Operators

Position	Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Water/Sewer Operator Trainee*		Hourly	16.6222	17.45	18.33	19.24			
		Bi-Weekly	1,329.7775	1,396.27	1,466.08	1,539.38			
		Monthly	2,881.1845	3,025.24	3,176.51	3,335.33			
Water/Sewer Operator I		Annual	34,574.2137	36,302.92	38,118.07	40,023.97			
		Hourly	19.7357	20.72	21.76	22.85	23.99	25.19	26.45
		Bi-Weekly	1,578.8566	1,657.80	1,740.69	1,827.72	1,919.11	2,015.07	2,115.82
Water/Sewer Operator II		Monthly	3,420.8559	3,591.90	3,771.49	3,960.07	4,158.07	4,365.98	4,584.27
		Annual	41,050.2706	43,102.78	45,257.92	47,520.82	49,896.86	52,391.70	55,011.29
		Hourly	21.7563	22.84	23.99	25.19	26.44	27.77	29.16
Water/Sewer Operator III		Bi-Weekly	1,740.5038	1,827.53	1,918.91	2,014.85	2,115.59	2,221.37	2,332.44
		Monthly	3,771.0916	3,959.65	4,157.63	4,365.51	4,583.79	4,812.97	5,053.62
		Annual	45,253.0993	47,515.75	49,891.54	52,386.12	55,005.43	57,755.70	60,643.48
Water/Sewer Lead Operator		Hourly	27.7672	29.16	30.61	32.14	33.75	35.44	37.21
		Bi-Weekly	2,221.3790	2,332.45	2,449.07	2,571.52	2,700.10	2,835.11	2,976.86
		Monthly	4,812.9878	5,053.64	5,306.32	5,571.64	5,850.22	6,142.73	6,449.86
		Annual	57,755.8540	60,643.65	63,675.83	66,859.62	70,202.60	73,712.73	77,398.37

* Must have a Grade I in Water & Sewer by the end of the third year.

** Steps Effective Per Conditions in Approved MOU - For Step 4 Water /Sewer Operator Trainee ONLY

*** Steps Effective Per Conditions in Approved MOU

Water Operator Trainee and Water Operator I who have acquired a Grade I or II in Water or Sewer but not both will receive additional compensation of \$100 per month for a Grade I Certificate and \$125 for a Grade II Certification

CITY OF FIREBAUGH - Public Works/FMEA

3% Increase

Salary Schedule for Fiscal Year July 1, 2019 - Fiscal Year Ending June 30, 2020

Water & Waste Water Operators

Position	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Water/Sewer Operator Trainee*	Hourly	17.1209	17.98	18.88	19.82			
	Bi-Weekly	1,369.6708	1,438.15	1,510.06	1,585.57			
	Monthly	2,967.6200	3,116.00	3,271.80	3,435.39			
	Annual	35,611.4401	37,392.01	39,261.61	41,224.69			
Water/Sewer Operator I	Hourly	20.3278	21.34	22.41	23.53	24.71	25.94	27.24
	Bi-Weekly	1,626.2223	1,707.53	1,792.91	1,882.56	1,976.68	2,075.52	2,179.29
	Monthly	3,523.4816	3,699.66	3,884.64	4,078.87	4,282.81	4,496.95	4,721.80
	Annual	42,281.7787	44,395.87	46,615.66	48,946.44	51,393.77	53,963.45	56,661.63
Water/Sewer Operator II	Hourly	22.4090	23.53	24.71	25.94	27.24	28.60	30.03
	Bi-Weekly	1,792.7189	1,882.35	1,976.47	2,075.30	2,179.06	2,288.01	2,402.41
	Monthly	3,884.2244	4,078.44	4,282.36	4,496.48	4,721.30	4,957.36	5,205.23
	Annual	46,610.6923	48,941.23	51,388.29	53,957.70	56,655.59	59,488.37	62,462.79
Water/Sewer Lead Operator	Hourly	28.6003	30.03	31.53	33.11	34.76	36.50	38.33
	Bi-Weekly	2,288.0204	2,402.42	2,522.54	2,648.67	2,781.10	2,920.16	3,066.17
	Monthly	4,957.3775	5,205.25	5,465.51	5,738.78	6,025.72	6,327.01	6,643.36
	Annual	59,488.5296	62,462.96	65,586.10	68,865.41	72,308.68	75,924.11	79,720.32

* Must have a Grade I in Water & Sewer by the end of the third year.

** Steps Effective Per Conditions in Approved MOU - For Step 4 Water /Sewer Operator Trainee ONLY

*** Steps Effective Per Conditions in Approved MOU

Water Operator Trainee and Water Operator I who have acquired a Grade I or II in Water or Sewer but not both will receive additional compensation of \$100 per month for a Grade I Certificate and \$125 for a Grade II Certification

CITY OF FIREBAUGH

Benjamin Gallegos, Acting City Manager

Date

Meggin Boranian, City Attorney

Date

FIREBAUGH MISCELLANEOUS EMPLOYEES ASSOCIATION

Michael Molina, Bargaining Team Member

Date

Noah Marquez, Bargaining Team Member

Date

OPERATING ENGINEERS LOCAL UNION NO. 3 AFL-CIO

Allen Dunbar, Business Representative

Date



TO: Mayor Brady Jenkins and Council Members
FROM: Pio Martin, Finance Director
DATE: June 05, 2017
SUBJECT: Presentation of City Budget Fiscal Year 2017-2018

Presentation of City of Firebaugh Fiscal Year 2017 – 2018

➤ Total Budget for fiscal year 2017 - 2018

Fund	Revenue	Salaries	Operation Expense	Net Revenue
General Fund	3,263,356	2,014,009	674,060	575,287
Enterprise Funds	3,953,598	1,157,643	2,836,445	(40,490)
Streets Funds	1,552,079	181,892	1,405,014	(34,826)
Total	8,769,032	3,353,544	4,915,518	499,970

➤ Total Budget for City Grants Budget

Fund	Revenue	Salaries	Operation Expense	Net Revenue
City Grants	3,817,279	23,670	3,793,609	0.00

RESOLUTION NO. 17-29

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH
APPROVING THE CITY OF FIREBAUGH'S BUDGET FOR FISCAL YEAR 2017 - 2018**

WHEREAS, the City Staff has proposed to the City Council of the City of Firebaugh the attached Budget for fiscal year 2017 – 2018, which is incorporated herein by this reference; and

WHEREAS, after examination, deliberation and due consideration, the City Council of the City of Firebaugh has approved the same; and

WHEREAS, it is the intention of the City Council to adopt said Budget as the City's budget for the fiscal year 2017 - 2018.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF
FIREBAUGH AS FOLLOWS:**

That certain budget for the fiscal year July 1, 2017 – June 30, 2018, attached and on file in the office of the City Clerk entitled, "City of Firebaugh Budget – Fiscal Year 2017 - 2018", which is hereby referred to and incorporated herein by reference, is hereby adopted by the City Council of the City of Firebaugh as the Formal Annual Budget of the City of Firebaugh for the fiscal year July 1, 2017-June 30, 2018.

The foregoing Resolution was approved and adopted by the City Council of the City of Firebaugh, on the 19th day of June 2017, by the following votes:

AYES: Board Members

NOES: Board Members

ABSENT: Board Members

ABSTAIN: Board Members

APPROVED

ATTEST

Brady Jenkins
Mayor

Rita Lozano
Deputy City Clerk

CLERK'S CERTIFICATE

I, Rita Lozano, Deputy City Clerk of the City of Firebaugh (the "City") certify that the foregoing resolution was duly passed and adopted at a regular meeting of the Firebaugh City Council held on June 19, 2017.

DATE: June 19, 2017

Rita Lozano, Deputy City Clerk

City of Firebaugh

Out with the Old



*The Old Pizza Factory and Public Works Office
come down for future growth at the
corner of 11th and O Streets.*

In with the New



*New Senior Living Apartments Rio Villas
Developed by [Fresno Housing Authority](#)*

Fiscal Year 2017 – 2018 Budget

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City of Firebaugh – Directory

City of Firebaugh
1133 “P” Street
Firebaugh, CA 93622
559.659.2043 – Phone
559.659.3412 – Fax
www.firebaugh.org

City Council meets every 1st and 3rd Monday of every month at Andrew Firebaugh Community Center
1655 13th Street, Firebaugh, CA 93622.

City Council

Mayor, Brady Jenkins.....	Term Expires 2020
Mayor Pro-Tem, Felipe Perez	Term Expires 2018
Council Member, Dr. Marcia Sablan	Term Expires 2018
Council Member, Elsa Lopez	Term Expires 2020
Council Member, Freddy Valdez	Term Expires 2020

Departments

City Manager, Ben Gallegos	559.659.5907
• bgallegos@firebaugh.org	
Finance Director, Pio Martin.....	559.659.5901
• pmartin@firebaugh.org	
Public Works Director, Ben Gallegos	559.659.5905
• bgallegos@firebaugh.org	
City Clerk, Rita Lozano.....	559.659.5904
• rlozano@firebaugh.org	
Police Chief, Salvador Raygoza	559.659.3051
Fire Chief, John Borboa	559.659.2073

Contract Services

City Attorney, Meggin Boranian, Attorney at Law, Fike & Boranian.....	559.229.2200
City Engineer, Mario Gouveia, Gouveia Engineering, Inc.	209.854.3300
City Planner, Karl Schoettler, Collins & Planning Consultants	559.734.8737
City Building Inspector, Wil Van Ryn.....	559.659.5900

Total Summary of Funds

	<u>Revenue</u>	<u>Salaries</u>	<u>Expenses</u>	<u>Surplus / (Deficit)</u>
004 - General Fund	2,984,777	1,909,069	518,149	557,559
006 - Public Safety	14,831	-	14,000	831
008 - Law Enforcement	106,340	83,606	22,550	184
019 - Asset Forfeits	500	-	-	500
061 - Special Events	135,100	5,943	102,961	26,196
086 - Community Center	21,808	15,390	16,400	(9,983)
094 - Administration / Safety Impact Fees	-	-	-	-
095 - Sewer Impact Fees	-	-	-	-
096 - Storm Drain Impact Fees	-	-	-	-
097 - Traffic Impact Fees	-	-	-	-
098 - Park & Rec. Impact Fees	-	-	-	-
099 - Water Impact Fees	-	-	-	-
016 - State Aid Aviation	35,320	19,259	15,355	706
036 - Water Enterprise	1,914,228	522,234	1,265,671	126,323
037 - Water Capital Enterprise	-	-	-	-
040 - Sewer Enterprise	1,532,500	545,763	985,982	755
041 - Sewer Capital Enterprise	-	-	210,000	(210,000)
043 - Light & Landscape	47,050	20,753	9,210	17,087
080 - Solid Waste	424,500	49,634	350,227	24,639
012 - Gas Tax	153,372	-	119,700	33,672
013 - Road Maintenance Rehab (SB1 Beall)	47,022	-	-	47,022
025 - Local Transportation Fund	5,758	-	2,000	3,758
028 - Transportation Department Act (TDA)	245,660	76,816	264,373	(95,529)
033 - Measure C-1	122,580	76,218	27,656	18,705
034 - Measure C-2	4,283	-	4,000	283
035 - Measure C-3	140,757	-	236,086	(95,329)
067 - Gas Tax	32,647	28,858	1,198	2,591
XXX - 8TH Street	800,000	-	750,000	50,000
Totals	8,769,032	3,353,544	4,915,518	499,970

General Fund Summary

General Fund Revenue

<u>Description</u>	<u>Proposed Budget</u> <u>FY2017-18</u>	
Taxes	217,946	7.30%
Plan / Building Permits	94,250	3.16%
Business License	35,000	1.17%
Police Fines	60,100	2.01%
VLF & Triple Flip	595,873	19.96%
Sales Tax	800,000	26.80%
UUT PGE & Phone	842,000	28.21%
Police Services	154,350	5.17%
Miscellaneous	35,600	1.19%
Fire Aid	19,800	0.66%
SB 90 State Programs	5,858	0.20%
<u>Franchise Fees</u>	<u>124,000</u>	<u>4.15%</u>
Total	2,984,777	100.00%

General Fund Salaries

<u>Description</u>	<u>Proposed Budget</u> <u>FY2017-18</u>	
Parks	35,549	1.86%
Sr. Citizens	29,047	1.52%
Elected Officials	29,400	1.54%
Administration	121,387	6.36%
Police	1,633,797	85.58%
Fire	5,184	0.27%
Building	25,041	1.31%
Public Works	4,624	0.24%
<u>Plan & Zoning</u>	<u>25,041</u>	<u>1.31%</u>
Total	1,909,069	100.00%

General Fund Summary

General Fund Expense

<u>Description</u>	<u>Proposed Budget</u> <u>FY2017-18</u>	
Parks	51,808	10.00%
Sr. Citizens	9,665	1.87%
Elected Officials	11,210	2.16%
Administration	71,704	13.84%
Police	195,941	37.82%
Fire	78,839	15.22%
Code Enforcement	500	0.10%
Building	34,316	6.62%
Public Works	26,869	5.19%
<u>Plan & Zoning</u>	<u>37,297</u>	<u>7.20%</u>
Total	518,149	100.00%

General Fund Salaries & Expense

<u>Description</u>	<u>Proposed Budget</u> <u>FY2017-18</u>	
Parks	87,357	3.60%
Sr. Citizens	38,712	1.59%
Elected Officials	40,610	1.67%
Administration	193,091	7.96%
Police	1,829,738	75.38%
Fire	84,023	3.46%
Code Enforcement	500	0.02%
Building	59,357	2.45%
Public Works	31,493	1.30%
<u>Plan & Zoning</u>	<u>62,338</u>	<u>2.57%</u>
Total	2,427,218	100.00%

<u>Description</u>	<u>Proposed Budget</u> <u>FY2017-18</u>	
General Total Revenue	2,984,777	
<u>General Fund Total</u>		
<u>Salaries & Expenses</u>	<u>2,427,218</u>	
Net Revenue / (Loss)	557,559	18.68%

<u>Revenue</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
3001	Current Yr. Secured	163,569	130,000	83,190	170,550
3002	Current Yr. Unsecured	21,073	20,000	20,714	20,000
3003	Prior Yr. Secured	174	250	266	200
3004	Prior Yr. Unsecured	1,606	300	360	300
3005	Other Property Taxes	1,171	20	10	20
3007	C.Y. Supplement Secured	8,709	6,000	6,159	7,000
3008	C.Y. Supplement Unsecured	60	30	553	680
3009	Prior Year Supplement	308	350	-	-
3010	Interest Received On P. Taxes	196	100	647	796
3011	Real Property Transferred Tax	2,787	2,700	3,349	2,700
3013	Homeowners Prop Tax Relief	5,308	5,000	2,344	3,200
3014	Tax Increment Pass-Through	40,951	10,000	9,310	12,500
3101	Animal Licenses	1,721	1,000	3,144	2,500
3102	Construction & Bldg Permits	73,586	20,000	6,524	7,500
3103	Business License	46,097	30,000	35,500	35,000
3106	Plan Check Fees	53,964	45,000	23,110	29,000
3108	Electrical Permit Issuance	19,942	35,000	8,887	11,000
3109	Mechanical Permit Issuance	2,075	7,000	486	350
3110	Plumbing Permit Issuance	3,649	13,000	2,077	2,700
3111	Re-Roof Tear Off	1,759	2,500	4,854	6,200
3112	Grading Permit	403	600	-	-
3113	Planning Fee	1,201	700	180	150
3114	Engineering Fee	923	600	6,165	8,500
3115	Encroachment Fee	2,500	3,500	3,500	4,700
3118	Semic Revenue	96	150	-	150
3201	Motor Vehicle Fines	55,811	40,000	22,581	29,000
3202	Criminal Fines	885	600	860	1,100
3204	Highway Motor Vehicle Fee	3,215	4,000	-	4,000
3301	Interest Income	378	275	187	200
3401	St Motor Veh In Lieu Tax	703,497	540,000	393,197	591,873
3402	Sales Tax	607,424	750,000	586,730	800,000
3403	Franchise Fees	122,368	124,000	123,282	124,000
3404	Utility User Tax - Pgc	660,361	800,000	639,342	800,000
3405	Utility User Tax - Telephone	41,589	42,000	44,644	42,000
3406	Hotel/Motel Tax (4%)	6,993	7,000	9,419	7,000
3407	Uut Refund Allw	(6,359)	-	-	-
3408	Tobacco Retail Permit Fee	1,678	2,090	1,900	1,900
3409	Prepaid Mobile Telephone Tax	-	-	26,119	20,000
3501	Zoning/Planning Fees	4,495	3,000	3,170	4,000
3507	Street Sweeping Hwy 33	(6,114)	-	-	-
3511	Maldonado Park Light Use	60	100	-	-
3523	Abandoned Vehcile Abatement	3,126	-	-	-
3524	Live Scan Fees	3,382	3,500	3,531	3,500
3525	Special Police Services	10	-	20	-
3526	Pd Reserve Training Fund	1,459	1,000	1,045	350
3527	Police Reserve Wage Reimb	17,176	9,500	6,331	7,000
3528	State Of Californis P.O.S.T.	2,854	3,000	51	500
3529	Emergency Response Fee-Police	2,748	4,000	504	1,000
3531	Turnout/Training	7,481	6,000	3,943	5,000
3533	Chp - Release	32,137	25,000	18,575	25,000
3534	Fire Dept./Instant Aide	20,483	19,800	-	19,800
3535	Sb 90 State Mandated Programs	9,416	15,000	4,762	5,858
3539	Fmaaa/Nutrition	7,345	8,000	5,332	8,000
3540	Senior Citizens Meal Donation	1,744	2,000	1,984	2,500
3541	Senior Cener Fund Raising	101	-	(945)	-
3544	Farmer'S Market Revenues	-	600	-	-

<u>Revenue Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
3542 Lease Of City Property	1,750		-	-
3546 Miscellaneous Revenue	28,442	10,000	36,088	10,000
3568 Facilities Rental	3,728	2,000	2,840	3,000
3569 Administrative Citation	335	2,000	950	1,000
3570 Bad Debts	(53,412)		-	-
3572 Police Copy Of Documents	6,523	3,500	4,140	5,000
3573 Municipal Code Violation	150	500	-	-
3574 Police Service And Dispatch	110,063	136,000	110,738	136,000
3577 Community Garden	-		350	500
3603 Surplus Equipmentment / Vehicles	3,250		600	-
3661 Reimbursments/Refunds	5,856	34,000	(429)	-
3663 Insurance Reimbursement	-		45,081	-
3900 Transfer In	(8,446)	-	-	-
Total Revenue	2,883,036	2,932,265	2,318,253	2,984,777
Percentage Increase / (Decrease)	1.46%	3.79%		1.76%
Dollar Amount Increase / (Decrease)	41,433	107,069		52,512

Description	<u>Three Year</u>	<u>Adopted Budget</u>	<u>Actual FYE 2017</u>	<u>Proposed Budget</u>
	<u>Average</u>	<u>FYE 2017</u>	<u>Thru 03/2016</u>	<u>FY 2017-2018</u>
1000 Salaries	762,839	735,840	387,513	816,561
1001 Dispatcher Wages	206,130	223,087	108,704	219,697
1002 Wages/Other	28,498	37,509	19,732	37,472
1004 Reserve Wages	26,393	5,750	15,926	27,040
1005 Overtime	29,535	30,800	24,481	35,450
1006 Pd Ot-Special E	6,749	6,000	1,594	-
1007 Dispatchers Ot	3,114	2,000	4,274	7,000
1008 Pd Dt-Dui/Avoid	1,921	-	241	-
1009 Pd Ot-Dui/Avoid	13,530	-	2,143	-
1010 Fica	80,704	79,402	42,767	87,456
1011 Health Ins	207,275	201,094	112,042	178,655
1013 Pers Retirement	276,692	183,059	91,384	199,653
1014 St Unemployment	4,452	1,000	112	5,000
1015 Workers Comp	83,782	82,216	73,490	112,943
1016 Uniform Expense	9,066	7,080	7,912	10,080
1024 Unfunded Liability	137,874	150,749	91,993	157,662
1022 Unfunded Liability	-	-	-	14,400
Total Salaries	1,878,554	1,745,586	2,671,696	1,909,069
Percentage Increase / - Decrease	3.68%	-7.08%		9.37%
Dollar Amount Increase / (Decrease)	66,740	(132,968)		163,483

Description	<u>Three Year</u>	<u>Adopted Budget</u>	<u>Actual FYE 2017</u>	<u>Proposed Budget</u>
	<u>Average</u>	<u>FYE 2017</u>	<u>Thru 03/2016</u>	<u>FY 2017-2018</u>
2001 Office Supplies	6,154	8,500	5,143	8,929
2004 Print & Bind	1,017	1,000	44	1,000
2005 Postage & Shipping	2,728	2,820	2,125	3,022
2006 Medical Supply	766	1,050	260	1,270
2008 Janitorial Supplies	5,172	3,375	3,767	4,873
2009 Operational	11,712	3,800	2,630	3,609
2010 Range Supplies	2,007	3,000	2,093	3,700
2011 Protect Clothing	609	1,125	36	100
2013 Gas, Oil, Lube	44,138	37,650	16,762	31,916
2014 Tires, Batt, Ac	6,446	8,200	5,547	8,223
2016 Safety Equipment	1,137	250	20	27
2017 Chemicals	1,429	1,700	-	1,500
2501 Advertisement	1,974	2,100	508	1,600
2502 Insurance	51,838	52,718	43,394	53,155
2503 Dues/Fees	8,950	7,900	7,092	10,037
2504 Reg/Tuition	7,232	5,500	1,607	9,500
2505 Transportation & Travel	1,563	4,075	1,169	5,000
2506 Meeting Expense	988	900	1,870	1,600
2511 Fire Volunteer Fund	10,500	10,500	-	10,500
2518 State Lab Use.	3,106	4,000	1,567	3,000
2523 Telephone	14,100	14,625	6,658	10,604
2525 Radios & Pagers	7,848	9,000	7,847	9,776
2526 Electricity/Gas	47,893	51,900	34,523	52,733
2532 Miscellaneous	(7,455)	450	183	389
2533 Property Taxes	788	925	844	597
2539 Internet Access	6,987	7,345	4,207	12,254

Description	<i>Three Year</i>	<i>Adopted Budget</i>	<i>Actual FYE 2017</i>	<i>Proposed Budget</i>
	<i>Average</i>	<i>FYE 2017</i>	<i>Thru 03/2016</i>	<i>FY 2017-2018</i>
2540 County Access	1,901	2,000	1,061	2,000
2551 Live Scan Expense	1,979	2,000	1,406	2,200
2561 Office Furniture	-	-	-	4,899
3001 Small Tools	1,596	850	279	664
3002 Rent/Lease Equipment	4,679	2,850	1,146	4,390
3011 R&M Vehicle	17,299	16,500	7,900	14,525
3012 Repair Equipment	7,729	26,450	11,875	16,954
3013 Repair Facilities	32,052	27,000	8,451	28,251
3014 Facility Maintenance	463	-	3,098	1,866
3025 Strom Drain Repair	2,572	4,000	865	10,000
3501 Audit Fees	9,393	10,000	5,667	12,280
3502 Attorney Fee	23,423	20,450	25,731	23,400
3503 City Elections	4,596	10,000	-	-
3504 C/W Service Fee	1,685	3,232	1,418	3,007
3506 Engineering	10,574	9,500	11,055	16,818
3507 Inspection	19,378	11,500	5,460	9,239
3510 Animal Control	3,686	5,200	1,362	3,355
3512 Parking Violation	1,649	1,800	913	1,800
3513 Other Services	73,824	58,600	33,748	50,880
3515 Computer Service Agreements	14,941	6,900	2,018	3,403
3518 Pest Control	1,295	1,830	887	1,260
3519 Bank Charges	626	1,000	233	500
3525 Plan Check Fees	33,257	35,000	6,286	17,044
3542 Program Meals	679	450	196	400
5000 Fire Capital Outlay	29,056	29,056	29,056	-
5002 Equipmentment	13,834	44,000	23,422	5,000
5003 Equipment Purchase	-	-	592	-
5005 Computer	14,175	2,800	2,487	6,500
5012 Property Purchase	3,840	-	-	-
5014 Armor Vest	1,474	2,700	2,581	3,600
5035 Vehicle/Equipmentt	47	71,305	70,047	25,000
7000 Transfer Out	7,153	-	-	-
Total Expenses	582,464	651,381	409,689	518,149
Percentage Increase / - Decrease	8.61%	11.83%		-20.45%
Dollar Amount Increase / (Decrease)	46,186	68,917		(133,232)
Total Salaries and Expenses	2,461,017.73	2,396,967.00	3,081,385.64	2,427,217.83
Percentage Increase / - Decrease	4.81%	-2.60%		1.26%
Dollar Amount Increase / (Decrease)	112,925.73	(64,050.73)		30,251

General Fund Budgets

- Parks Department
- Senior Citizens
- Elected Officials
- Administration Department
- Police Department
- Fire Department
- Code Enforcement Department
- Building & Inspections Department
- Public Works Department
- Planning and Zoning
- Public Safety .05% Sales Tax
- Law Enforcement (COPS)
- Assets Forfeit
- Special Events
- Community Center
- Impact Fees

<u>Expense</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed</u> <u>Budget</u> <u>FY 2017-2018</u>
4080 1000	Parks Salaries	14,173	17,292	15,201	18,496
4080 1002	Parks Wages/Other	448	1,645	1,192	1,562
4080 1005	Parks Overtime	184	200	205	200
4080 1010	Parks Fica	1,147	1,469	1,269	1,550
4080 1011	Parks Health Ins	4,030	6,280	5,277	6,557
4080 1013	Parks Pers Retirement	2,431	3,234	2,210	2,826
4080 1014	Parks St Unemployment	2,349		35	-
4080 1015	Parks Workers Comp	895	1,566	1,796	2,673
4080 1016	Parks Uniform Expense	-		16	-
4080 1022	Parks Unfunded Liability	860	1,469	897	1,685
	Total Salaries	25,644	33,155	28,098	35,549
	Percentage Increase / - Decrease	-10.85%	24.29%		6.73%
	Dollar Amount Increase / (Decrease)	(3,121)	6,480		2,394
4080 2008	Parks Janitorial Supplies	1,624	1,000	380	800
4080 2011	Parks Protect Clothing	106	125	45	100
4080 2013	Parks Gas, Oil, Lube	1,746	1,500	1,371	1,500
4080 2014	Parks Tires, Batt, Ac	742	1,000	829	1,000
4080 2017	Parks Chemicals	1,429	1,700	1,154	1,500
4080 2502	Parks Insurance	2,662	3,620	3,560	3,650
4080 2523	Parks Telephone	52	50	4	25
4080 2526	Parks Electricity/Gas	20,218	25,000	23,228	26,000
4080 2532	Parks Miscellaneous	31	50	9	25
4080 2533	Parks Property Taxes	247	275	262	358
4080 3001	Parks Small Tools	580	700	268	500
4080 3002	Parks Rent/Lease Equipment	708	1,300	-	1,300
4080 3011	Parks R&M Vehicle	986	1,200	1,615	1,500
4080 3012	Parks Repair Equipment	3,796	2,500	3,652	2,500
4080 3013	Parks Repair Facilities	17,418	12,000	6,348	10,000
4080 3506	Parks Engineering	71	-	377	500
4080 3513	Parks Other Services	461	400	-	400
4080 3518	Parks Pest Control	96	180	64	150
4080 5002	Parks Equipment	-	20,000	14,663	-
4080 5035	Parks Vehicle/Equipment	25	5,385	-	-
	Total Expenses	52,582	77,985	57,826	51,808
	Percentage Increase / - Decrease	3.73%	27.13%		-50.53%
	Dollar Amount Increase / (Decrease)	1,892	16,643		(26,177)
	Total Salaries and Expenses	78,227	111,140	85,923	87,357
	Percentage Increase / - Decrease	-1.55%	26.27%		-27.23%
	Dollar Amount Increase / (Decrease)	(1,228)	23,123		(23,783)

<u>Expense</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
4095 1000	Senior Citizens Salaries	9,674	9,663	7,698	11,108
4095 1002	Senior Citizens Wages/Other	3,236	3,641	3,018	3,896
4095 1005	Senior Citizens Overtime	69	50	11	-
4095 1010	Senior Citizens Fica	991	1,022	811	1,148
4095 1011	Senior Citizens Health Ins	4,166	4,578	3,508	6,557
4095 1013	Senior Citizens Pers Retirement	3,026	2,504	1,912	2,718
4095 1015	Senior Citizens Workers Comp	716	1,100	1,262	2,000
4095 1022	Senior Citizens Unfunded Liability	855	1,028	892	1,620
Total Salaries		22,164	23,586	19,111	29,047
Percentage Increase / - Decrease		-14.85%	0.77%		18.80%
Dollar Amount Increase / (Decrease)		(3,866)	180		5,461
4095 2001	Senior Citizens Office Supplies	233	100	54	100
4095 2006	Senior Citizens Medical Supply	20	50	-	50
4095 2007	Senior Citizens Site/Prog Sy.	70	-	94	-
4095 2008	Senior Citizens Janitorial Supplies	861	300	1,595	900
4095 2009	Senior Citizens Operational	760	800	1,013	-
4095 2502	Senior Citizens Insurance	787	1,095	1,077	1,110
4095 2505	Senior Citizens Transportation & Travel	72	75	-	-
4095 2523	Senior Citizens Telephone	1,904	775	2,032	1,000
4095 2526	Senior Citizens Electricity/Gas	3,847	3,600	4,241	4,500
4095 2532	Senior Citizens Miscellaneous	164	200	-	100
4095 2539	Senior Citizens Internet Access	504	600	465	500
4095 2561	Senior Citizens Office Furniture	-	-	-	105
4095 3012	Senior Citizens Repair Equipment	-	-	249	-
4095 3013	Senior Citizens Repair Facility	910	500	58	500
4095 3502	Senior Citizens Attorney Fee	322	150	-	-
4095 3518	Senior Citizens Pest Control	436	500	376	400
4095 3542	Senior Citizens Program Meals	600	450	354	400
4095 5002	Senior Citizens Equipment	-	-	770	-
Total Expenses		11,989	9,195	12,379	9,665
Percentage Increase / - Decrease		7.09%	-21.70%		4.86%
Dollar Amount Increase / (Decrease)		794	(2,548)		470
Total Salaries and Expenses		34,153	32,781	31,490	38,712
Percentage Increase / - Decrease		-8.25%	-6.74%		15.32%
Dollar Amount Increase / (Decrease)		(3,072)	(2,367)		5,931

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4099 1011	Elected Official Health Ins	-	-	-	15,000
4099 1024	Elected Official Fridge Benefits	-	-	-	14,400
4099 2004	Elected Official Print & Bind	14	-	44	-
4099 2013	Elected Official Gas, Oil, Lube	126	150	-	150
4099 2501	Elected Official Advertisement	-	-	108	-
4099 2504	Elected Official Reg/Tuition	1,100	2,000	-	5,000
4099 2505	Elected Official Transportation & Travel	952	1,500	384	2,500
4099 2506	Elected Official Meeting Expense	120	100	-	500
4099 2523	Elected Official Telephone	650	2,600	1,272	1,500
4099 3502	Elected Official Attorney Fee	30	-	-	1,560
4099 3503	Elected Official City Elections	4,596	10,000	-	-
Total Expenses		4,419	16,350	1,809	40,610
Percentage Increase / - Decrease		-31.09%	452.84%		59.74%
Dollar Amount Increase / (Decrease)		(1,994)	13,393		24,260

<u>Expense</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
4100 1000	Administration Salaries	42,158	49,306	44,805	62,179
4100 1001	Administration Dispatcher Wages	2,579			-
4100 1002	Administration Wages/Other	3,236	3,641	3,018	3,896
4100 1005	Administration Overtime	198	100	134	100
4100 1010	Administration Fica	3,290	3,450	3,586	5,062
4100 1011	Administration Health Ins	14,602	11,070	14,193	12,197
4100 1013	Administration Pers Retirement	10,107	8,481	8,958	23,206
4100 1014	Administration St Unemployment	323	-	-	-
4100 1015	Administration Workers Comp	3,985	3,720	4,267	7,931
4100 1016	Administration Uniform Expense	263	-	-	-
4100 1022	Administration Unfunded Liability	3,151	3,478	4,674	6,815
Total Salaries		79,965	83,246	83,635	121,387
Percentage Increase / - Decrease		-16.64%	13.17%		31.42%
Dollar Amount Increase / (Decrease)		(15,958)	9,685		38,141
4100 2001	Administration Office Supplies	3,038	3,000	1,288	2,000
4100 2005	Administration Postage & Shipping	1,384	1,500	1,326	1,500
4100 2006	Administration Medical Supply	94	-	-	100
4100 2008	Administration Janitorial Supplies	1,247	1,000	1,296	1,200
4100 2009	Administration Operational	848	500	769	500
4100 2501	Administration Advertisement	499	1,000	179	1,000
4100 2502	Administration Insurance	4,343	3,784	4,792	3,820
4100 2503	Administration Dues/Fees	6,593	6,000	8,884	7,000
4100 2504	Administration Reg/Tuition	531	500	-	500
4100 2505	Administration Transportation & Travel	216	500	64	500
4100 2506	Administration Meeting Expense	439	300	1,492	300
4100 2523	Administration Telephone	2,275	1,500	1,173	1,600
4100 2526	Administration Electricity/Gas	3,086	3,000	1,685	2,500
4100 2532	Administration Miscellaneous	(8,854)	100	11	50
4100 2533	Administration Property Taxes	445	500	481	119
4100 2539	Administration Internet Access	1,412	1,400	1,058	1,500
4100 2561	Administration Office Furniture	-	-	-	530
4100 3002	Administration Rent/Lease Equipment	2,148	500	1,420	2,000
4100 3012	Administration Repair Equipment	431	250	-	200
4100 3013	Administration Repair Facilities	4,049	500	199	300
4100 3501	Administration Audit Fees	9,393	10,000	9,983	12,280
4100 3502	Administration Attorney Fee	14,883	15,000	20,083	10,920
4100 3504	Administration C/W Service Fee	1,685	1,500	714	1,385
4100 3506	Administration Engineering	2,042	2,500	1,223	2,500
4100 3513	Administration Other Services	11,885	8,000	5,593	6,500
4100 3515	Administration Computer Service Agreements	3,257	1,500	711	1,000
4100 3518	Administration Pest Control	539	650	573	400
4100 3519	Administration Bank Charges	555	1,000	303	500
4100 5002	Administration Equipment	-	-	4,715	5,000
4100 5003	Administration Equipment Purchase	-	-	592	-
4100 5004	Administration Software	1,119	-	-	-
4100 5005	Administration Computer	281	-	-	4,000
4100 5035	Administration Vehicle/Equipment	-	1,504	-	-
4100 7000	Administration Transfer Out	7,153	-	-	-
Total Expenses		72,463	67,488	70,605	71,704
Percentage Increase / - Decrease		-4.02%	-24.78%		5.88%
Dollar Amount Increase / (Decrease)		(3,034)	(22,237)		4,216
Total Salaries and Expenses		152,428	150,734	154,239	193,091
Percentage Increase / - Decrease		-11.05%	-7.69%		21.94%
Dollar Amount Increase / (Decrease)		(18,928)	(12,553)		42,357

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4130 1000	Police Salaries	665,693	632,841	497,633	694,322
4130 1001	Police Dispatcher Wages	203,550	223,087	166,329	219,697
4130 1002	Police Wages/Other	21,577	28,582	22,385	28,117
4130 1004	Police Reserve Wages	26,393	5,750	21,918	27,040
4130 1005	Police Overtime	28,258	30,000	31,931	35,000
4130 1006	Police Pd Ot-Special E	6,749	6,000	1,757	-
4130 1007	Police Dispatchers Ot	3,114	2,000	6,179	7,000
4130 1008	Police Pd Dt-Dui/Avoid	1,921	-	241	-
4130 1009	Police Pd Ot-Dui/Avoid	13,530	-	2,143	-
4130 1010	Police Fica	72,869	71,400	56,622	77,355
4130 1011	Police Health Ins	170,683	167,269	123,836	125,010
4130 1013	Police Pers Retirement	253,625	163,625	117,457	164,920
4130 1014	Police St Unemployment	1,145	1,000	4,127	5,000
4130 1015	Police Workers Comp	75,763	73,619	84,434	96,280
4130 1016	Police Uniform Expense	8,803	7,080	8,096	10,080
4130 1022	Police Unfunded Liability	131,300	142,707	122,525	143,975
	Total Salaries	1,597,057	1,554,960	1,267,616	1,633,797
	Percentage Increase / - Decrease	1.64%	-0.59%		4.83%
	Dollar Amount Increase / (Decrease)	25,744	(9,307)		78,837
4130 2001	Police Office Supplies	1,265	4,000	3,514	4,500
4130 2004	Police Print & Bind	1,002	1,000	1,188	1,000
4130 2005	Police Postage & Shipping	1,256	1,200	1,321	1,400
4130 2006	Police Medical Supply	-	500	-	800
4130 2008	Police Janitorial Supplies	584	400	1,302	1,700
4130 2009	Police Operational	8,026	2,000	1,817	2,000
4130 2010	Police Range Supplies	2,007	3,000	2,881	3,700
4130 2013	Police Gas, Oil, Lube	35,644	30,000	19,653	25,000
4130 2014	Police Tires, Batt, Ac	3,700	5,000	4,378	5,200
4130 2501	Police Advertisement	558	500	16	200
4130 2502	Police Insurance	41,369	40,588	40,365	40,900
4130 2503	Police Dues/Fees	1,006	600	1,661	2,000
4130 2504	Police Reg/Tuition	4,801	3,000	2,729	4,000
4130 2505	Police Transportation & Travel	322	2,000	1,104	2,000
4130 2506	Police Meeting Expense	367	500	878	800
4130 2518	Police State Lab Use.	3,386	4,000	2,127	3,000
4130 2523	Police Telephone	5,395	7,000	3,311	4,000
4130 2525	Police Radios & Pagers	5,220	6,000	5,771	6,500
4130 2526	Police Electricity/Gas	13,606	12,500	11,066	12,500
4130 2533	Police Property Taxes	41	65	44	46
4130 2539	Police Internet Access	3,712	3,900	4,116	9,000
4130 2540	Police County Access	1,901	2,000	1,551	2,000
4130 2551	Turnout/Training	1,979	2,000	1,897	2,200
4100 2561	Police Office Furniture	-	-	-	4,000
4130 3002	Police Rent/Lease Equipment	355	375	240	375
4130 3011	Police R&M Vehicle	9,306	10,000	7,826	10,000
4130 3012	Police Repair Equipment	1,801	13,000	9,904	13,000
4130 3013	Police Repair Facilities	2,221	3,000	3,341	11,500
4130 3502	Police Attorney Fee	5,753	3,000	4,536	10,920
4130 3504	Police C/W Service Fee	-	625	459	600
4130 3512	Police Parking Violation	1,649	1,800	1,577	1,800

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4130 3513	Police Other Services	7,342	5,000	4,626	2,500
4130 3515	Police Computer Service Agreements	6,976	1,300	528	700
4130 5002	Police Equipment	13,834	24,000	23,320	-
4130 5005	Police Computer	6,669	2,800	2,487	2,500
4130 5014	Police Armor Vest	1,474	2,700	2,581	3,600
4130 5035	Police Vehicle/Equipment	23	30,000	76,751	-
Total Expenses		179,246	229,353	250,882	195,941
Percentage Increase / - Decrease		11.65%	23.55%		-17.05%
Dollar Amount Increase / (Decrease)		18,709	43,716		(33,412)
Total Salaries and Expenses		1,776,303	1,784,313	1,518,498	1,829,738
Percentage Increase / - Decrease		2.57%	1.97%		2.48%
Dollar Amount Increase / (Decrease)		44,453	34,409		45,425

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4140 1011	Fire Health Ins	4,677	4,174	4,215	5,184
4140 2001	Fire Office Supplies	1,171	1,000	675	830
4140 2005	Fire Postage & Shipping	75	120	-	122
4140 2006	Fire Medical Supply	652	500	260	320
4140 2011	Fire Protect Clothing	739	1,000	-	-
4140 2013	Fire Gas, Oil, Lube	2,911	3,000	2,348	2,889
4140 2014	Fire Tires, Batt, Ac	1,389	1,500	1,436	1,767
4140 2501	Fire Advertisement	31	-	16	19
4140 2502	Fire Insurance	662	465	-	475
4140 2503	Fire Dues/Fees	77	100	(45)	100
4140 2511	Fire Volunteer Fund	10,500	10,500	-	10,500
4140 2523	Fire Telephone	1,239	1,200	1,180	1,451
4140 2525	Fire Radios & Pagers	2,628	3,000	2,663	3,276
4140 2526	Fire Electricity/Gas	3,523	3,100	2,627	3,232
4140 2532	Fire Miscellaneous	879	100	174	214
4140 2533	Fire Property Taxes	41	65	44	54
4140 2539	Fire Internet Access	186	100	70	86
4140 3001	Fire Small Tools	318	150	133	164
4140 3002	Fire Rent/Lease Equipment	35	150	-	160
4140 3011	Fire R&M Vehicle	5,843	5,000	2,459	3,025
4140 3012	Fire Repair Equipment	33	10,000	690	848
4140 3013	Fire Repair Facilities	1,413	1,000	1,318	1,621
4140 3014	Fire Facility Maintenance	123	-	1,517	1,866
4140 3504	Fire C/W Service Fee	-	246	184	227
4140 3513	Fire Other Services	21,407	20,000	16,708	20,000
4140 3515	Fire Computer Service Agreements	2,846	1,500	482	593
4140 5000	Fire Capital Outlay	29,056	29,056	29,056	-
4140 5005	Fire Computer	281	-	-	-
4140 5035	Fire Vehicle/Equipment	-	30,000	5,502	25,000
Total Expenses		92,774	127,026	73,711	84,023
Percentage Increase / - Decrease		19.88%	28.03%		-51.18%
Dollar Amount Increase / (Decrease)		15,386	27,810		(43,003)

<u>Expense</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed</u> <u>Budget</u> <u>FY 2017-2018</u>
4145 2503	Code Enforcement Dues/Fees	477	500	238	500
	Total Expenses	477	500	238	500
	Percentage Increase / - Decrease	0.35%	6.95%		0.00%
	Dollar Amount Increase / (Decrease)	2	33		-

<u>Expense</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed</u> <u>Budget</u> <u>FY 2017-2018</u>
4180 1000	Bldg & Inspection Salaries	12,094	12,079	8,694	13,885
4180 1005	Bldg & Inspection Overtime	204	100	4	-
4180 1010	Bldg & Inspection Fica	926	932	675	1,062
4180 1011	Bldg & Inspection Health Ins	3,533	3,713	2,805	3,890
4180 1013	Bldg & Inspection Pers Retirement	2,864	2,356	1,704	2,728
4180 1015	Bldg & Inspection Workers Comp	892	999	1,146	1,850
4180 1022	Bldg & Inspection Unfunded Liability	793	934	744	1,626
	Total Salaries	20,778	21,113	15,772	25,041
	Percentage Increase / - Decrease	28.01%	-3.09%		15.69%
	Dollar Amount Increase / (Decrease)	4,547	(673)		3,928
4180 2001	Bldg & Inspection Office Supplies	436	400	1,097	1,499
4180 2008	Bldg & Inspection Janitorial Supplies	-	-	199	273
4180 2009	Bldg & Inspection Operational	466	500	811	1,109
4180 2502	Bldg & Inspection Insurance	476	548	539	550
4180 2503	Bldg & Inspection Dues/Fees	477	400	320	437
4180 2523	Bldg & Inspection Telephone	608	725	448	612
4180 2526	Bldg & Inspection Electricity/Gas	840	1,200	434	593
4180 2539	Bldg & Inspection Internet Access	630	675	489	668
4180 2561	Bldg & Inspection Office Furniture	-	-	-	132
4180 3002	Bldg & Inspection Rent/Lease Equipment	704	300	-	315
4180 3502	Bldg & Inspection Attorney Fee	156	300	-	-
4180 3504	Bldg & Inspection C/W Service Fee	-	492	326	455
4180 3506	Bldg & Inspection Engineering	1,799	1,000	554	757
4180 3507	Bldg & Inspection Inspection	19,378	11,500	6,760	9,239
4180 3515	Bldg & Inspection Computer Service Agree	902	1,300	464	633
4180 3525	Bldg & Inspection Plan Check Fees	33,257	35,000	12,471	17,044
4180 5005	Bldg & Inspection Computer	3,697	-	-	-
	Total Expenses	60,781	54,340	24,911	34,316
	Percentage Increase / - Decrease	8.85%	-20.50%		-58.35%
	Dollar Amount Increase / (Decrease)	4,941	(14,014)		(20,024)
	Total Salaries and Expenses	81,559	75,453	40,683	59,357
	Percentage Increase / - Decrease	13.17%	-16.29%		-27.12%
	Dollar Amount Increase / (Decrease)	9,488	(14,687)		(16,096)

<u>Expense</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed</u> <u>Budget</u> <u>FY 2017-2018</u>
4200 1000	Public Works Salaries	6,682	2,580	2,330	2,686
4200 1005	Public Works Overtime	535	250	103	150
4200 1010	Public Works Fica	556	197	138	217
4200 1011	Public Works Health Ins	2,060	297	244	369
4200 1013	Public Works Pers Retirement	1,775	503	366	528
4200 1014	Public Works St Unemployment	636			-
4200 1015	Public Works Workers Comp	637	213	245	358
4200 1022	Public Works Unfunded Liability	123	199	115	315
Total Salaries		12,710	4,239	3,541	4,624
Percentage Increase / - Decrease		-60.97%	2.43%		8.32%
Dollar Amount Increase / (Decrease)		(19,850)	100		385
4200 2008	Public Works Janitorial Supplies	856	675	-	-
4200 2013	Public Works Gas, Oil, Lube	3,690	3,000	1,739	2,377
4200 2014	Public Works Tires, Batt, Ac	616	700	187	256
4200 2016	Public Works Safety Equipment	525	250	20	27
4200 2502	Public Works Insurance	1,063	2,070	2,036	2,100
4200 2503	Public Works Dues/Fees	271	300	-	-
4200 2523	Public Works Telephone	1,497	50	22	30
4200 2526	Public Works Electricity/Gas	2,774	3,500	2,494	3,408
4200 2533	Public Works Property Taxes	14	20	15	20
4200 3011	Public Works R&M Vehicle	817	300	-	-
4200 3012	Public Works Repair Equipment	1,668	700	297	406
4200 3013	Public Works Repair Facilities	6,041	10,000	3,168	4,330
4200 3025	Public Works Strom Drain Repair	2,572	4,000	937	10,000
4200 3510	Public Works Animal Control	3,686	5,200	2,455	3,355
4200 3513	Public Works Other Services	1,014	200	183	250
4200 3518	Public Works Pest Control	224	500	227	310
4200 5035	Public Works Vehicle/Equipment	-	4,416	-	-
Total Expenses		32,655	35,881	13,778	26,869
Percentage Increase / - Decrease		-35.97%	-6.30%		-33.54%
Dollar Amount Increase / (Decrease)		(18,348)	(2,413)		(9,012)
Turnout/Training		45,365	40,120	17,319	31,493
Percentage Increase / - Decrease		-45.71%	-5.45%		-27.40%
Dollar Amount Increase / (Decrease)		(38,198)	(2,312)		(8,627)

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4230 1000	Plan & Zoning Salaries	12,366	12,079	6,371	13,885
4230 1005	Plan & Zoning Overtime	87	100	4	-
4230 1010	Plan & Zoning Fica	926	932	508	1,062
4230 1011	Plan & Zoning Health Ins	3,525	3,713	2,157	3,890
4230 1013	Plan & Zoning Pers Retirement	2,864	2,356	1,258	2,728
4230 1015	Plan & Zoning Workers Comp	892	999	893	1,850
4230 1022	Plan & Zoning Unfunded Liability	793	934	579	1,626
Total Salaries		20,895	21,113	11,770	25,041
Percentage Increase / - Decrease		51.63%	-3.01%		15.69%
Dollar Amount Increase / (Decrease)		7,115	(656)		3,928
4230 2501	Plan & Zoning Advertisement	886	600	279	381
4230 2502	Plan & Zoning Insurance	476	548	451	550
4230 2523	Plan & Zoning Telephone	479	725	282	386
4230 2539	Plan & Zoning Internet Access	473	670	366	500
4230 2561	Plan & Zoning Office Furniture	-	-	-	132
4230 3002	Plan & Zoning Rent/Lease Equipment	-	225	-	240
4230 3502	Plan & Zoning Attorney Fee	2,133	2,000	7,907	-
4230 3504	Plan & Zoning C/W Service Fee	-	369	184	340
4230 3506	Plan & Zoning Engineering	5,399	6,000	9,557	13,061
4230 3513	Plan & Zoning Other Services	31,657	25,000	15,534	21,230
4230 3515	Plan & Zoning Computer Service Agreeeme	860	1,300	349	477
4230 5005	Plan & Zoning Computer	3,247	-	-	-
Total Expenses		43,463	37,437	34,909	37,297
Percentage Increase / - Decrease		-8.12%	-35.07%		-0.37%
Dollar Amount Increase / (Decrease)		(3,840)	(20,218)		(140)
Total Salaries and Expenses		64,358	58,550	46,679	62,338
Percentage Increase / - Decrease		5.36%	-26.28%		6.47%
Dollar Amount Increase / (Decrease)		3,275	(20,873)		3,788

<u>Revenue Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
3301 Interest Income	15	25	-	25
3530 Public Safety Funds	15,424	14,000	10,887	14,806
Total Revenue	15,438	14,025	10,887	14,831
Percentage Increase / - Decrease	3.89%	-9.25%		5.44%
Dollar Amount Increase / (Decrease)	578	(1,430)		806

<u>Expense Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4132 3012 Public Safety Repair Equipment	12,426	-	-	-
4132 5002 Public Safety Equipment	1,395	14,000	5,177	14,000
4132 5003 Public Safety Equipment Purchase	93			-
4132 5010 Public Safety Corregidor Sewer	155			-
4132 5035 Public Safety Vehicle/Equipment	4,647	-	-	-
Total Expenses	18,716	14,000	5,177	14,000
Percentage Increase / - Decrease	2.80%	-44.97%		0.00%
Dollar Amount Increase / (Decrease)	510	(11,439)		-
Total Net	(3,278)	25	5,710	831
Percentage Increase / - Decrease	-2.03%	-100.25%		96.99%
Dollar Amount Increase / (Decrease)	68	10,009		806

<u>Revenue Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
3301 Interest Income	117	110	-	110
3849 County Of Fresno Ab 3229	106,949	106,230	89,354	106,230
Total Revenue	107,066	106,340	89,354	106,340
Percentage Increase / - Decrease	4.76%	-7.34%		0.00%
Dollar Amount Increase / (Decrease)	4,865	(8,428)		-

<u>Expense Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4130 1000 Police Salaries	-			
4133 1000 Public Safety Salaries	43,826	48,966	32,706	50,685
4133 1005 Public Safety Overtime	1,976	2,000	2,166	3,500
4133 1010 Public Safety Fica	3,487	3,753	2,677	4,145
4133 1011 Public Safety Health Ins	5,844	6,985	5,126	7,065
4133 1013 Public Safety Pers Retirement	10,521	6,626	3,914	6,117
4133 1015 Public Safety Workers Comp	3,644	4,049	4,644	6,755
4133 1016 Public Safety Uniform Expense	677	-	-	-
4133 1022 Public Safety Unfunded Liability	195	1,684	484	5,340
Total Salaries	70,169.39	74,063	51,717	83,606
Percentage Increase / - Decrease	(7,113.61)	4.44%		11.41%
Dollar Amount Increase / (Decrease)	(7,114)	3,150		9,543
4133 2016 Public Safety Safety Equipment	11,162	3,044	4,655	3,000
4133 2502 Public Safety Insurance	1,919	2,232	2,195	2,250
4133 2543 Public Safety K-9 Unit	9,693	5,000	3,979	7,000
4133 5002 Public Safety Equipment	7,555	12,000	10,040	6,500
4133 5035 Public Safety Vehicle/Equipment	-	10,000	5,766	3,800
Total Expenses	32,855	32,276	26,634	22,550
Percentage Increase / - Decrease	82.41%	-32.97%		-43.13%
Dollar Amount Increase / (Decrease)	14,843	(15,876)		(9,726)
Total Salaries and Expenses	103,025	106,339	78,352	106,156
Percentage Increase / - Decrease	8.11%	-10.69%		-0.17%
Dollar Amount Increase / (Decrease)	7,730	(12,727)		(183)
Total Net	4,042	1	11,002	184
Percentage Increase / - Decrease	-41.48%	-100.02%		99.46%
Dollar Amount Increase / (Decrease)	(2,864)	4,298		183

<u>Revenue Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
3301 Interest Income	1	-	-	-
3546 Miscellaneous Revenue	2,186	500	-	500
3801 Grant Income	(120)	-	-	-
Total Revenue	2,067	500	-	500
Percentage Increase / - Decrease	-30.01%	70322.54%		0.00%
Dollar Amount Increase / (Decrease)	(886)	499		-

<u>Expense Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4130 2543 Police K-9 Unit	188	-	-	-
4130 2552 Police Refunds/Reimb.	7	-	-	-
Total Expenses	195	-	-	-
Percentage Increase / - Decrease	-86.89%	0.00%		0.00%
Dollar Amount Increase / (Decrease)	(1,290)	-		-
Total Net	1,872	500	-	500
Percentage Increase / - Decrease	27.62%	70322.54%		0.00%
Dollar Amount Increase / (Decrease)	405	499		-

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
3301	Interest Income	108	100	-	100
3559	Carnival Presale Of Tickets	67,023	75,000	90,020	92,000
3563	Beer Booth Revenue	15,555	21,000	20,614	21,000
3565	Food Booth Revenue	7,473	5,000	4,800	5,000
3566	Commercial Booth Revenue	5,012	6,400	6,975	7,000
3567	Community Donations	1,000	-	13,785	10,000
Total Revenue		96,599	107,500	136,194	135,100
Percentage Increase / - Decrease		6.58%	-4.10%		20.43%
Dollar Amount Increase / (Decrease)		5,966	(4,591)		27,600

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4081 1000	Special Events Salaries	1,937	-	1,342	1,914
4081 1001	Special Events Dispatcher Wages	-	505	-	-
4081 1004	Special Events Reserve Wages	1,603	2,000	1,197	1,708
4081 1005	Special Events Overtime	12,836	2,835	702	1,001
4081 1006	Special Events Pd Ot-Special E	-	3,835	630	898
4081 1010	Special Events Fica	921	1,133	43	422
Total Salaries		17,830	10,308	3,912	5,943
Percentage Increase / - Decrease		12.44%	-26.83%		-42.34%
Dollar Amount Increase / (Decrease)		4,050	(3,780)		(4,365)
4081 2501	Special Events Advertisement	1,369	1,200	-	1,200
4081 2526	Special Events Electricity/Gas	1,065	1,300	938	961
4081 2532	Special Events Miscellaneous	119	200	1,604	1,644
4081 3533	Special Events Prgm Cost	848	1,100	924	947
4081 3549	Special Events Comm.Beer Booth	3,597	5,000	4,095	4,197
4081 3550	Special Events Beer Purchase	4,513	5,000	4,235	4,341
4081 3554	Special Events Security Service	2,526	3,000	3,270	3,352
4081 3555	Special Events Disposal Service	3,800	4,000	4,433	4,544
4081 3556	Special Events Setup/Cleanup	4,054	5,000	2,865	2,937
4081 3557	Special Events Entertainment	9,900	20,000	17,212	17,642
4081 3558	Special Events Carnival	34,087	37,000	49,946	51,195
4081 4019	Special Events Christmas Fest.	3,024	8,000	8,001	10,000
Total Expenses		69,361	90,800	97,524	102,961
Percentage Increase / - Decrease		46.63%	21.75%		11.81%
Dollar Amount Increase / (Decrease)		22,058	16,223		12,161
Total Salaries and Expenses		70,426	92,100	98,462	108,904
Percentage Increase / - Decrease		15.30%	21.70%		18.25%
Dollar Amount Increase / (Decrease)		9,343	16,424		16,804
Turnout/Training					
Total Net		26,173	15,400	37,732	26,196
Percentage Increase / - Decrease		-57.15%	-57.71%		70.10%
Dollar Amount Increase / (Decrease)		(34,910)	(21,016)		10,796

<u>Revenue</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
3568	Facilities Rental	39,945	27,000	16,035	21,808
Total Revenue		39,945	27,000	16,035	21,808
Percentage Increase / - Decrease		-4.40%	-29.08%		-23.81%
Dollar Amount Increase / (Decrease)		(2,051)	(11,069)		(5,192)

<u>Expense</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
4100 1000	Administration Salaries	4,002	2,153	1,147	1,343
4100 1002	Administration Wages/Other	1,821	5,461	4,086	5,845
4100 1005	Administration Overtime	13	-	11	-
4100 1010	Administration Fica	427	583	377	550
4100 1011	Administration Health Ins	1,262	2,606	1,478	2,054
4100 1013	Administration Pers Retirement	1,000	1,238	747	2,359
4100 1014	Administration St Unemployment	-	-	357	-
4100 1015	Administration Workers Comp	857	630	722	1,833
4100 1022	Administration Unfunded Liability	315	522	468	1,406
Total Salaries		25,332	13,193	9,392	15,390
Percentage Increase / - Decrease		33.99%	-52.28%		14.28%
Dollar Amount Increase / (Decrease)		6,426	(14,456)		2,197.07
4100 2001	Administration Office Supplies	155	-	203	-
4100 2008	Administration Janitorial Supplies	2,436	2,135	1,492	2,000
4100 2502	Administration Insurance	1,175	349	343	350
4100 2523	Administration Telephone	637	450	431	250
4100 2526	Administration Electricity/Gas	4,677	4,700	2,035	2,500
4100 2533	Administration Property Taxes	41	70	44	50
4100 2539	Administration Internet Access	699	300	283	250
4100 3013	Administration Repair Facilities	5,733	4,000	917	700
4100 3513	Administration Other Services	46	-	131	-
4100 3518	Administration Pest Control	474	625	474	300
4100 5329	Administration Sewer Line Repairs	-	-	-	10,000
Turnout/Training		20,808	12,699	6,302	16,400
Percentage Increase / - Decrease		-34.32%	-11.21%		29.14%
Dollar Amount Increase / (Decrease)		(10,873)	(1,603)		3,701
Total Salaries and Expenses		46,141	25,892	15,694	31,790
Percentage Increase / - Decrease		-8.79%	-38.28%		22.78%
Dollar Amount Increase / (Decrease)		(4,446)	(16,058)		5,898
Total Net		(6,195)	1,108	341	(9,983)
Percentage Increase / - Decrease		-27.88%	-128.55%		-1000.95%
Dollar Amount Increase / (Decrease)		2,396	4,989		(11,091)

Impact Fees All Departments

<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FY 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
<i>Total Revenue</i>	82,325.78	379,000.00	10.00	-
<i>Percentage Increase / - Decrease</i>	33.40%	0.00%		-100.00%
<i>Dollar Amount Increase / (Decrease)</i>	20,613	379,000		(379,000)
<i>Total Expenses</i>	1,290.68	174,500.00	15,483.02	-
<i>Percentage Increase / - Decrease</i>	0	0.00%		0.00%
<i>Dollar Amount Increase / (Decrease)</i>	1,291	174,500		(174,500)
<i>Total Net</i>	81,035.10	204,500.00	(15,473.02)	-
<i>Percentage Increase / - Decrease</i>	31.31%	0.00%		-100.00%
<i>Dollar Amount Increase / (Decrease)</i>	19,322	204,500		(204,500)

FUND #: 094 Name: Admin/Safety

<u>Revenue</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
31054	Admin/Public Sfty Facil. Fees	4,987.50	42,000.00	-	-
Total Revenue		4,987.50	42,000.00	-	-
Percentage Increase / - Decrease		98.47%	465.66%		0.00%
Dollar Amount Increase / (Decrease)		2,475	34,575		(42,000)
4130	5002 Police Equipment	-	3,500.00	1,524.28	-
4140	5002 Fire Equipment	1,290.68	3,500.00	-	-
Total Expenses		1,290.68	7,000.00	1,524.28	-
Percentage Increase / - Decrease		0%	80.78%		0.00%
Dollar Amount Increase / (Decrease)		1,291	3,128		(7,000)
Total Net		3,696.82	35,000.00	(1,524.28)	-
Percentage Increase / - Decrease		47.11%	885.10%		-100.00%
Dollar Amount Increase / (Decrease)		1,184	31,447		(35,000)

FUND #: 095 Name: Sewer Impact

<u>Revenue</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
31056	Sewer Development Impact Fees	7,224.44	120,000.00	-	-
Total Revenue		7,224.44	120,000.00	-	-
Percentage Increase / - Decrease		4716.29%	465.45%		0.00%
Dollar Amount Increase / (Decrease)		7,074	98,778		(120,000)
Total Net		7,224.44	120,000.00	-	-
Percentage Increase / - Decrease		4716.29%	465.45%		-100.00%
Dollar Amount Increase / (Decrease)		7,074	98,778		(120,000)

FUND #: 096 Name: Strom Drain Imp

<u>Revenue</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
31051	Storm Drain Impact Fees	7,899.15	55,000.00	-	-
3900	Transfer In	1,846.52	-	-	-
Total Revenue		9,745.66	55,000.00	-	-
Percentage Increase / - Decrease		49.04%	471.67%		0.00%
Dollar Amount Increase / (Decrease)		3,207	45,379		(55,000)
4200	5002 Public Works Equipment	-	65,000.00	-	-
Total Expenses		-	65,000.00	-	-
Percentage Increase / - Decrease		-100.00%	0.00%		-100.00%
Dollar Amount Increase / (Decrease)		-	65,000		(65,000)
Total Net		9,745.66	(10,000.00)	-	-
Percentage Increase / - Decrease		49.04%	-203.94%		-100.00%
Dollar Amount Increase / (Decrease)		3,207	(19,621)		10,000

FUND #: 097 Name: Traffic Impact

<u>Revenue</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
31052	Traffic Impact Fees	20,688.81	45000	0	0
3900	Transfer In	5,304.01	0	0	0
Total Revenue		25,992.82	45,000.00	-	-
Percentage Increase / - Decrease		7.08%	772.60%		0.00%
Dollar Amount Increase / (Decrease)		1,719	39,843		(45,000)
4090 5002	Sts & Rds Equipment	-	70000	0	0
Total Expenses		-	70000	0	0
Percentage Increase / - Decrease		-100.00%	0.00%		-100.00%
Dollar Amount Increase / (Decrease)		-	70,000		(70,000)
Total Net		25,992.82	(25,000.00)	-	-
Percentage Increase / - Decrease		7.08%	-584.78%		-100.00%
Dollar Amount Increase / (Decrease)		1,719	(30,157)		25,000

FUND #: 098 Name: Park/Rec Impact

<u>Revenue</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
31053	Parks & Recreation Impact Fees	26,041.41	80,000.00	10.00	-
3900	Transfer In	5,398.04	-	-	-
Total Revenue		31,439.45	80,000.00	10.00	-
Percentage Increase / - Decrease		16.42%	501.41%		-100.00%
Dollar Amount Increase / (Decrease)		4,434	66,698		(80,000)
4080 5002	Parks Equipment	-	32,500.00	13,953.83	-
4130 5002	Police Equipment	-	-	4.91	-
Total Expenses		-	32,500.00	13,958.74	-
Percentage Increase / - Decrease		-100.00%	0.00%		-100.00%
Dollar Amount Increase / (Decrease)		(27,005)	32,500		(32,500)
Office Furniture		31,439.45	47,500.00	(13,948.74)	-
Percentage Increase / - Decrease		16.42%	257.09%		-100.00%
Dollar Amount Increase / (Decrease)		4,434	34,198		(47,500)

FUND #: 099 Name: Water Impact Fee

<u>Revenue</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
31055	Water Development Impact Fees	2,597.37	37,000.00	-	-
3900	Transfer In	338.54	-	-	-
Total Revenue		2,935.91	37,000.00	-	-
Percentage Increase / - Decrease		138.30%	623.79%		-100.00%
Dollar Amount Increase / (Decrease)		1,704	31,888		(37,000)
4130 5002	Police Equipment	-	-	-	-
Total Expenses		-	-	-	-
Percentage Increase / - Decrease		0.00%	0.00%		0.00%
Dollar Amount Increase / (Decrease)		-	-		-
Total Net		2,935.91	37,000.00	-	-
Percentage Increase / - Decrease		138.30%	623.79%		-100.00%
Dollar Amount Increase / (Decrease)		1,704	31,888		(37,000)

Enterprise Funds Budgets

- Airport Operations
- Water Operations
- Water Capital Improvements
- Sewer Operations
- Sewer Capital Improvements
- Lighting & Landscaping District
- Solid Waste

Enterprise Revenues and Expense Total Summary

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
3006	Airport Property Taxes	4,274	4000	1,974	4,000
3301	Interest Income	4,171	5,250.00	24	5,250
3502	Subdivision Fees	-	41,500.00	-	-
3504	Airport Hanger Lease	4,077	4,320.00	3,240	4,320
3505	Airport Use Of Runway	16,250	17,000.00	12,600	17,000
3506	Tie Down Fees	860	0.00	-	-
3520	Penalties/Late Fees'	40,380	-	31,475	47,500
3542	Lease Of City Property	194	-	-	500
3546	Miscellaneous Revenue	27,129	3,500.00	11,147	5,500
3547	Water Service Revenue	1,642,769	1,900,000.00	1,208,047	1,850,000
3548	Connection Fees	12	-	-	-
3550	Water Turn On Fee	5,298	6,500.00	4,264	6,500
3551	Toma-Tek Service/Repair Reimb.	133,242	75,000.00	66,814	75,000
3552	Sewer Service Revenue	1,448,236	1,450,000.00	1,077,965	1,450,000
3553	Waste Discharge Fees	3,618	5,000.00	3,188	4,500
3554	Back Flow Prevention Program.	2,537	1,600.00	734	1,600
3555	Solid Waste Service Revenue	376,561	401,800.00	291,453	390,000
3570	Bad Debts	(51,625)	-	1	-
3575	Street Sweeping Fee	23,665	34,125.00	25,546	34,000
3576	Water Service - Fire Hydrant	4,845	12,000.00	607	928
3803	Assessments Received	44,665	45,000.00	23,075	47,000
3850	State Aid For Aviation	11,507	10,000.00	10,000	10,000
3900	Transfer In	5,349	-	-	-
Total Revenue		3,748,014	4,016,595	2,772,154	3,953,598
Percentage Increase / - Decrease		1.48%	6.39%		-1.59%
Dollar Amount Increase / (Decrease)		54,759	241,293		(62,997)

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
1000	Administration Salaries	565,299	627,126	442,947	646,108
1002	Wages/Other	14,312	29,682	22,359	31,595
1005	Administration Overtime	11,410	12,000	6,850	10,600
1010	Administration Fica	45,043	51,159	36,059	52,655
1011	Administration Health Ins	153,117	148,588	115,575	148,234
1013	Administration Pers Retirement	126,891	109,737	72,545	107,656
1014	Administration St Unemployment	1,806	-	6,105	16,700
1015	Administration Workers Comp	46,860	54,182	62,143	89,349
1016	Uniform Expense	4,033	4,000	3,989	5,700
1021	Toma Tek Wages	13,374	10,000	7,847	11,000
1022	Administration Unfunded Liability	11,792	44,741	35,921	38,044
Total Salaries		993,964	1,091,215	812,339	1,157,643
Percentage Increase / - Decrease		6.86%	7.15%		5.74%
Dollar Amount Increase / (Decrease)		63,826	72,844		66,428

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
2001	Administration Office Supplies	7,177	6,600	5,608	6,500
2004	Printing & Binding	93	300	-	300
2005	Administration Postage & Shipping	12,734	12,900	9,227	13,000
2008	Administration Janitorial Supplies	2,665	1,200	2,569	3,600
2009	Administration Operational	12,703	13,200	4,371	1,500
2011	Protect Clothing	1,266	2,500	811	1,500
2013	Dist Gas, Oil, Lube	21,364	18,175	11,304	18,000

Enterprise Revenues and Expense Total Summary

<u>Expense</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
2014	Tires, Batt, Ac	5,185	5,400	4,073	6,200
2015	Traffic Signs, Signals & Accessories	-	250	-	125
2016	Safety Equipment	215	525	57	300
2017	Dist Chemicals	53,912	67,900	40,067	59,500
2501	Administration Advertisement	2,523	2,000	686	2,000
2502	Administration Insurance	46,727	51,208	54,189	51,872
2503	Dues/Fees	52,392	52,000	49,384	55,500
2504	Reg/Tuition	1,734	1,500	-	1,500
2505	Administration Transportation & Travel	982	1,250	128	600
2506	Meeting Expense	21	-	284	400
2519	Madera Co. Property Taxes On Wells	1,821	2,000	1,955	2,000
2523	Administration Telephone	12,834	13,775	11,538	14,220
2526	Administration Electricity/Gas	396,577	436,600	355,241	486,850
2533	Administration Property Taxes	499	590	541	620
2536	Environment Mandates	1,418	2,000	1,991	2,300
2539	Administration Internet Access	7,675	10,620	8,706	11,575
2561	Office Furniture	-	-	-	6,000
3001	Small Tools	4,676	4,500	2,666	4,500
3002	Administration Rent/Lease Equipment	6,004	7,225	3,930	5,600
3007	Installation Of Water Meters	20,446	20,000	15,165	15,000
3010	Repair & Maintenance Runway	2,391	2,500	683	1,000
3011	R&M Vehicle	5,676	6,500	5,830	10,500
3012	Administration Repair Equipment	71,758	110,000	66,193	87,000
3013	Administration Repair Facility	100,328	77,000	32,595	63,000
3014	Facility Maintenance	328	-	228	186
3015	Tomatek System / Repairs	95,326	50,000	40,240	50,000
3020	Water Line Repairs	22,645	20,000	8,328	11,000
3027	Line Repair	2,678	4,000	1,721	2,000
3501	Audit Fees	20,559	20,000	19,967	21,340
3502	Attorney Fee's	33,345	33,000	31,852	54,600
3504	Administration C/W Service Fee	7,599	10,870	7,376	9,930
3506	Dist Engineering	19,952	29,500	17,812	30,000
3511	Lab Analysis	31,044	29,000	24,068	32,000
3513	Administration Other Services	340,353	352,600	259,700	348,000
3514	Administration Service Agreements	9,859	6,400	868	3,400
3515	Administration Comp Service Agreement	16,063	18,650	7,705	10,050
3518	Administration Pest Control	264	375	124	275
3521	Trustee Fee	618	-	-	600
5002	Administration Equipment	36,438	57,000	66,016	62,000
5003	Equipment. Purchase	162	-	592	100,000
5004	Administration Software	1,119	-	-	-
5005	Administration Computer	26,307	-	-	3,000
5035	Dist Vehicle/Equipment	-	145,000	121,743	-
5329	Line Repair	5,648	-	-	110,000
5998	Bond Amortization	14,541	-	-	-
5999	Depreciation	598,482	650,000	-	650,000
6001	2005 Water Bonds Interest	52,687	-	-	-
6015	Usda Debt Srvc	310,813	301,435	70,950	-
6017	Fmha 92 Swr Int	2,708	-	-	-
6031	Principal Water Revenue Series 2013	22,607	67,837	33,918	-
6032	Interest Water Revenue Series 2013	38,356	52,547	26,600	-
6040	16A Water Revenue Refunding Interest	-	-	9,962	125,288
6041	16A Water Revenue Refunding Principal	-	-	191,451	75,000
6042	16A Sewer Revenue Refunding Interest	-	-	198,118	205,215
7000	Transfer Out	54,889	-	-	-
7920	Bond Issue Cost	27,658	-	-	-

Enterprise Revenues and Expense Total Summary

<u>Expense</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
7000	Transfer Out	19,674	-	-	-
	Total Expenses	2,671,892	2,778,432	1,829,129	2,836,445
	Percentage Increase / - Decrease	-6.84%	0.83%		2.05%
	Dollar Amount Increase / (Decrease)	(196,055)	22,953		58,013
	Total Salaries and Expenses	3,665,855	3,869,647	2,641,468	3,994,088
	Percentage Increase / - Decrease	-3.48%	2.54%		3.12%
	Dollar Amount Increase / (Decrease)	(132,229)	95,797		124,441
	Total Net	82,158	146,948	130,687	(40,490)
	Percentage Increase / - Decrease	-178.37%	10025.48%		462.92%
	Dollar Amount Increase / (Decrease)	186,988	145,497		(187,438)

Airport Operation
Fund 016 Department 4190

<u>Revenue</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
3006	Airport Property Taxes	4,274	4,000	1,974	4,000
3504	Airport Hanger Lease	4,077	4,320	3,240	4,320
3505	Airport Use Of Runway	16,250	17,000	12,600	17,000
3506	Tie Down Fees	860	-	-	-
3570	Bad Debts	(1,327)	-	-	-
3850	State Aid For Aviation	11,507	10,000	10,000	10,000
Total Revenue		35,641	35,320	27,814	35,320
Percentage Increase / - Decrease		-4.33%	42.44%		0.00%
Dollar Amount Increase / (Decrease)		(1,612)	10,523		-

<u>Expense</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
4190 1000	Airport Salaries	4,642	4,681	3,214	12,600
4190 1010	Airport Fica	348	358	200	964
4190 1011	Airport Health Insurance	1,161	782	643	875
4190 1013	Airport Pers Retirement	1,054	852	607	2,300
4190 1014	Airport St Unemployment	-	-	357	-
4190 1015	Airport Workers Comp	376	387	444	1,560
4190 1022	Airport Unfunded Liability	93	329	209	960
Total Salaries		7,677	7,389	5,687	19,259
Percentage Increase / - Decrease		55.00%	-9.57%		61.63%
Dollar Amount Increase / (Decrease)		2,724	(782)		11,870

<u>Expense</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
2001	Office Supplies	-	-	-	-
4190 2011	Airport Protect Clothing	2	-	-	-
4190 2017	Airport Chemicals	118	400	-	400
4190 2502	Airport Insurance	4,038	4,200	7,971	4,500
4190 2523	Airport Telephone	292	375	428	400
4190 2526	Airport Electricity/Gas	2,366	2,300	2,279	3,100
4190 2533	Airport Property Taxes	110	150	131	150
4190 2539	Airport Internet Access	111	120	239	325
4190 3010	Airport R&M Runway	2,391	2,500	683	1,000
4090 3013	Repair Facilities	-	-	-	1,000
4190 3502	Airport Attorney Fee	6,337	5,000	3,329	1,000
4190 3504	Airport C/W Service Fee	-	370	245	330
4190 3506	Airport Engineering	1,726	2,000	1,617	2,500
4190 3515	Airport Comp Serv Agrmt	26	650	490	650
Total Expenses		18,529	18,290	17,412	15,355
Percentage Increase / - Decrease		-16.96%	12.43%		-19.11%
Dollar Amount Increase / (Decrease)		(3,784)	2,022		(2,935)
Total Salaries and Expenses		26,205	25,679	23,099	34,614
Percentage Increase / - Decrease		-3.89%	5.07%		25.81%
Dollar Amount Increase / (Decrease)		(1,062)	1,240		8,935
Total Net		9,436	9,641	4,715	706
Percentage Increase / - Decrease		-5.51%	2596.33%		-1265.39%
Dollar Amount Increase / (Decrease)		(550)	9,283		(8,935)

Water Operation
Fund 036 Department 4012

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
3301	Interest Income	1,932	2,700	-	2,700
3502	Subdivision Fees	-	41,500	-	-
3520	Penalties/Late Fees'	40,380	-	31,475	47,500
3546	Miscellaneous Revenue	7,367	1,500	10,921	5,000
3547	Water Service Revenue	1,642,769	1,900,000	1,208,047	1,850,000
3548	Connection Fees	12	-	-	-
3550	Water Turn On Fee	5,298	6,500	4,264	6,500
3554	Back Flow Prevention Program.	2,537	1,600	734	1,600
3570	Bad Debts	(12,977)	-	1	-
3576	Water Service - Fire Hydrant	4,845	12,000	607	928
Total Revenue		1,692,165	1,965,800	1,256,048	1,914,228
Percentage Increase / - Decrease		2.16%	13.28%		-2.69%
Dollar Amount Increase / (Decrease)		35,762	230,439		(51,572)

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4012 1000	Water Oper Salaries	261,472	291,822	205,738	290,800
4012 1002	Water Oper Wages/Other	7,173	14,841	11,194	15,800
4012 1005	Water Oper Overtime	6,243	6,000	3,156	4,500
4012 1010	Water Oper Fica	21,135	23,957	17,146	23,799
4012 1011	Water Oper Health Ins	71,313	70,079	55,634	71,350
4012 1013	Water Oper Pers Retirement	59,331	51,303	34,034	50,110
4012 1014	Water Oper St Unemployment	383	-	2,626	8,000
4012 1015	Water Oper Workers Comp	21,707	25,359	29,085	40,875
4012 1016	Water Oper Uniform Expense	2,265	2,000	1,909	2,700
4012 1022	Water Oper Unfunded Liability	5,560	20,998	16,810	14,300
Total Salaries		456,609	506,359	377,331	522,234
Percentage Increase / - Decrease		6.10%	6.11%		3.04%
Dollar Amount Increase / (Decrease)		26,272	29,136		15,875

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4012 2001	Water Oper Office Supplies	2,734	2,600	2,148	2,500
4012 2004	Water Oper Print & Bind	93	300	-	300
4012 2005	Water Oper Postage & Shipping	4,677	4,600	3,527	5,000
4012 2008	Water Oper Janitorial Supplies	1,691	475	894	1,300
4012 2009	Water Oper Operational	7,459	9,000	3,600	500
4012 2011	Water Oper Protect Clothing	261	500	193	500
4012 2013	Water Oper Gas, Oil, Lube	10,597	9,000	5,643	8,500
4012 2014	Water Oper Tires, Batt, Ac	1,673	2,700	604	2,700
4012 2015	Water Oper Signs, Signals	-	250	-	125
4012 2016	Water Oper Safety Equipment	91	275	-	150
4012 2017	Water Oper Chemicals	35,969	37,000	28,414	38,500
4012 2501	Water Oper Advertisement	1,248	1,000	393	1,000
4012 2502	Water Oper Insurance	19,935	20,987	20,635	21,147
4012 2503	Water Oper Dues/Fees	18,399	17,000	19,728	20,500
4012 2504	Water Oper Reg/Tuition	1,260	1,000	-	1,000
4012 2505	Water Oper Transportation & Travel	869	750	64	500
4012 2506	Water Oper Meeting Expense	13	-	142	200
4012 2519	Water Oper Tax On Wells	1,821	2,000	1,955	2,000
4012 2523	Water Oper Telephone	7,354	7,500	6,260	8,000
4012 2526	Water Oper Electricity/Gas	248,549	285,000	237,908	325,000
4012 2533	Water Oper Property Taxes	107	125	113	155
4012 2536	Water Oper Environment Mandates	783	1,000	1,245	1,300
4012 2539	Water Oper Internet Access	3,732	5,200	4,766	6,000
4012 2561	Water Office Furniture				3,000
4012 3001	Water Oper Small Tools	3,052	2,500	1,826	2,500
4012 3002	Water Oper Rent/Lease Equipment	2,614	2,000	1,310	1,800

Water Operation
Fund 036 Department 4012

<u>Expense</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
4012 3007	Water Oper Install Watr Mt	20,446	20,000	15,165	15,000
4012 3011	Water Oper R&M Vehicle	3,097	4,000	1,651	2,500
4012 3012	Water Oper Repair Equipment	37,015	75,000	38,926	55,000
4012 3013	Water Oper Repair Facility	57,385	25,000	17,659	30,000
4012 3014	Water Oper Facility Maintenance	110	-	135	186
4012 3020	Water Oper Water Line Repair	22,645	20,000	8,328	11,000
4012 3501	Water Oper Audit Fees	10,119	10,000	9,983	10,670
4012 3502	Water Oper Attorney Fee's	12,900	15,000	10,379	25,700
4012 3504	Water Oper C/W Service Fee	3,726	3,500	2,377	3,200
4012 3506	Water Oper Engineering	9,355	15,000	11,609	15,000
4012 3511	Water Oper Lab Analysis	10,875	12,000	9,778.68	12,000
4012 3513	Water Oper Other Services	14,138	5,000	3,095	5,000
4012 3514	Water Oper Service Agreements	7,036	5,000	289	2,500
4012 3515	Water Oper Comp Service Agreement	5,813	6,000	2,368	3,200
4012 3518	Water Oper Pest Control	143	150	88	150
4012 3521	Water Oper Trustee Fee	618	-	-	600
4012 5002	Water Oper Equipment	2,892	30,000	35,003.48	18,000
4012 5005	Water Oper Computer	14,220	-	-	1,500
4012 5035	Water Oper Vehicle/Equipment	-	70,000	61,213	-
4012 5998	Water Oper Amortization	14,541	-	-	-
4012 5999	Water Oper Depreciation	374,862	400,000	-	400,000
4012 6001	Water Oper 05 Bnd/Wtr Int.	52,687	-	-	-
4012 6015	Water Oper Usda Debt Srvc	166,237	160,669	-	-
4012 6031	Water Oper Prin Wrt Bnd	22,607	67,837	33,918	-
4012 6032	Water Oper Int Wtr Bond	38,356	52,547	26,600	-
4012 6040	Water Oper 16A Water Inter	-	-	9,962	125,288
4012 6041	Water Oper 16A Water Princ	-	-	191,451	75,000
4012 7000	Water Oper Trsf Out	54,889	-	-	-
4012 7920	Water Oper Bond Iss. Cost	27,658	-	-	-
Total Expenses		1,360,057	1,409,465	831,348	1,265,671
Percentage Increase / - Decrease		-0.27%	-9.09%		-11.36%
Dollar Amount Increase / (Decrease)		(3,640)	(140,854)		(143,794)
Total Salaries and Expenses		1,816,665	1,915,824	1,208,679	1,787,905
Percentage Increase / - Decrease		1.26%	-5.51%		-7.15%
Dollar Amount Increase / (Decrease)		22,631	(111,718)		(127,919)
Total Net		(124,500)	49,976	47,370	126,323
Percentage Increase / - Decrease		-9.54%	-117.10%		60.44%
Dollar Amount Increase / (Decrease)		(131,406)	342,157		76,347

Water Capital
Fund 037 Department 4012

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
3301	Interest Income	537	-	-	-
3548	Connection Fees	667	-	2,000	-
3900	Transfer In	-	731,762	-	-
Total Revenue		1,203	731,762	2,000	-
Percentage Increase / - Decrease		-87.55%	198166.50%		0.00%
Dollar Amount Increase / (Decrease)		(8,464)	731,393		(731,762)
<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4012 2501	Water Operation Advertisement	138	-	-	-
4012 3007	Water Operation Install Water Meter	1,432	-	-	-
4012 3020	Water Operation Water Line Repair	78,625	266,482	232,422	-
4012 3506	Water Operation Engineering	15,351	262,500	-	-
4012 3513	Water Operation Other Services	40,545	-	-	-
4012 5001	Water Operation C.I.P. Contra	(7,164)	-	-	-
4012 5305	Water Operation Street Improvement	-	77,780	-	-
4012 5335	Water Operation Lift Station Pump	-	125,000	-	-
Total Expenses		128,927	731,762	232,422	-
Percentage Increase / - Decrease		-90.55%	2665.19%		#DIV/0!
Dollar Amount Increase / (Decrease)		(1,234,770)	705,299		(731,762)
Total Net		(127,724)	-	(230,422)	-
Percentage Increase / - Decrease		-7.20%	-100.00%		#DIV/0!
Dollar Amount Increase / (Decrease)		(134,630)	26,094		-

Sewer Operation
Fund 040 Department 4013

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
3301	Interest Income	1,760	2,000	-	2,000
3542	Lease Of City Property	194	-	-	500
3546	Miscellaneous Revenue	19,606	2,000	226	500
3551	Toma-Tek Service/Repair Reimb.	133,242	75,000	66,814	75,000
3552	Sewer Service Revenue	1,448,236	1,450,000	1,077,965	1,450,000
3553	Waste Discharge Fees	3,618	5,000	3,188	4,500
3570	Bad Debts	(33,058)	-	-	-
3900	Transfer In	5,349	-	-	-
Total Revenue		1,578,946	1,534,000	1,148,194	1,532,500
Percentage Increase / - Decrease		0.76%	-0.86%		-0.10%
Dollar Amount Increase / (Decrease)		11,907	(13,316)		(1,500)

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4013 1000	Sewer Salaries	253,533	288,710	200,134	298,092
4013 1002	Sewer Wages/Other	7,139	14,841	11,165	15,795
4013 1005	Sewer Overtime	4,830	6,000	3,556	6,000
4013 1010	Sewer Fica	20,608	23,722	16,619	24,471
4013 1011	Sewer Health Ins	69,195	69,295	53,722	68,686
4013 1013	Sewer Pers Retirement	57,684	50,764	33,005	49,012
4013 1014	Sewer St Unemployment	383	-	2,626	8,000
4013 1015	Sewer Workers Comp	21,190	25,102	28,790	41,491
4013 1016	Sewer Uniform Expense	1,767	2,000	2,080	3,000
4013 1021	Sewer Toma-Tek Wages	13,374	10,000	7,847	11,000
4013 1022	Sewer Unfunded Liability	5,388	20,761	16,484	20,214
Total Salaries		455,089	511,195	376,027	545,763
Percentage Increase / - Decrease		7.02%	8.34%		6.33%
Dollar Amount Increase / (Decrease)		29,867	39,362		34,568

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4013 2001	Sewer Office Supplies	2,778	2,500	2,129	2,500
4013 2005	Sewer Postage & Shipping	4,770	4,800	3,527	5,000
4013 2008	Sewer Janitorial Supplies	974	725	1,329	1,800
4013 2009	Sewer Operational	5,132	4,200	771	1,000
4013 2011	Sewer Protect Clothing	1,003	2,000	618	1,000
4013 2013	Sewer Gas, Oil, Lube	10,724	9,000	5,661	8,500
4013 2014	Sewer Tires, Batt, Ac	3,512	2,700	3,469	3,500
4013 2016	Sewer Safety Equipment	124	250	57	150
4013 2017	Sewer Chemicals	17,299	30,000	11,268	20,000
4013 2501	Sewer Advertisement	1,093	1,000	294	1,000
4013 2502	Sewer Insurance	20,757	23,939	23,537	24,122
4013 2503	Sewer Dues/Fees	33,993	35,000	29,656	35,000
4013 2504	Sewer Reg/Tuition	474	500	-	500
4013 2505	Sewer Transportation & Travel	107	500	64	100
4013 2506	Sewer Meeting Expense	9	-	142	200
4013 2513	Sewer Prop Tax Admin	100			-
4013 2523	Sewer Telephone	4,620	5,000	4,253	5,000
4013 2526	Sewer Electricity/Gas	140,616	145,000	112,618	155,000
4013 2533	Sewer Property Taxes	272	300	287	300
4013 2536	Sewer Environment Mandates	635	1,000	746	1,000
4013 2539	Sewer Internet Access	3,228	4,400	3,071	4,400
4013 2561	Office Furniture				3,000
4013 3001	Sewer Small Tools	1,625	2,000	839	2,000
4013 3002	Sewer Rent/Lease Equipment	2,835	3,000	1,310	1,800
4013 3011	Sewer R&M Vehicle	2,580	2,500	4,179	8,000

Sewer Operation
Fund 040 Department 4013

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4013 3012	Sewer Repair Equipment	34,676	35,000	27,267	32,000
4013 3013	Sewer Repair Facility	38,908	50,000	14,862	30,000
4013 3014	Sewer Facility Maintenance	218	-	92	-
4013 3015	Sewer Tomatek System / Repairs	95,227	50,000	40,240	50,000
4013 3021	Sewer St Sweeper Repair	70	-	-	-
4013 3027	Sewer Sewer Line Repair	2,678	4,000	1,721	2,000
4013 3501	Sewer Audit Fees	10,439	10,000	9,983	10,670
4013 3502	Sewer Attorney Fee	14,108	13,000	18,143	25,700
4013 3504	Sewer C/W Service Fee	3,704	3,500	2,377	3,200
4013 3506	Sewer Engineering	6,446	10,000	4,363	10,000
4013 3511	Sewer Lab Analysis	20,169	17,000	14,289	20,000
4013 3513	Sewer Other Services	18,373	20,000	10,053	13,000
4013 3514	Sewer Service Agreements	2,461	1,000	289	500
4013 3515	Sewer Comp Service Agreement	6,652	6,000	2,567	3,200
4013 3518	Sewer Pest Control	82	125	36	125
4013 5002	Sewer Equipment	33,546	27,000	29,065	44,000
4013 5005	Sewer Computer	8,419	-	-	1,500
4013 5035	Sewer Vehicle/Equipment	-	70,000	60,530	-
4013 5329	Sewer Sewer Line Repair	5,648	-	-	-
4013 5999	Sewer Depreciation	223,620	250,000	-	250,000
4013 6015	Sewer Usda Debt Service	144,576	140,766	70,950	-
4013 6017	Sewer Fmha 92 Swr Int	2,708	-	-	-
4013 6042	Sewer 16A Sewer Inter	-	-	198,118	205,215
4013 6043	16A Sewer Revenue Refunding Principal	-	-	-	-
7000	Transfer Out	19,674	-	-	-
	Total Expenses	952,214	987,705	715,363	985,982
	Percentage Increase / - Decrease	-3.87%	15.85%		-0.17%
	Dollar Amount Increase / (Decrease)	(38,325)	135,102		(1,723)
	Total Salaries and Expenses	1,407,303	1,498,900	1,091,390	1,531,745
	Percentage Increase / - Decrease	-0.60%	13.17%		2.14%
	Dollar Amount Increase / (Decrease)	(8,458)	174,464		32,845
	Total Net	171,643	35,100	56,804	755
	Percentage Increase / - Decrease	13.46%	-84.25%		-4547.41%
	Dollar Amount Increase / (Decrease)	20,365	(187,780)		(34,345)

Sewer Capital
Fund 041 Department 4013

<u>Revenue</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
3105	Impact Fee	14,983	-	-	-
3301	Interest Income	699	-	-	-
3548	Connection Fees	667	-	2,000	-
3900	Transfer In	-	317,097	-	-
Total Revenue		16,348	317,097	2,000	-
Percentage Increase / - Decrease		69.11%	29338.52%		0.00%
Dollar Amount Increase / (Decrease)		6,681	316,020		(317,097)
<u>Expense</u>	<u>Description</u>	<u>Three Year</u> <u>Average</u>	<u>Adopted Budget</u> <u>FYE 2017</u>	<u>Actual FYE 2017</u> <u>Thru 03/2016</u>	<u>Proposed Budget</u> <u>FY 2017-2018</u>
4013 3027	Sewer Sewer Line Repair	26,667	-	-	-
4013 3506	Sewer Engineering	6,154	38,500	-	-
4013 5003	Sewer Equipment Purchase	111,469	-	-	100,000
4013 5305	Sewer Street Improvement	-	77,780	-	-
4013 5329	Sewer Sewer Line Repair	107,350	200,817	220,017	110,000
Total Expenses		251,640	317,097	220,017	210,000
Percentage Increase / - Decrease		-81.55%	-5.64%		-51.00%
Dollar Amount Increase / (Decrease)		(1,112,057)	(18,937)		(107,097)
Total Net		(235,292)	-	(218,017)	(210,000)
Percentage Increase / - Decrease		70.96%	-100.00%		100.00%
Dollar Amount Increase / (Decrease)		(242,198)	334,957		(210,000)

Light and Landscape
Fund 043 Department 4014

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
3301	Interest Income	58	50	24	50
3803	Assessments Received	44,665	45,000	23,075	47,000
Total Revenue		44,723	45,050	23,099	47,050
Percentage Increase / - Decrease		-0.50%	-0.93%		4.25%
Dollar Amount Increase / (Decrease)		(223)	(424)		2,000

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4014 1000	Landscape Dist Salaries	25,028	12,784	8,938	16,166
4014 1005	Landscape Dist Overtime	215			-
4014 1010	Landscape Dist Fica	1,382	1,015	180	1,237
4014 1011	Landscape Dist Health Ins	4,647	3,085	333	493
4014 1013	Landscape Dist Pers Retirement	4,252	2,336	472	704
4014 1014	Landscape Dist St Unemployment	1,041		140	200
4014 1015	Landscape Dist Workers Comp	1,793	1,057	1,213	1,663
4014 1022	Landscape Dist Unfunded Liability	315	1,025	721	290
Total Salaries		38,672	21,302	11,996	20,753
Percentage Increase / - Decrease		-6.69%	6.96%		-2.64%
Dollar Amount Increase / (Decrease)		(2,772)	1,386		(549)

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4014 2013	Landscape Dist Gas, Oil, Lube	42	175	-	1,000
4014 2017	Landscape Dist Chemicals	526	500	385	600
4014 2502	Landscape Dist Insurance	981	581	571	590
4014 2523	Landscape Dist Telephone	55	-	49	70
4014 2526	Landscape Dist Electricity/Gas	4,837	300	180	250
4014 3013	Landscape Dist Repair Facility	1,402	2,000	74	2,000
4014 3502	Landscape Dist Attorney Fee	-			2,200.00
4014 3506	Landscape Dist Engineering	2,423	2,500	223	2,500
4014 5035	Landscape Dist Vehicle/Equipment	-	5,000	-	-
Total Expenses		11,244	11,056	1,482	9,210
Percentage Increase / - Decrease		6.48%	56.56%		-20.04%
Dollar Amount Increase / (Decrease)		684	3,994		(1,846)

Total Salaries and Expenses		49,916	32,358	13,478	29,963
Percentage Increase / - Decrease		-4.02%	19.94%		-7.99%
Dollar Amount Increase / (Decrease)		(2,088)	5,380		(2,395)

Total Net		(5,193)	12,692	9,620	17,087
Percentage Increase / - Decrease		-26.43%	-31.38%		25.72%
Dollar Amount Increase / (Decrease)		1,866	(5,803)		4,395

Solid Waste Service
Fund 080 Department 4100

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
3301	Interest Income	422	500	-	500
3546	Miscellaneous Revenue	156	-	-	-
3555	Solid Waste Service Revenue	376,561	401,800	291,453	390,000
3570	Bad Debts	(4,264)	-	-	-
3575	Street Sweeping Fee	23,665	34,125	25,546	34,000
Total Revenue		396,540	436,425	316,999	424,500
Percentage Increase / - Decrease		11.11%	3.33%		-2.81%
Dollar Amount Increase / (Decrease)		39,638	14,071		(11,925)

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4100 1000	Administration Salaries	20,624	29,129	24,923	28,450
4100 1005	Administration Overtime	119	-	126	100
4100 1010	Administration Fica	1,572	2,107	1,914	2,184
4100 1011	Administration Health Ins	6,801	5,347	5,243	6,830
4100 1013	Administration Pers Retirement	4,570	4,482	4,427	5,530
4100 1014	Administration St Unemployment	-	-	357	500
4100 1015	Administration Workers Comp	1,794	2,277	2,612	3,760
4100 1022	Administration Unfunded Liability	437	1,628	1,697	2,280
Total Salaries		35,917	44,970	41,297	49,634
Percentage Increase / - Decrease		-20.09%	9.08%		9.40%
Dollar Amount Increase / (Decrease)		(9,029)	3,742		4,664

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4100 2001	Administration Office Supplies	1,665	1,500	1,331	1,500
4100 2005	Administration Postage & Shipping	3,286	3,500	2,173	3,000
4100 2008	Administration Janitorial Supplies	-	-	345	500
4100 2502	Administration Insurance	1,016	1,501	1,476	1,512
4100 2523	Administration Telephone	513	900	548	750
4100 2526	Administration Electricity/Gas	210	4,000	2,255	3,500
4100 2533	Administration Property Taxes	10	15	11	15
4100 2539	Administration Internet Access	605	900	630	850
4100 3002	Administration Rent/Lease Equipment	532	2,000	1,310	2,000
4100 3504	Administration C/W Service Fee	170	3,500	2,377	3,200
4100 3513	Administration Other Services	307,765	327,600	246,553	330,000
4100 3514	Administration Service Agreement	362	400	289	400
4100 3515	Administration Comp Service Agreement	3,572	6,000	2,279	3,000
4100 5002	Administration Equipment	-	-	1,948	-
Total Expenses		329,849	351,916	263,524	350,227
Percentage Increase / - Decrease		2.00%	6.89%		-0.48%
Dollar Amount Increase / (Decrease)		6,467	22,689		(1,689)
Total Salaries and Expenses		365,766	396,886	304,822	399,861
Percentage Increase / - Decrease		3.99%	7.13%		0.74%
Dollar Amount Increase / (Decrease)		14,035	26,431		2,975
Total Net		30,774	39,539	12,177	24,639
Percentage Increase / - Decrease		495.12%	-23.82%		-60.48%
Dollar Amount Increase / (Decrease)		25,603	(12,360)		(14,900)

Street Department Budgets

Gas Tax (Highway Users Tax) Fund 012

Road Maintenance & Rehabilitation Account (RMRA) Fund 013

Local Transportation (LFT) Fund 025

Transportation Development Act (TDA) Fund 028

Measure C-1 Fund 033

Measure C - 2 Fund 034

Measure C - 3 Fund 035

Gas Tax (Highway Users Tax) Fund 067

8th Street

Street Revenues and Expense Total Summary

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
3301	Interest Income	689	905	-	685
3601	LTF Article VIII (Sts & Rds)	475,407	399,000	429,812	512,605
3602	LTF Article III	4,861	5,584	5,781	5,748
3650	Gas Tax (Huta 2103)	73,291	18,866	22,052	32,647
3651	Gas Tax (2105)	47,501	48,585	29,901	47,393
3652	Gas Tax (2106)	27,059	28,515	22,135	33,424
3653	Gas Tax (2107)	57,561	67,468	38,797	61,225
3654	Gas Tax (2107.5)	2,667	2,000	2,000	2,000
3655	Loan Repayment (Fy17-18 Thru Fy19-20)	-	-	-	9,330
3656	Road Maintenance Rehab (Sb1 Beall) 8TH Street	-	-	-	47,022
		-	-	-	800,000
	Total Revenue	689,034	570,923	550,476	1,552,079
	Percentage Increase / - Decrease	-81.34%	-6.75%		63.22%
	Dollar Amount Increase / (Decrease)	(3,004,221)	(41,318)		981,156

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
1000	Salaries	119,412	99,949	87,167	104,068
1002	Wages/Other	575	6,167	4,663	5,857
1005	Overtime	597	-	245	310
1010	Fica	8,783	8,175	6,212	8,433
1011	Health Ins	29,516	27,026	21,129	26,440
1013	Pers Retirement	26,708	18,624	12,047	15,756
1014	St Unemployment	430	-	-	-
1015	Workers Comp	9,548	8,776	10,064	14,530
1022	Unfunded Liability	2,422	8,260	7,082	6,498
	Total Salaries	198,179	176,977	148,610	181,892
	Percentage Increase / - Decrease	-78.69%	-6.58%		2.70%
	Dollar Amount Increase / (Decrease)	(731,959)	(12,463)		4,915

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
2013	Dist Gas, Oil, Lube	10,516	10,000	5,770	8,000
2014	Tires, Batt, Ac	321	350	-	350
2015	Traffic Signs, Signals & Accessories	4,488	3,500	6,396	6,500
2502	Insurance	5,282	5,327	5,238	5,369
2503	Dues/Fees	67	-	949	975
2523	Telephone	427	700	479	620
2526	Electricity/Gas	81,366	78,500	76,807	93,000
2532	Miscellaneous	16	-	-	-
3001	Small Tools	600	1,500	252	700
3002	Rent/Lease Equipment	47	500	-	500
3012	Repair Equipment	2,549	2,500	244	2,000
3013	Repair Facility	42	-	-	-
3506	Dist Engineering	27,467	26,500	1,336	20,500
5002	Equipment	8,707	-	-	-
5005	Computer	1,541	-	-	-
7000	Transfer Out	3,004	-	-	-
	Total Expenses	220,395	448,674	371,004	1,405,014
	Percentage Increase / - Decrease	-92.32%	112.42%		68.07%
	Dollar Amount Increase / (Decrease)	(2,647,552)	237,454		956,340
	Total Salaries and Expenses	418,574	625,651	519,614	1,586,905
	Percentage Increase / - Decrease	-88.98%	56.16%		60.57%
	Dollar Amount Increase / (Decrease)	(3,379,510)	224,991		961,254
	Total Net	270,460	(54,728)	30,862	(34,826)
	Percentage Increase / - Decrease	-358.00%	-125.87%		-57.14%
	Dollar Amount Increase / (Decrease)	375,290	(266,308)		19,902

Gas Tax (2105)
Fund 012 Department 4090

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
3301	Interest Income	144	135	-	
3651	Gas Tax (2105)	47,501	48,585	29,901	47,393
3652	Gas Tax (2106)	27,059	28,515	22,135	33,424
3653	Gas Tax (2107)	57,561	67,468	38,797	61,225
3654	Gas Tax (2107.5)	2,667	2,000	2,000	2,000
3655	Loan Repayment (FY17-18 THRU FY19-20)	-	-	-	9,330
Total Revenue		134,931	146,703	92,832	153,372
Percentage Increase / - Decrease		3.44%	13.21%		4.35%
Dollar Amount Increase / (Decrease)		4,486	17,113		6,669
<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
2015	Signs, Signals	4,367	3,500	6,396	6,500
2526	Electricity/Gas	81,359	78,500	76,807	93,000
3001	Small Tools	600	1,500	252	700
3012	Repair Equip	2,384	2,500	244	2,000
3018	St. Painting	2,048	3,500	1,946	2,500
3021	St Sweeper Repr	554	-	-	-
3022	Sts & Rd Repair	15,921	15,000	10,865	15,000
5002	Equipment	8,707	-	-	-
5305	Street Improvement	-	30,000	48,527	-
Total Expenses		116,487	134,500	145,036	119,700
Percentage Increase / - Decrease		2.06%	3.94%		-12.36%
Dollar Amount Increase / (Decrease)		2,351	5,099		(14,800)
Total Salaries and Expenses		116,487	134,500	145,036	119,700
Percentage Increase / - Decrease		2.06%	3.94%		-12.36%
Dollar Amount Increase / (Decrease)		2,351	5,099		(14,800)
Total Net		18,444	12,203	(52,205)	33,672
Percentage Increase / - Decrease		13.09%	6367.22%		63.76%
Dollar Amount Increase / (Decrease)		123,274	12,014		21,469

**Road Maintenance and
Rehabilitation Account (RMRA)
Fund 013 Department 4090**

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
3656	Road Maintenance Rehab (SB1 Beall)	-	-	-	47,022
	Total Revenue	-	-	-	47,022
	Percentage Increase / - Decrease	-100.00%	0.00%		100.00%
	Dollar Amount Increase / (Decrease)	-	-		47,022
<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
5305	Street Improvement	-	-	-	-
	Total Expenses	-	-	-	-
	Percentage Increase / - Decrease	-100.00%	0.00%		0.00%
	Dollar Amount Increase / (Decrease)	-	-		-
	Total Salaries and Expenses	-	-	-	-
	Percentage Increase / - Decrease	-100.00%	0.00%		0.00%
	Dollar Amount Increase / (Decrease)	-	-		-
	Total Net	-	-	-	47,022
	Percentage Increase / - Decrease	-100.00%	0.00%		100.00%
	Dollar Amount Increase / (Decrease)	-	-		47,022

Local Transportation Act
Fund 025 Department 4090

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
3301	Interest Income	6	10	-	10
3602	LTF Article III	4,861	5,584	5,781	5,748
Total Revenue		4,866	5,594	5,781	5,758
Percentage Increase / - Decrease		4.23%	9.44%		2.85%
Dollar Amount Increase / (Decrease)		197	483		164
<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
3008	Sidewalks, Curbs & Bike Lanes	-	-	-	2,000
Total Expenses		-	-	-	2,000
Percentage Increase / - Decrease		-100.00%	0.00%		100.00%
Dollar Amount Increase / (Decrease)		-	-		2,000
Total Salaries and Expenses		-	-	-	2,000
Percentage Increase / - Decrease		0%	0.00%		100.00%
Dollar Amount Increase / (Decrease)		-	-		2,000
Total Net		4,866	5,594	5,781	3,758
Percentage Increase / - Decrease		4.23%	9.44%		-48.86%
Dollar Amount Increase / (Decrease)		197	483		(1,836)

Transportation Development Act
Fund 028 Department 4090

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
3301	Interest Income	253	350	-	275
3601	LTF Article VIII (Sts & Rds)	224,169	145,000	210,914	245,385
Total Revenue		224,422	145,350	210,914	245,660
Percentage Increase / - Decrease		-7.79%	-18.73%		40.83%
Dollar Amount Increase / (Decrease)		(18,951)	(33,490)		100,310

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
1000	Salaries	50,625	55,759	42,981	48,051
1005	Overtime	390	-	39	50
1010	Fica	3,535	4,356	2,425	3,680
1011	Health Ins	12,951	14,877	8,499	10,557
1013	PERS Retirement	10,936	9,694	4,367	5,753
1015	Wkrs Comp	4,047	4,611	5,288	6,352
1022	Unfunded Liability	1,165	4,402	3,645	2,373
Total Salaries		83,648	93,699	67,243	76,816
Percentage Increase / - Decrease		-8.40%	16.11%		-21.98%
Dollar Amount Increase / (Decrease)		(7,669)	12,998		(16,883)

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
2013	Gas, Oil, Lube	4,765	5,000	2,524	4,000
2014	Tires, Batt, Ac	110	350	-	350
2502	Insurance	2,146	2,539	2,497	2,559
2523	Telephone	51	150	19	50
3008	Sidewalks, Curbs & Bike Lanes	2,984	15,000	822	10,000
3021	St Sweeper Repr	8,499	7,000	5,776	7,000
3506	Engineering	12,168	8,500	1,033	8,500
3513	Other Services	29	-	-	-
4102	Preliminary Engineering	-	-	-	18,553
4103	Construction Engineering	-	-	-	27,830
4104	Construction	-	-	-	185,531
5005	Computer	1,541	-	-	-
5305	Street Improvement	-	83,817	179,861	-
7000	Transfer Out	762	-	-	-
Total Expenses		52,944	122,356	192,531	264,373
Percentage Increase / - Decrease		-8.40%	312.57%		53.72%
Dollar Amount Increase / (Decrease)		(4,854)	92,699		142,017

Total Salaries and Expenses		136,592	216,055	259,774	341,189
Percentage Increase / - Decrease		-8.40%	95.78%		36.68%
Dollar Amount Increase / (Decrease)		(12,523)	105,697		125,134

Total Net		87,830	(70,705)	(48,860)	(95,529)
Percentage Increase / - Decrease		-6.82%	-203.25%		25.99%
Dollar Amount Increase / (Decrease)		(6,428)	(139,187)		(24,824)

Measure C
Fund 033 Department 4090

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
3301	Interest Income	131	200	-	200
3601	LTF Article VIII (Sts & Rds)	115,379	120,000	101,241	122,380
Total Revenue		115,511	120,200	101,241	122,580
Percentage Increase / - Decrease		-2.64%	1.32%		1.94%
Dollar Amount Increase / (Decrease)		(3,131)	1,568		2,380

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
1000	Sts & Rds Salaries	35,456	33,747	28,004	41,934
1002	Wages/Other	575	6,167	4,663	5,857
1005	Sts & Rds Overtime	207	-	144	180
1010	Sts & Rds Fica	2,658	3,006	2,417	3,670
1011	Sts & Rds Health Ins	8,360	9,968	7,997	10,076
1013	Sts & Rds PERS Retirement	7,744	7,009	4,970	6,452
1014	St Unemployment	56			
1015	Sts & Rds Wkrs Comp	2,493	3,301	3,786	5,389
1022	Sts & Rds UNFUNDED LIABIL	829	3,037	2,301	2,661
Total Salaries		58,378	66,235	54,282	76,218
Percentage Increase / - Decrease		7.69%	-3.37%		13.10%
Dollar Amount Increase / (Decrease)		4,167	(2,309)		9,983

<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
2013	Gas, Oil, Lube	5,644	5,000	3,246	4,000
2502	Insurance	1,437	1,817	1,787	1,831
2503	Dues/Fees	67	-	949	975
2523	Telephone	219	300	281	350
3002	Rent/Lease Equipment	47	500	-	500
3022	Sts & Rd Repair	12,203	20,000	330	20,000
Total Expenses		20,368	27,617	6,594	27,656
Percentage Increase / - Decrease		-58.42%	252.68%		0.14%
Dollar Amount Increase / (Decrease)		(28,616)	19,786		39
Total Salaries and Expenses		78,746	93,852	60,876	103,875
Percentage Increase / - Decrease		-23.69%	22.88%		9.65%
Dollar Amount Increase / (Decrease)		(24,450)	17,478		10,023
Total Net		36,765	26,348	40,365	18,705
Percentage Increase / - Decrease		138.02%	-37.65%		-40.86%
Dollar Amount Increase / (Decrease)		21,319	(15,910)		(7,643)

Measure C
Fund 034 Department 4090

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
3301	Interest Income	5	10	-	
3601	LTF Article VIII (Sts & Rds)	3,898	4,000	3,439	4,283
Total Revenue		3,903	4,010	3,439	4,283
Percentage Increase / - Decrease		2.68%	0.11%		6.37%
Dollar Amount Increase / (Decrease)		102	4		273
<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
3506	Sts & Rds Engineering	2,874	4,000	-	4,000
Total Expenses		2,916	4,000	-	4,000
Percentage Increase / - Decrease		0	-54.27%		0.00%
Dollar Amount Increase / (Decrease)		2,916	(4,747)		-
Total Salaries and Expenses		2,916	4,000	-	4,000
Percentage Increase / - Decrease		0	-54.27%		0.00%
Dollar Amount Increase / (Decrease)		2,916	(4,747)		-
Total Net		987	10	3,439	283
Percentage Increase / - Decrease		-74.03%	-100.21%		96.47%
Dollar Amount Increase / (Decrease)		(2,814)	4,752		273

Measure C
Fund 035 Department 4090

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
3301	Interest Income	150	200	-	200
3601	LTF Article VIII (Sts & Rds)	131,960	130,000	114,218	140,557
Total Revenue		132,110	130,200	114,218	140,757
Percentage Increase / - Decrease		3.04%	-4.34%		7.50%
Dollar Amount Increase / (Decrease)		3,902	(5,902)		10,557
<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
3022	Sts & Rd Repair	11,442			-
3506	Engineering	11,916	14,000	303	8,000
4102	Preliminary Engineering	-	200	-	18,247
4103	Construction Engineering	-			27,370
4104	Construction	-	32,115	-	182,469
5305	STS & RDS Street Improvement	-	112,665	25,406	-
Total Expenses		25,600	158,980	25,709	236,086
Percentage Increase / - Decrease		34.95%	377.88%		32.66%
Dollar Amount Increase / (Decrease)		6,630	125,712		77,106
Total Salaries and Expenses		25,600	158,980	25,709	236,086
Percentage Increase / - Decrease		34.95%	377.88%		32.66%
Dollar Amount Increase / (Decrease)		6,630	125,712		77,106
Total Net		106,510	(28,780)	88,509	(95,329)
Percentage Increase / - Decrease		-2.50%	-127.99%		69.81%
Dollar Amount Increase / (Decrease)		211,340	(131,614)		(66,549)

Gas Tax
Fund 067 Department 4090

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
3650	Gas Tax (HUTA 2103)	73,291	18,866	22,052	32,647
Total Revenue		73,291	18,866	22,052	32,647
Percentage Increase / - Decrease		-14.09%	-52.79%		42.21%
Dollar Amount Increase / (Decrease)		(12,016)	(21,094)		13,781
<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
1000	Salaries	33,331	10,443	16,182	14,083
1005	Overtime	-		62	80
1010	Fica	2,591	813	1,371	1,083
1011	Health Ins	8,206	2,181	4,633	5,807
1013	PERS Retirement	8,029	1,921	2,710	3,550
1014	St Unemployment	374	-	-	-
1015	Wkrs Comp	3,008	864	990	2,790
1022	Unfunded Liability	428	821	1,136	1,464
Total Salaries		56,154	17,043	27,085	28,858
Percentage Increase / - Decrease		-17.86%	-57.60%		40.94%
Dollar Amount Increase / (Decrease)		(12,210)	(23,153)		11,815
<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
2014	Tires, Batt, Ac	76			-
2015	Signs, Signals	121			-
2502	Insurance	1,699	971	955	978
2523	Telephone	157	250	179	220
3513	Other Services	11	-	-	-
3515	Comp Service Agreement	17	-	-	-
Total Expenses		2,081	1,221	1,134	1,198
Percentage Increase / - Decrease		57.99%	-47.29%		-1.89%
Dollar Amount Increase / (Decrease)		764	(1,095)		(23)
Total Salaries and Expenses		58,234	18,264	28,219	30,056
Percentage Increase / - Decrease		-16.43%	-57.04%		39.23%
Dollar Amount Increase / (Decrease)		(11,447)	(24,248)		11,792
Total Net		15,057	602	(6,167)	2,591
Percentage Increase / - Decrease		-3.64%	-123.59%		76.76%
Dollar Amount Increase / (Decrease)		(569)	3,154		1,989

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
	8th Street	-	-	-	800,000
	Total Revenue	-	-	-	800,000
	Percentage Increase / - Decrease	-100.00%	0.00%		100.00%
	Dollar Amount Increase / (Decrease)	-	-		800,000
<u>Expense</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4101	Sts & Rds Construction	-	-	-	600,000
4102	Preliminary Engineering	-	-	-	60,000
4103	Construction Engineering	-	-	-	90,000
	Total Expenses	-	-	-	750,000
	Percentage Increase / - Decrease	-100.00%	0.00%		100.00%
	Dollar Amount Increase / (Decrease)	-	-		750,000
	Total Salaries and Expenses	-	-	-	750,000
	Percentage Increase / - Decrease	-100.00%	0.00%		100.00%
	Dollar Amount Increase / (Decrease)	-	-		750,000
	Total Net	-	-	-	50,000
	Percentage Increase / - Decrease	-100.00%	0.00%		100.00%
	Dollar Amount Increase / (Decrease)	-	-		50,000

City Grants Improvement Budgets

- Highway 33 Beautification – Fund 078
- Beverage Recycling - Fund 081
- Waste Water Treatment Plant Improvements - Fund 110
- Trail Rehabilitation & Pedestrian Improvements - Fund 112
- 2015-CDBG-10568 - Senior Center, Water, Code Enforcement
Fund 123

Grants Revenue and Expense

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
3801	Grant Income	1,667	2,005,000	17,913	2,044,624
3841	Hwy 33 Beautification	2,874	1,778,797	1,550	1,772,655
	Total Revenue	4,540	3,783,797	19,463	3,817,279
	Percentage Increase / (Decrease)		99.88%	0.51%	0.88%
	Dollar Amount Increase / (Decrease)		3,779,256	(3,764,334)	33,483

<u>Expense Code</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
1000	Salaries & Wages	-	22,000	19,007	22,000
1010	FICA	-	1,670	1,112	1,670
1011	Health Insurance	-	2,075	-	-
1013	PERS Retirement	-	3,475	-	-
	Total Salaries	-	29,220	20,284	23,670
	Percentage Increase / (Decrease)		100.00%	69.42%	-18.99%
	Dollar Amount Increase / (Decrease)		29,220	(8,936)	(5,550)
2008	Janitorial Supplies	-	5,000	-	5,000
3507	Inspection	-	63,803	-	63,803
3513	Other Professional Services	1,269	139,535	33,515	100,000
4102	Preliminary Engineering	2,703	6,142	7,638	314,000
4103	Construction Engineering	-	150,000	-	150,000
4104	Construction	-	1,622,655	-	1,622,655
5029	Water Line Improvements	716	1,123,442	111,298	965,118
5306	Senior Center Remodel	-	644,000	70,967	573,033
	Total Expenses	5,559	3,754,577	226,647	3,793,609
	Percentage Increase / (Decrease)		99.85%	6.04%	1.04%
	Dollar Amount Increase / (Decrease)		3,749,017	(3,527,930)	39,033
	Total Salaries & Expenses	5,559	3,783,797	246,930	3,817,279
	Percentage Increase / (Decrease)		99.85%	6.53%	0.88%
	Dollar Amount Increase / (Decrease)		3,778,237	(3,536,866)	33,483
	Total Net	(1,019)	-	(227,468)	(0)
	Percentage Increase / (Decrease)		0.00%	0.00%	0.00%
	Dollar Amount Increase / (Decrease)		1,019	(227,468)	(0)

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
3841	Hwy 33 Beautification	2,874	1,778,797	1,550	1,772,655
	Total Revenue	2,874	1,778,797	1,550	1,772,655
	Percentage Increase / (Decrease)	-77.99%	138949.95%		-0.35%
	Dollar Amount Increase / (Decrease)	(10,185)	1,777,517		(6,142)

<u>Expense Code</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
4102	Preliminary Engineering	2,703	6,142	7,638	-
4103	Construction Engineering	-	150,000	-	150,000
4104	Construction	-	1,622,655	-	1,622,655
	Total Expenses	2,934	1,778,797	8,510	1,772,655
	Percentage Increase / (Decrease)	-77.53%	121703.67%		-0.35%
	Dollar Amount Increase / (Decrease)	(10,125)	1,777,336		(6,142)
	Total Salaries & Expenses	2,934	1,778,797	8,510	1,772,655
	Percentage Increase / (Decrease)	-77.53%	121703.67%		-0.35%
	Dollar Amount Increase / (Decrease)	(10,125)	1,777,336		(6,142)
	Total Net	(60)	-	(6,960)	-
	Percentage Increase / (Decrease)	0	-100.00%		0.00%
	Dollar Amount Increase / (Decrease)	(60)	181		-

Beverage Recycling
Fund 081 Department 4200

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
3801	Grant Income	5,000	5,000	-	5,000
	Total Revenue	5,000	5,000	-	5,000
	Percentage Increase / (Decrease)		0.00%	0.00%	0.00%
	Dollar Amount Increase / (Decrease)		-	(5,000)	-

<u>Expense Code</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
2008	Janitorial Supplies	-	5,000	-	5,000
	Total Expenses	1,920	5,000	-	5,000
	Percentage Increase / (Decrease)		61.60%	0.00%	0.00%
	Dollar Amount Increase / (Decrease)		3,080	(5,000)	-
	Total Salaries & Expenses	1,920	5,000	-	5,000
	Percentage Increase / (Decrease)		61.60%	0.00%	0.00%
	Dollar Amount Increase / (Decrease)		3,080	(5,000)	-
	Total Net	3,080	-	-	-
	Percentage Increase / (Decrease)		0.00%	0.00%	0.00%
	Dollar Amount Increase / (Decrease)		(3,080)	-	-

Waste Water Treatment Plant Improvements
Fund 110 Department 4013

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
3801	Grant Income	-	380,000	47,190	250,000
	Total Revenue	-	380,000	47,190	250,000
	Percentage Increase / (Decrease)				-34.21%
	Dollar Amount Increase / (Decrease)				(130,000)
<u>Expense Code</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
4102	Preliminary Engineering	-	380,000.00	109,802.50	250,000
	Total Expenses	-	380,000	109,803	250,000
	Percentage Increase / (Decrease)				-34.21%
	Dollar Amount Increase / (Decrease)				(130,000)
	Total Salaries & Expenses	-	380,000	109,803	250,000
	Percentage Increase / (Decrease)				-34.21%
	Dollar Amount Increase / (Decrease)				(130,000)
	Total Net	-	-	(62,613)	-
	Percentage Increase / (Decrease)				0.00%
	Dollar Amount Increase / (Decrease)				-

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
3801	Grant Income	-	-	-	64,000
	Total Revenue	-			64,000
	Percentage Increase / (Decrease)				0.00%
	Dollar Amount Increase / (Decrease)				64,000
<u>Expense Code</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 04/2017</u>	<u>Proposed Budget FY 2017-2018</u>
4102	Preliminary Engineering	-			64,000
	Total Expenses	-	-	-	64,000
	Percentage Increase / (Decrease)				0.00%
	Dollar Amount Increase / (Decrease)				64,000
	Total Salaries & Expenses	-	-	-	64,000
	Percentage Increase / (Decrease)				0.00%
	Dollar Amount Increase / (Decrease)				64,000
	Total Net	-	-	-	-
	Percentage Increase / (Decrease)				0.00%
	Dollar Amount Increase / (Decrease)				-

<u>Revenue</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
3801	Grant Income	-	2,000,000	17,913	1,725,624
	Total Revenue	-	2,000,000	17,913	1,725,624
	Percentage Increase / (Decrease)		100.00%	0.90%	-13.72%
	Dollar Amount Increase / (Decrease)		2,000,000	(1,982,087)	(274,376)

<u>Expense Code</u>	<u>Description</u>	<u>Three Year Average</u>	<u>Adopted Budget FYE 2017</u>	<u>Actual FYE 2017 Thru 03/2016</u>	<u>Proposed Budget FY 2017-2018</u>
1000	Salaries & Wages	-	22,000	19,007	22,000
1010	FICA	-	1,670	1,112	1,670
1011	Health Insurance	-	2,075	-	-
1013	PERS Retirement	-	3,475	-	-
	Total Salaries	-	29,220	20,284	23,670
	Percentage Increase / (Decrease)		100.00%	69.42%	-18.99%
	Dollar Amount Increase / (Decrease)		29,220	(8,936)	(5,550)
3507	Inspection	-	63,803	-	63,803
3513	Other Professional Services	3,807.26	139,535	33,515	100,000
5029	Water Line Improvements	2,148.56	1,123,442	111,298	965,118
5306	Senior Center Remodel	-	644,000	70,967	573,033
	Total Expenses	5,955.82	1,970,780	218,137	1,701,954
	Percentage Increase / (Decrease)		99.70%	11.07%	-13.64%
	Dollar Amount Increase / (Decrease)		1,964,824	(1,752,643)	(268,826)
	Total Salaries & Expenses		2,000,000.00	238,420.50	1,725,624.08
	Percentage Increase / (Decrease)		100.00%	11.92%	-13.72%
	Dollar Amount Increase / (Decrease)		2,000,000	(1,761,580)	(274,376)
	Total Net		-	(220,508)	(0)
	Percentage Increase / (Decrease)		0.00%	0.00%	0.00%
	Dollar Amount Increase / (Decrease)		-	(220,508)	(0)

City of Firebaugh FY 2017-18 Budget
 Position Control
 Authorized Positions & Pay Ranges

POSITION	Auth Pay @ 07/01/17		FY 2017-18	Proposed	Proposed
	Minimum Annual \$	Maximum Annual \$	Authorized FTEs	Changes FTEs	Authorized FTEs
<u>Administration</u>					
City Manager	98,000	118,000	0.00	1.00	1.00
<u>City Clerk</u>					
City Clerk (Vacant)	-	-	0.00	0.00	0.00
Executive Assistant / Deputy City Clerk	46,926	62,885	1.00	0.00	1.00
<u>Finance</u>					
Director of Finance	64,712	86,720	1.00	0.00	1.00
Account Technician I	26,041	34,897	0.00	0.00	0.00
Account Technician II	33,176	44,459	0.00	0.00	0.00
Account Technician III	36,640	49,101	2.00	0.00	2.00
<u>Fire</u>					
Volunteer Fire Chief (stipend)	20,000	20,000	1.00	0.00	1.00
<u>Police</u>					
Chief of Police	75,649	101,377	1.00	0.00	1.00
Police Sergeant	52,788	79,220	1.00	0.00	1.00
Police Corporal	47,974	71,997	0.00	0.00	0.00
Police Officer	43,435	65,184	9.00	0.00	9.00
Reserve Officer (part time)	15,600	20,800	6.00	2.00	8.00
Lead Dispatcher	40,939	54,863	1.00	0.00	1.00
Dispatcher	31,631	42,389	2.00	2.00	4.00
Dispatcher (part time)	15,816	15,816	2.00	1.00	3.00
<u>Planning, Building & Code Enforcement</u>					
Building / Event Corrdinator	37,134	49,764	1.00	0.00	1.00
Senior Center Corrdinator	13,000	15,049	0.00	1.00	1.00
<u>Public Works</u>					
Director of Public Works	54,288	88,429	1.00	0.00	1.00
Water / Sewer Supervisor	56,347	75,511	1.00	0.00	1.00
Water / Sewer Operator Trainee	33,731	39,048	1.00	0.00	1.00
Water / Sewer Operator I	40,049	53,670	0.00	0.00	0.00
Water / Sewer Operator II	44,149	59,164	1.00	0.00	1.00
Utility Maintenance Crew Leader	42,086	56,400	0.00	0.00	0.00
Utility Maintenance I	31,255	41,885	2.00	1.00	3.00
Utility Maintenance II	33,757	45,237	1.00	0.00	1.00
Utility Maintenance III	38,192	51,181	2.00	0.00	2.00
Mechanic	41,029	54,983	1.00	0.00	1.00
Custodian Facility Maintenance	32,080	42,991	1.00	0.00	1.00
Totals			39.00	8.00	47.00

Note: Pay ranges does not include special pay, i.e. certification, longevity, merit, etc.

Payroll Allocation Summary

Fiscal Year 2017 / 2018

Public Works Department

<u>Public Works Director</u>	
General Fund - Admin	10.00%
General Fund - PW	2.00%
Airport	2.00%
Measure C	10.00%
Water Department	27.50%
Sewer Department	27.50%
Lighting & Landscaping	2.00%
Gas Tax	6.00%
Solid Waste	2.00%
Community Center	1.00%
Successor	<u>10.00%</u>
	100.00%

<u>Water/Sewer Operator II - (1)</u>	
Water Department	50.00%
Sewer Department	<u>50.00%</u>
	100.00%

<u>Water/Sewer Supervisor</u>	
Water Department	50.00%
Sewer Department	<u>50.00%</u>
	100.00%

<u>Water/Sewer Operator Trainee - (1)</u>	
Water Department	50.00%
Sewer Department	<u>50.00%</u>
	100.00%

<u>Mechanic</u>	
General Fund - Parks	4.00%
General Fund - Police	45.00%
Measure C	15.00%
Water Department	18.00%
Sewer Department	<u>18.00%</u>
	100.00%

<u>Facilities Custodian</u>	
General Fund - Sr. Center	10.00%
General Fund	10.00%
General Fund - Police	20.00%
Water Department	22.50%
Sewer Department	22.50%
Community Center	<u>15.00%</u>
	100.00%

<u>Utility Maintenance I - (1)</u>	
General Fund - Parks	25.00%
Measure C	25.00%
Water Department	25.00%
Sewer Department	<u>25.00%</u>
	100.00%

<u>Utility Maintenance II - (1)</u>	
Parks	4%
TDA	23.20%
Measure C	22.40%
Water Department	22.40%
Sewer Department	4.00%
Gas Tax	4.00%
Landscaping	<u>20.00%</u>
	100%

<u>Utility Maintenance III - (2)</u>	
TDA	37.50%
Measure C	3.13%
Water Department	31.50%
Sewer Department	21.50%
Gas Tax	<u>6.38%</u>
	100%

Parks	4.00%
TDA	23.20%
Measure C	4.00%
Water Department	22.40%
Sewer Department	22.40%
Landscaping	20.00%
Gas Tax	<u>4.00%</u>
	100.00%

Police Department

Police Chief

General Fund 100%

Police Corporal - New Position

General Fund 100%

Police Sergeant

General Fund 100%

Police Officer - 8

General Fund 100%

Reserve Officer - 6

General Fund 100%

Dispatcher - 3

General Fund 100%

Part-Time Dispatcher - 3

General Fund 100%

Police Officer - 1

Law Enforcement 100%

Administration Department

<u>City Manger</u>	
General Fund	15.00%
Airport	1.00%
Water Department	34.00%
Sewer Department	34.00%
Light & Landscape	1.00%
Solid Waste	5.00%
Successor	<u>10.00%</u>
	100.00%

<u>Finance Director</u>	
General Fund	20.00%
Airport	1.00%
Water Department	34.00%
Sewer Department	34.00%
Light & Landscape	1.00%
Solid Waste	5.00%
Successor	<u>5.00%</u>
	100.00%

<u>City Deputy Clerk</u>	
General Fund	20.00%
Water Department	35.00%
Sewer Department	35.00%
Solid Waste	5.00%
Successor	<u>5.00%</u>
	100.00%

<u>Building / Event Coordinator</u>	
General Fund - Building Dept.	30.00%
General Fund - Planning & Zonning	30.00%
Water Department	20.00%
Sewer Department	<u>20.00%</u>
	100.00%

General Fund	17.00%
Water Department	27.00%
Sewer Department	26.00%
Solid Waste	<u>30.00%</u>
	100.00%

<u>Account Technician III - (2)</u>	
General Fund	12.00%
Airport	2.00%
Water Department	35.50%
Sewer Department	35.50%
Solid Waste	<u>15.00%</u>
	100.00%

<u>Senior Center - Part Time</u>	
General Fund	100.00%

