#### MEMORANDUM NO. 09-199

DATE: August 31, 2009

CITY COMMESION

2009 SEP -1 AM 11: 23

COMMISSIONERS

TO: Mayor John P. "Jack" Seiler

Vice-Mayor Bruce G. Roberts

Commissioner Charlotte E. Rodstrom Commissioner Bobby B. DuBose Commissioner Romney Rogers John Herbst, City Auditor Jonda K. Joseph, City Clerk Harry A. Stewart, City Attorney

FROM: George Gretsas, City Manager 9 9

VIA: Shonda Singleton-Taylor, Acting Director, Office of Management and

Budget \

SUBJECT: FY 2010 Budget Workshop

The agenda for the Budget Workshop is as follows:

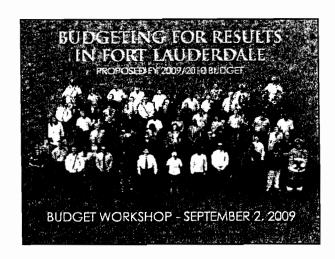
> FY 2010 Proposed Budget Presentation

Budget Advisory Board Recommendations

> City Auditor's Report - Review of the FY 2010 Proposed Budget

> 2010-2014 CIP Discussion

If you have additional questions and/or concerns, please contact Shonda Singleton-Taylor, Acting Director, Office of Management and Budget at 954-828-5894.



#### **BUDGET OUTCOMES**

- As directed by City Commission:
- · Implement City Commission Goals & Objectives
- · No property tax increase
- · No increase in fire assessment fee
- · Maintain adequate reserve funds
- · No layoffs
- · No reductions in vital city services

#### BUDGET PROCESS

#### As directed by City Commission:

#### ZERO BASED BUDGET

- A method of budgeting where proposed expenditures must be justified for the fiscal year.
- Past expenditures only serve as a guide, not as justification when using zero based budgeting.
- Every dollar must be accounted for in zero based budgeting.
- Zero based budgeting can help an organization save money and improve services.

#### STATUTORY MILLAGE PROVISIONS

#### MAXIMUM MILLAGE RATE

- > State restricts increases in millage over the rolled-back rate
- "Maximum millage" is highest rate that can be levied with a majority vote.
- Maximum millage rate raises:
  - ➤ Same taxes as current year after VAB\* reductions
  - > Plus taxes generated by new construction
  - > Plus percent change in Florida per capita income
- > Maximum Millage can be exceeded with super-majority vote:
  - > Up to 10% higher requires a two thirds vote
  - > More than 10% up to 10 mills with a three fourths vote

\*Value Adjustment Board

#### STATUTORY MILLAGE PROVISIONS

#### ROLLED-BACK RATE

- > State Statute defines "property tax increase" as an increase over "rolled-back" rate.
- > Rolled-back rate --
  - ➤ Raises same property taxes as current year after VAB\* reductions.
  - >Plus taxes generated by new construction
- ➤ When property values decline the "rolled-back rate "rolls-up" instead".

"Value Adjustment Board

TAX REFORM				
E RATES				
\$4.1193				
\$5.4961				
\$4.9965				
\$4.5995				
\$4.1193				

# OUR CHALLENGES

## Key General Fund Revenues

#### Challenges

Property Taxes \$11 Million Loss

# Key General Fund Revenues

Challenges

Sales & Half Cent Taxes \$2 Million Loss

# Key General Fund Revenues

Challenges

State Shared Revenue \$0.6 Million Loss

# Key General Fund Revenues

Challenges

Permit Activity \$2.1 Million Loss

# Key General Fund Revenues

Challenges

Interest Income \$ 1.8 Million Loss

# Key General Fund Revenues

#### Challenges

= \$ 17.5 Million Loss

#### New General Fund Revenue

- Red Light Camera Violations \$1,800,000
- Fleet Auction Revenue \$900,000
- Attorney Fees for Confiscation Related Litigation \$165,000

# Non-Discretionary Increases Contractual Obligations COLA (Teamsters, Federation of Public Employees) Merit 2,029,903 Worker's Compensation 953,561 Pension 7,056,776 Total \$13,025,456

Overtune	1,097,994
OPEB Lightity	1,000,000
Planning & Zoning Housing & Community Development Costs	480,636
Fire Rescue - Bunker Gear Replacement	155,454
Fire Rescue - Alerting System Replacement for Fire Station 2	66,750
Public Works - Wave Wall Fiber Optics Lights, Parts, & Materials	50,000
Fire Rescue - Opti-Com Units (10) for New Ambulances (10)	27,590
Fire Rescue - Overhead Increases for Fire Station #29 and #49	25,000
City Clerk - Part-time Temporary Commission Assistant II	21,865
Finance - CAFR (Comprehensive Annual Financial Report) Outsourcing	10,000

GENERAL FUND SHORTFALL				
Total Revenue	\$258.7			
Total Expenditures	288.7			
Shortfall	(\$30.0)			
Millions				

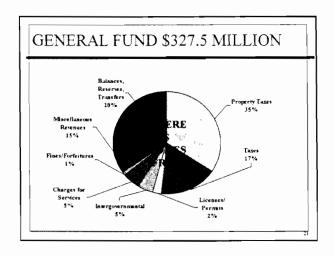
Initial funding shortfall (millions)		\$30 O
Solutions		
Froze 68 Vacant Positions	\$3.9	
Reduced Part-time Funding	5	
Reduced Payroll Funding	26	
Reduced Vehicle Purchase Plan	2.6	
Eliminated Non Mandatory Travel/Conferences	3	
Reduced Operating Expenditures	36	
Retired Excise Debt Service	36	
	29	
Pension Reserve Draw Down (2nd Payment)	4 7	

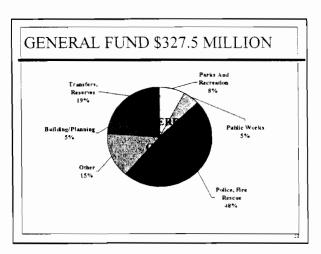
#### LONG TERM BUDGET STRATEGIES

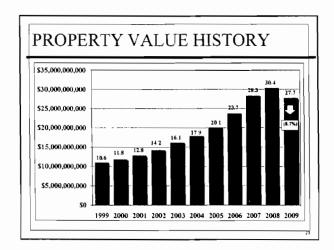
- Protect key services the public depends on.
- Employ more efficient ways of doing business.
- Continue with vital infrastructure improvements.
- · Maintain adequate reserves.
- Strategically shrink the size of city government.

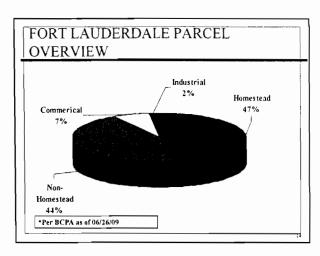
#### FY 2010 OVERVIEW

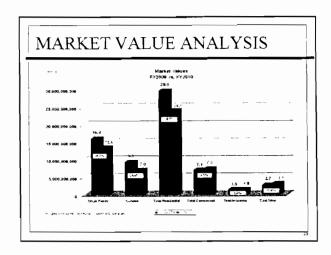
	FY 2009 Adopted	FY 2010 Proposed	% Increase/ (Decrease)
APPROPRIATIONS (Millions)			ĺ
> General Fund* *Includes Fund Belance Reserves, & Transfers	\$348 2	\$327 5	(5 9%)
➤ All Funds Budget* * Includes Fund Balance, Reserves, & Transfers	\$602.7	\$601.4	( 2%)
MILLAGE  Operating  Total Operating Plus Debt	\$4 1193 \$4 2495	\$4 1193 \$4.2536	0.0% 0.1%
MILLAGE REVENUE (Milhons)  Total Operating Plus Debt	\$123.4	\$112 1	(9 2%)

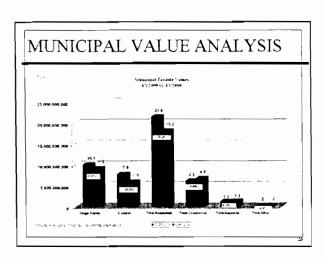


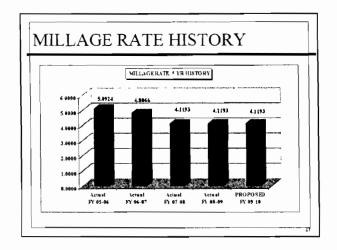


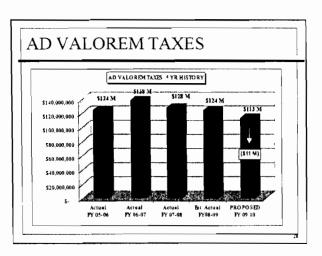


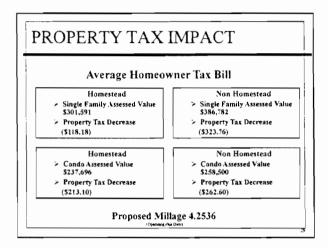


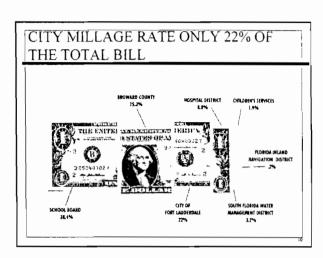


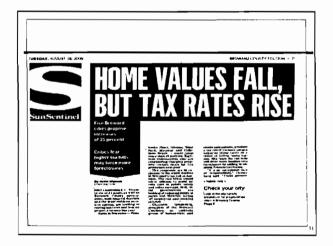




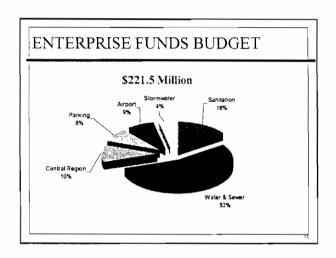


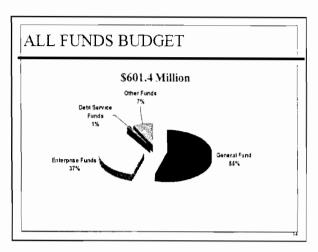




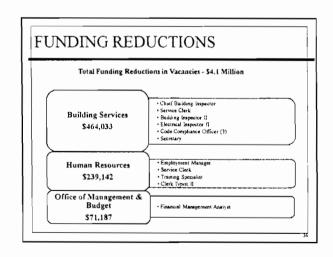


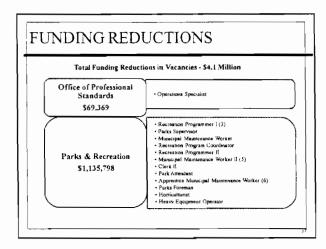
		<u>y Citi</u>			
SIIX.	Operating	Bank	FY09.10 Proper To Change Operating	Panalonan	Roule
Pembroka Park	8 5000			0 101	2.7
West Perk	8 3564	,	*# ·*	13,661	23
Margate	7 7500	,	٠.	14,180	1-
Sea Ranch Lakes	7 5000	4		730	317
North Leuderdala	8 9185	3	1-4 p	42,487	16
Meremer	5 9000		26.4	112,640	5
Hollywood	1 8287	7	2017	143.172	,
Lauderdain Lakes	4 5500		14%	32,216	19
Tamerac	4 3752	9	ب√درات	59,455	1.3
Sunnae	4 0543	10	11.6	90,081	4
Date	9 0013	1.1	1%	28 425	31
Dekland Park	5 9848	17	*74	47,241	17
Hallundale Beach	5 9710	13	20%	30.232	14
Lauderhill	5 9574	14	B(	44 125	11
Wilton Menors	5 8000	15	9**.	17.550	24
Coconvit Creek	> 6837	14	F 6	48,193	1.5
Pambroke Pines	5 6374	17	27%	151 141	2
Deerfield Beach	5 4500	12	172	73,227	10
Davie	4 #593	10	1%	92,201	7
Duoper City	4,7704	20		30,047	20
Plantagen	4 5142	21	-0%	15.053	•
Lasy Lake	4 3775	22	1%	41	31
Parkland	4 1532	2.5		23,831	2 2
Fort Landerdale Pompano Beach	4 0052	24	1/4	100 064	*
Fompano Seach Lauderdale By-The-Sea		25	17.5	99.815	
Lauderdale By-The-Sea Southwest Ranches	3 9400	26	7*	5,812	20
				5,489	24
Corel Sprange	3 8866	21	15%	128,430	
Laghthouse Pour	3 6138	29	*0*	11,030	2.5
Hillsboro Beaun Weston	1 3972	30	ACM.	2,724 62,383	29

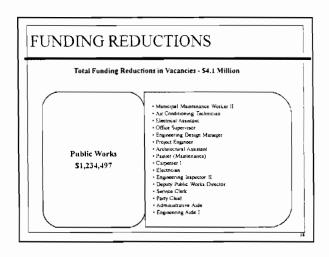


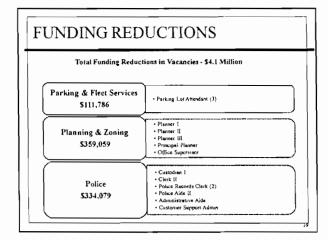


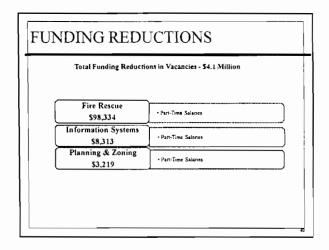
(in millions)	FY 2010	% of Total
General Fund	\$327.5	54.5%
Enterprise Funds	221.5	36.8
Cemetery Perpetual Care Fund*	15.9	2 6
Community Redevelopment	14-4	2 4
Housing & Urban Development/SHIP Grants	11 0	1.8
Debt Service Funds	8.3	1.4
Arts & Science District Garage - PACA*	2 1	4
Other (Sunnse Key & Beach Business Improvement District)	.2	j
Total	\$601.4	100%

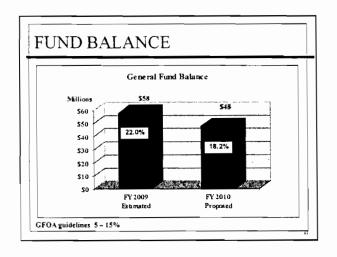




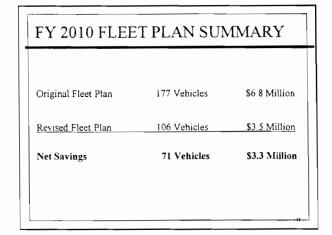






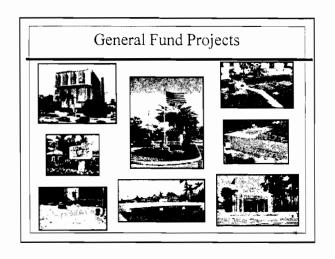


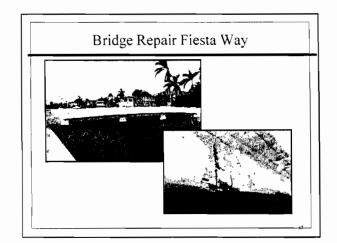
Permanent Full-time	2,494.0
Temporary Full-time	13.0
Temporary Part-time	149.3
New Proposed (FTEs)	0.5
FTEs	2,656.8
Vacant Funding Level Reductions	(68.0)
Total FTEs	2,588.8

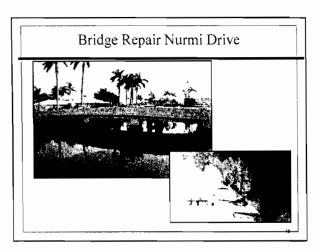


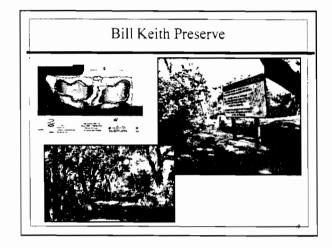
CAPITAL
IMPROVEMENT
PROJECTS

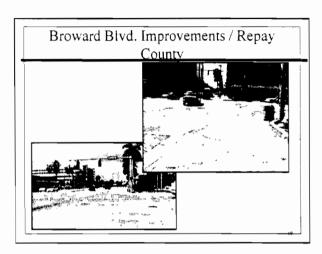
General Projects		\$29.5
Enterprise Funds		59.8
Airport	5.8	
Parking	.6	
Vehicle Rental Operations	.3	
Water & Sewer Operations	51.8	
Stormwater	1.3	
Total		\$89.3

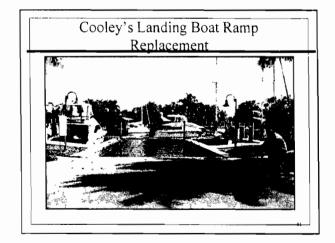


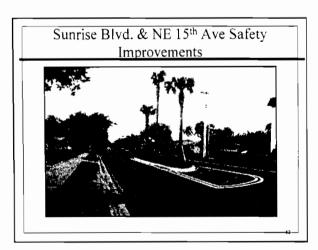


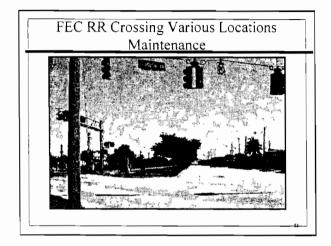


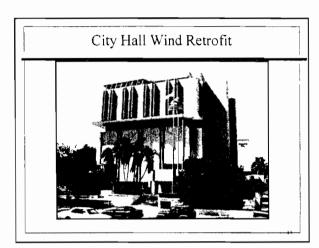


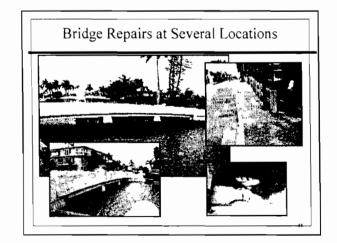


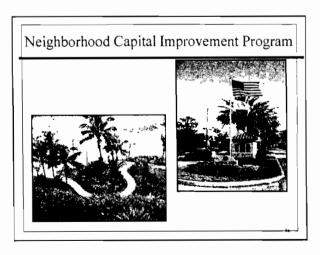


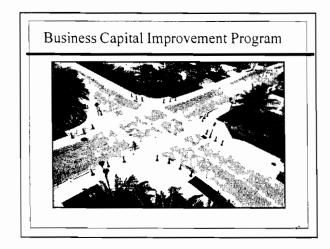


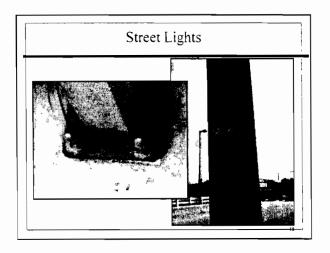


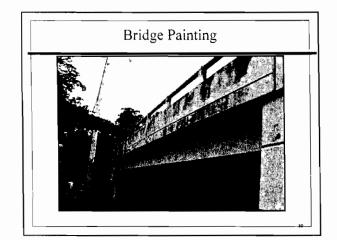


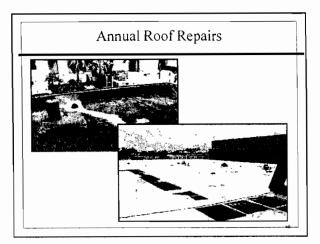


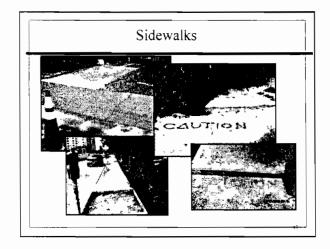


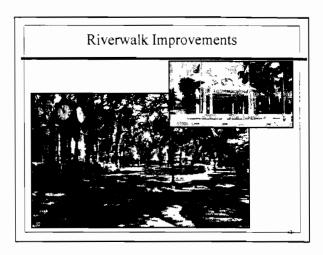


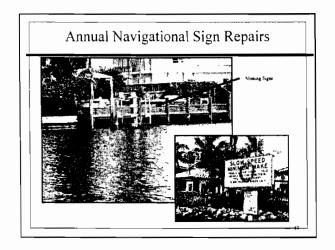


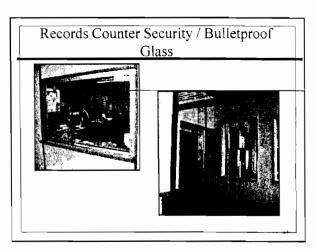


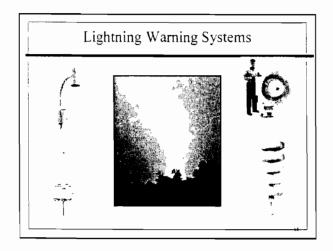


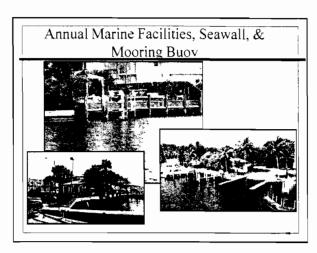


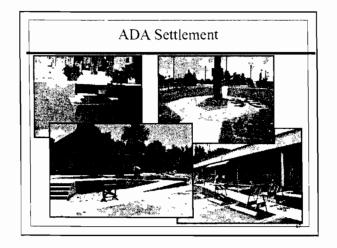


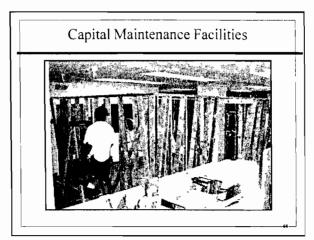


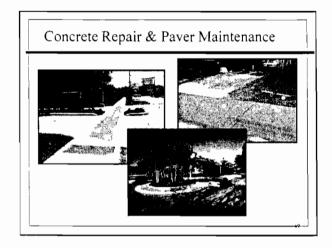


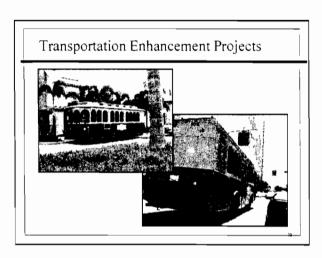


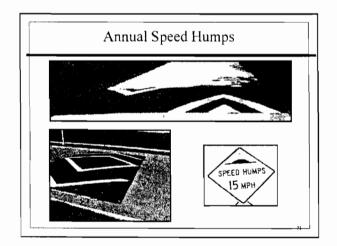


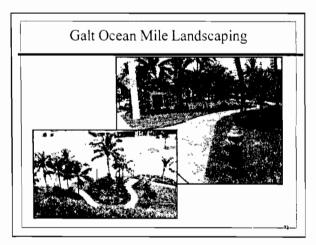


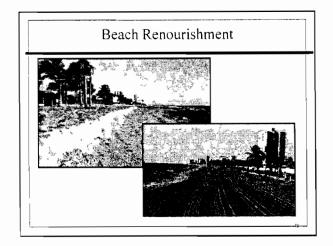


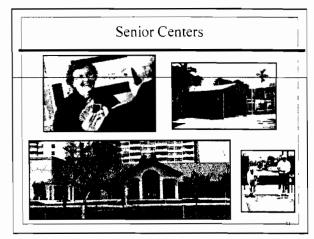


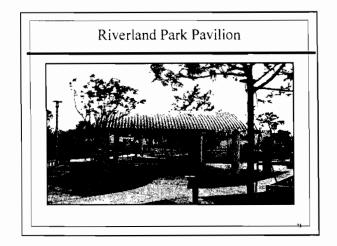


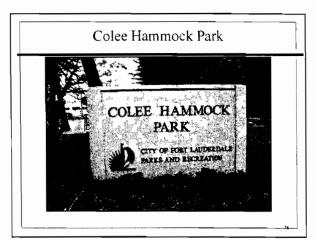


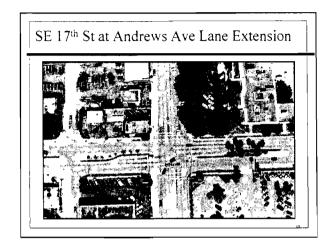


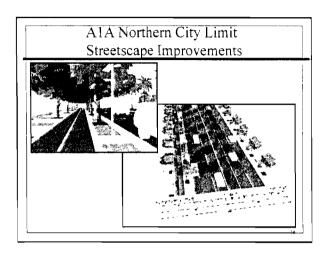


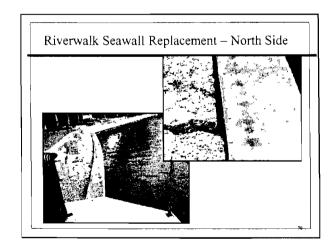


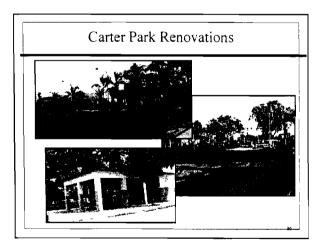


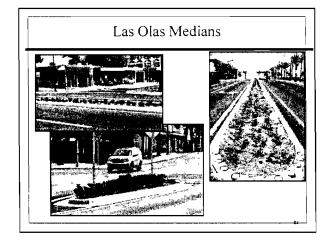


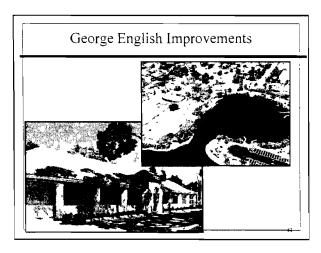


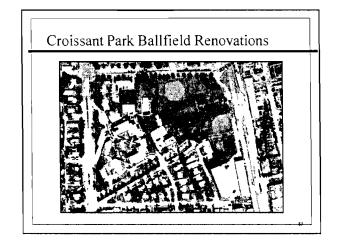


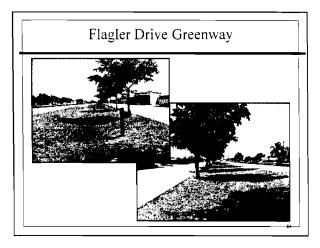


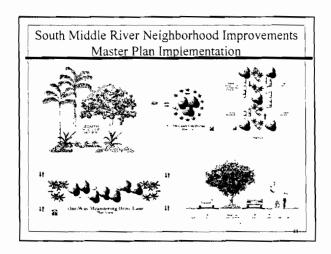




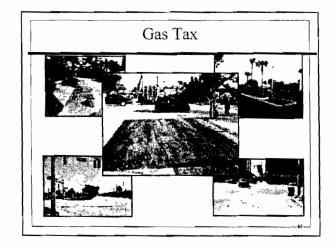


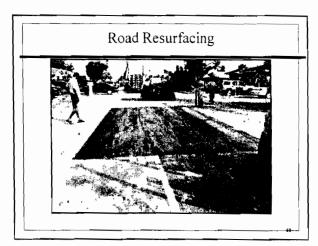


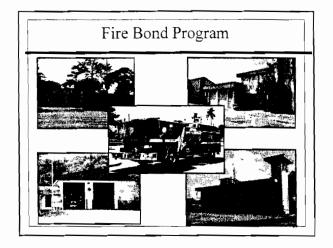


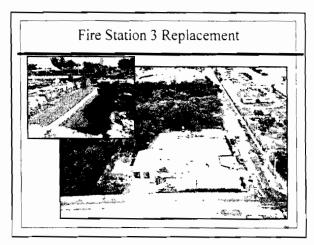


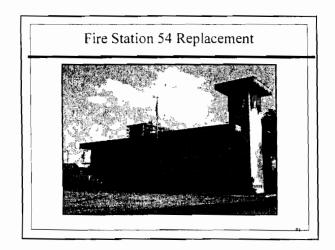


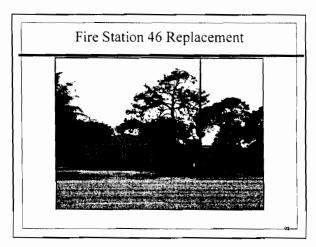


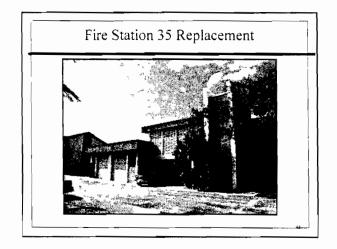


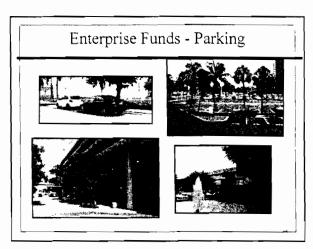


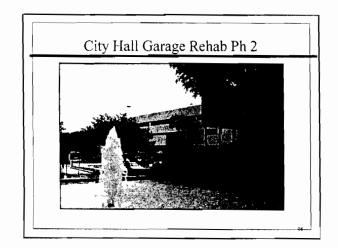


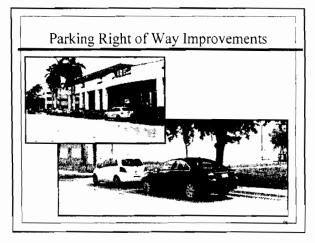


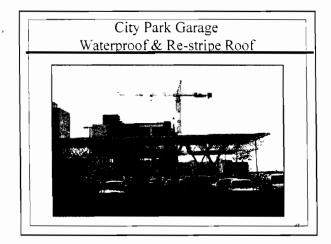


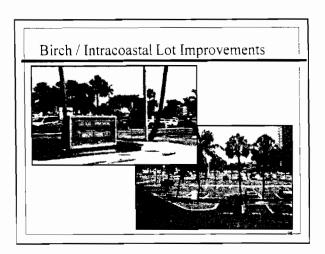


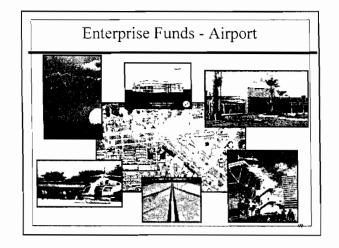


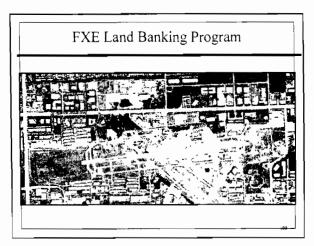


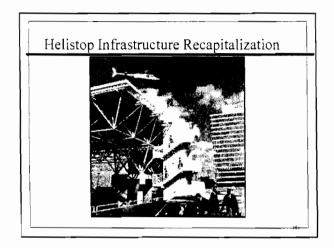


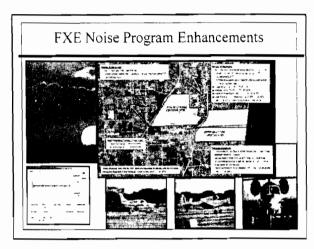




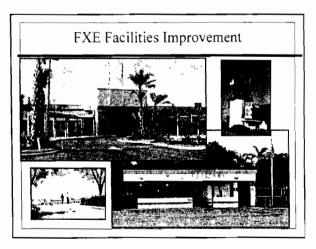


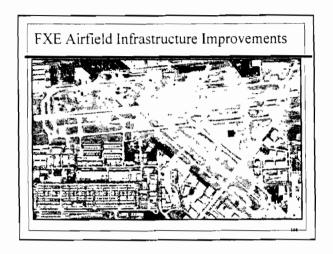


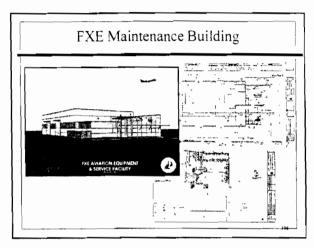


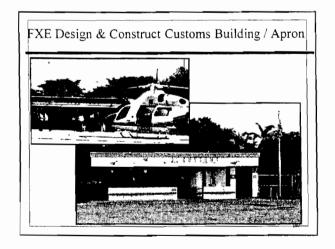


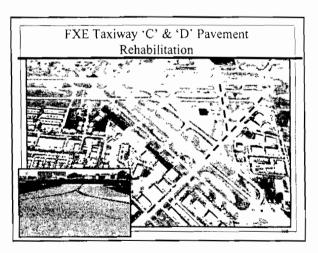


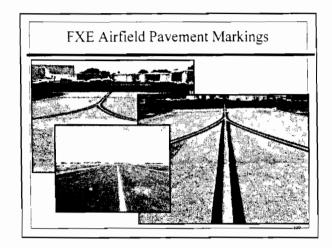


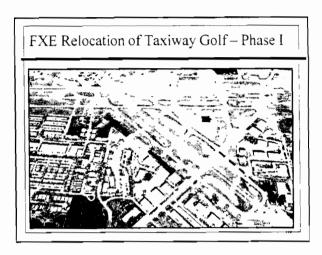


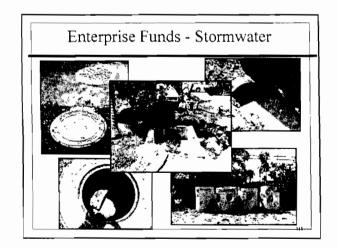


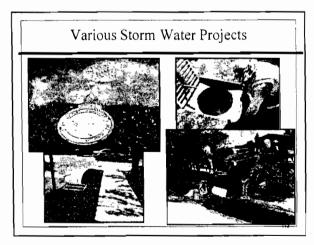


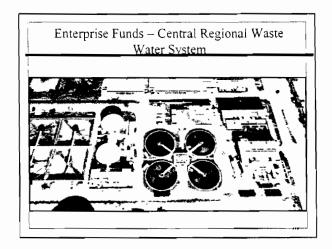


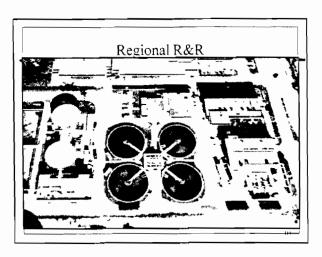


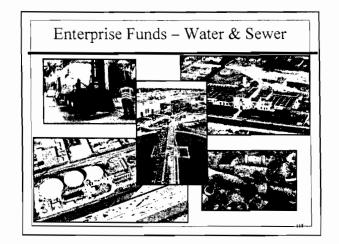


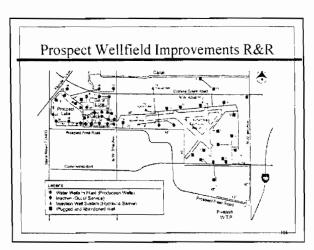


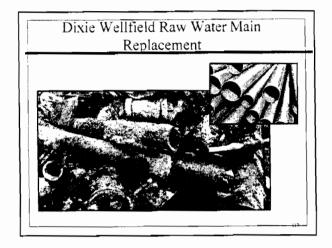


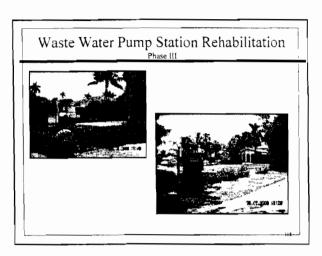


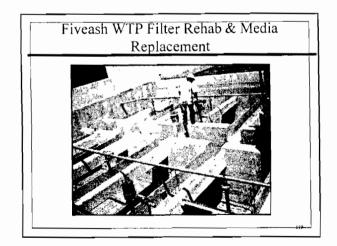




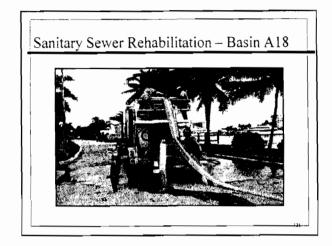


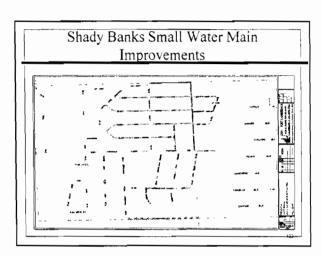


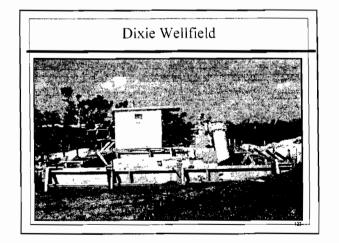


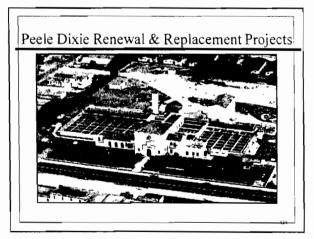


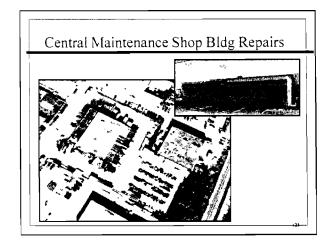


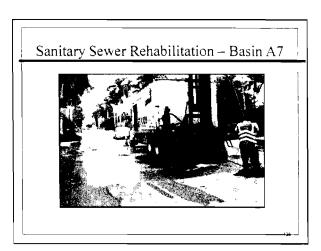


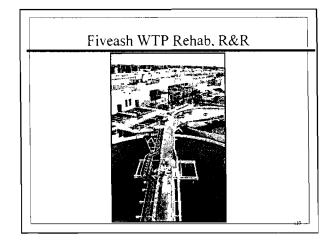


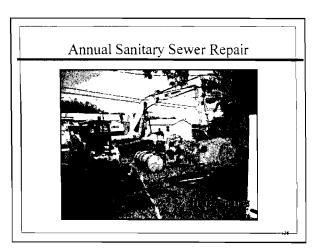


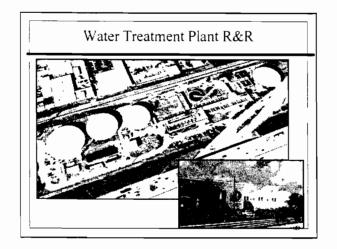


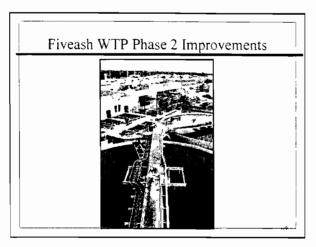


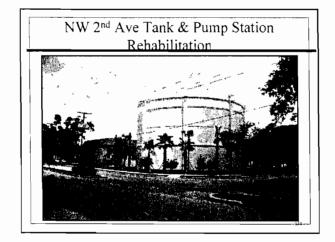


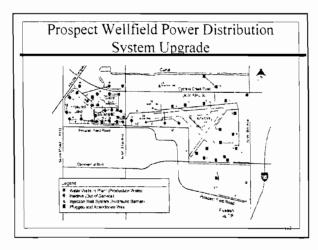


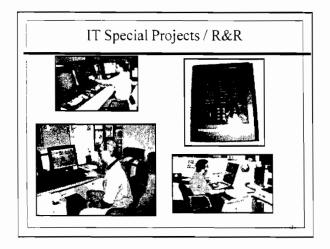


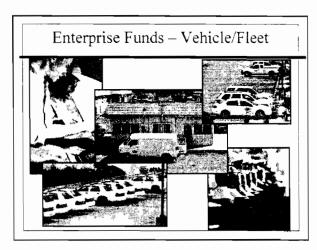


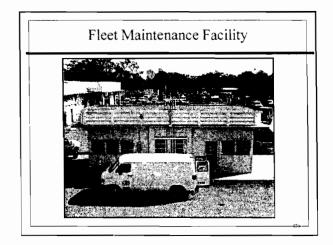


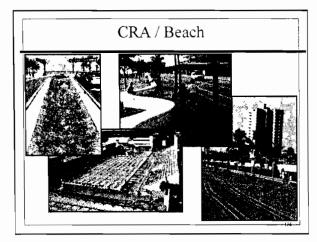


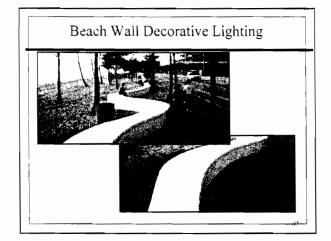


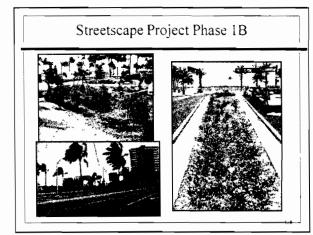


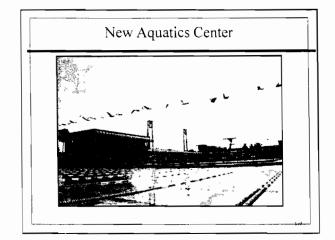












## CITY COMMISSION ACTION

- Approval of the Operating Millage of 4.1193 and Debt of .1343 to Levy in FY 2010
- Approval of the 2010-2014 Capital Improvement Plan

# PUBLIC HEARING DATES

1<sup>ST</sup> – September 9, 2009

at 7:00 p.m.

City Hall – 1st Floor Commission Chambers

#### HOW TO ACCESS THE 2010 BUDGET?

➤ Broward County Libraries – Fort Lauderdale

> City Website - http://www.fortlauderdale.gov

#### Fort Lauderdale Budget Advisory Board Motions for Recommendations to the City Commission August 25, 2009

#### For the FY 2009/2010 Budget

**Motion** made by Mr. Dickerman, seconded by Mr. Cobb, that the Budget Advisory Board communicate to City Commission that in principle, they endorse passage of the 2009-2010 budget. In a roll call vote, motion passed 5 - 2 with Mr. Nesbitt and Chair Silva opposed.

**Motion** made by Mr. Cobb, seconded by Mr. Nesbitt, to state that the Board supports using \$10 million from the fund balance this year, on a one-time basis, but this should not be considered a solution for future budget shortfalls. The caveat was that the City must start now preparing to reduce expenses or supplement revenues to balance the budget in the future. In a roll call vote, motion passed 5-2 with Mr. Bentley and Chair Silva opposed.

**Motion** made by Mr. Williams, seconded by Mr. Nesbitt, to recommend that the City Commission direct staff to make their best efforts to replenish the \$10 million used from the reserve funds through one-time and ongoing expense reductions as well and one-time and ongoing revenue opportunities during the 2009 – 2010 budget year. In a voice vote, motion passed unanimously.

**Motion** made by Mr. Cobb, seconded by Ms. Page, to accept the auditor's revenue projections, acknowledging that there was a variance of \$500,000 in miscellaneous income. In a voice vote, motion passed unanimously.

#### For Future Years' Budgets

**Motion** made by Mr. Nesbitt, seconded by Ms. Page, to recommend that all surplus City-owned property inside or outside the City limits be disposed of according to the law. In a voice vote, motion passed unanimously.

**Motion** made by Ms. Page, seconded by Mr. Williams, to recommend the City Commission adopt a policy that wherever practical, in future years, the City establish a quality assurance program for City programs, including specific goals and measurable objectives. In a voice vote, motion passed unanimously.

**Motion** made by Mr. Bentley, seconded by Ms. Page, to recommend that the City Commission adopt a policy for future years that a cost of service analysis be completed for all City programs, which would include a benefit statement. In a voice vote, motion passed unanimously.

**Motion** made by Mr. Bentley, seconded by Mr. Nesbitt, to recommend that the City pursue intergovernmental service agreements with surrounding governments to share services to provide greater efficiency and benefit the City of Fort Lauderdale. In a voice vote, motion passed unanimously.

**Motion** made by Mr. Nesbitt, seconded by Mr. Bentley, to recommend the City adjust service fees on a fixed schedule, and any increase in the fees should be based on actual costs and inflation. In a voice vote, motion passed unanimously.

**Motion** made by Mr. Cobb, seconded by Mr. Williams to recommend a serious review and refinement of the zero-based budgeting concept attempted in the current budget process. The Board recognizes that zero-based budgeting is an extremely involved process requiring data not readily available in the City's finance system and that full implementation may take more than one year. However, staff is encouraged to begin now to refine and enhance the start made in the 2009/2010 budget process. There is significant guidance on this concept in governmental finance circles and publications, and available consultants to advise the City. In a roll call vote, motion passed 5 – 2 with Mr. Nesbitt and Ms. Page opposed.

**Motion** made by Mr. Cobb, seconded by Mr. Dickerman, that the Board has observed the extraordinary level of pension costs as a percentage of base salaries and urges the staff and Commission to seriously explore ways to reduce these costs, both currently and in the long run. The Board recognizes there are serious obstacles, legal issues, collective bargaining contracts, motivation and retention and so forth. However, these pension practices and costs are out of synch with contemporary society and the time has arrived for the City to seriously evaluate some of the hard decisions required in this extremely expensive cost category. We recommend the City Commission direct the City Manager to conduct a study and present the City Commission and the Budget Advisory Board with a formal analysis of the available options to normalize these costs. In a roll call vote, motion passed 6 – 1 with Mr. Nesbitt opposed.

**Motion** made by Mr. Cobb, seconded by Mr. Williams, that the Board recommends an independent, across-the-board study of the level of supervisory personnel at all levels, for all departments, measuring the ratio of supervisory to operating personnel in each area. With today's technology, communication and management techniques, the Board believes there are opportunities for increasing supervisory leverage and thus lowering operating costs. In a roll call vote, motion passed 7-0.

**Motion** made by Mr. Cobb, seconded by Ms. Page, that the Board recommends the Commission adopt a formal policy of restricting [or eliminating] salary and wage increases until the economy stabilizes. These policies should be incorporated into all departmental budgets. Likewise, to the extent permissible, under collective bargaining agreements, [or possibly reopened contracts] the City should seriously consider a modest across-the-board wage reduction plan, as many commercial enterprises have found necessary and have accomplished in the current environment. In a roll call vote, motion passed 5 – 2 with Mr. Dickerman and Mr. Nesbitt opposed.



# FORT LAUDERDALE

City Auditor's Office

#### Memorandum

No: 08/09-11

Date: August 28, 2009

To: Mayor John P. "Jack" Seiler

Vice-Mayor Bruce G. Roberts

Commissioner Charlotte E. Rodstrom Commissioner Bobby B. DuBose Commissioner Romney Rogers

From: John Herbst, CPA, CGFO, MBA

City Auditor

Re: Review of the FY 2010 Proposed Budget

#### **Executive Summary**

The City Auditor's Office (CAO) has performed a review of the FY 2010 Proposed Budget. All information included in this budget is compiled by the City Manager of the City of Fort Lauderdale pursuant to section 4.09 of the City Charter. Our analysis consisted of staff inquiries, analytical procedures and review of documentation provided by management. We followed up on the initial responses from staff and performed limited testing of evidence supporting their replies.

The City Commission directed management to utilize zero-based budgeting in developing the proposed budget. We do not believe that goal was achieved. Zero-based budgeting requires that programs and activities be prioritized and ranked, with resources being allocated to individual programs based on those rankings. Low priority programs are reduced or eliminated, and their resources shifted to higher value activities. The value of this approach is to more closely align the allocation of scarce resources with critical city services.

Instead, the approach used was a more rigorous version of the City's traditional line-item budget. While this represents an improvement over the "prior year plus inflation" approach utilized in years past, it does not yield the benefits of zero-based budgeting.

As outlined below, we noted several material items that we believe need to be changed to present a balanced budget that accurately projects all known revenues and expenditures.

#### **Objectives**

The primary focus of our review was to ensure that the budget is balanced; revenue and expenditure estimates are reasonable and materially correct; and that the proposed millage is in compliance with Florida Statutes. We did not attempt to identify operational areas where additional cost savings might be achieved.

#### Scope

The CAO analyzed the City Manager's Proposed Budget for Fiscal Year 2010 as presented to the City Commission at the July 21, 2009 Meeting. The material reviewed included the Budget Message, Executive Summary including supporting tables and schedules as well as revenue and expenditure detail reports from the City's budget preparation system (BPREP).

#### Methodology

We performed various analytical procedures, reviewed budget support worksheets and made inquires of the Office of Management and Budget, the Finance Department and individual departmental budget coordinators. Additionally, we compared the line item revenue and expenditure detail from the Proposed Budget to the June estimate of actual expenditures through 9/30/09. Furthermore, we analyzed the variances of the three prior fiscal years budget vs. actual to gain an historical perspective and identify opportunities to improve the accuracy of revenue and expenditure estimates.

#### Observation #1

The Proposed Budget includes \$1,800,000 in estimated red light camera fines. The legality of charging these fines is currently being challenged in several lawsuits throughout the State. If the lawsuits are upheld, the City may well find itself in the position of having to refund millions of dollars. Accordingly, the City cannot assert that these revenues are achievable or available for use in the upcoming year.

#### Recommendation

The CAO recommends that all red light fines that are collected be placed in an escrow account pending resolution of the outstanding litigation and eliminated as a revenue source for purposes of achieving a balanced budget.

#### Observation #2

Miscellaneous Income in the Finance Department was erroneously estimated at \$501,000 and should have been estimated at only \$1,000.

#### Recommendation

The CAO recommends that this \$500,000 overstatement of revenue be removed from the FY 2010 Proposed Budget.

#### Observation #3

The CAO compared the funding reduction for the 68 eliminated positions with the FY 2010 payroll projection dated 5/27/09. We found that the Proposed Budget includes approximately \$3,600,000 dollars of funding for vacant positions throughout the City (see Attachment A). As part of our analysis we excluded the costs for vacant police and fire uniformed personnel, as well as budgeted vacancies filled by temporary employees. It was additionally noted that some of the funding reductions for vacancies provided in the Proposed Budget do not correspond to the actual costs for filling the positions (per the payroll projection estimates).

#### Recommendation

The CAO recommends that only essential Public Safety and other key positions remain as funded vacancies in the Proposed Budget.

#### Observation #4

At the July 21, 2009 meeting, the City committed to fund the first year obligation for the Wave. The proposed budget does not include funding for that commitment.

#### Recommendation

The CAO recommends that management include \$2.2 million in the budget for the Wave.

#### Observation #5

The Baltimore Orioles have indicated that they do not intend to extend their use of Fort Lauderdale Stadium for spring training. As a result, the City will have to absorb the cost of maintenance for the stadium. These costs have not been budgeted.

#### Recommendation

The CAO recommends that management determine how the stadium will be utilized during the next fiscal year and budget the amount needed for maintenance and operations in the appropriate fund (General or Airport).

#### Observation #6

The City was awarded a U.S. Department of Justice Community Oriented Policing Services (COPS) Hiring Recovery Program (CHRP) grant in the amount of \$3.2 million. The notice of the award came after the budget had been prepared and therefore is not included in the Proposed Budget.

#### Recommendation

The revenue and expenditures associated with the first year of the COPS grant should be added to the Proposed Budget.

#### Attachment A

No.	Position#	Position Name	Dept	Pos	ition Cost
1	L016	ASST CITY ATTORNEY III	ATT	\$	117,118
2	F255	SECRETARY II	FIR	\$	47,489
3	P1000	ADMIN ASST II	MGR	\$	66,333
4	P883	SECRETARYI	MGR	\$	43,668
5	M077	DEPUTY DIRECTOR - OMB	ОМВ	\$	105,851
6	M155	ADMIN ASSISTANT I	ОМВ	\$	66,333
7	R575	BALLFIELD GROUNDSKEEPER	PKR	\$	41,138
8	RX542	PARK ATTENDANT	PKR	\$	33,750
9	P246	SR POLICE RECORDS CLERK	POL	\$	46,563
10	P260	SECRETARY	POL	\$	43,668
11	P263	ADMINISTRATIVE AIDE	POL	\$	55,209
12	P807	PUBLIC SAFETY AIDE	POL	\$	43,668
13	P810	PUBLIC SAFETY AIDE	POL	\$	43,668
14	P811	PUBLIC SAFETY AIDE	POL	\$	43,668
15	CR08	DEP COMM REDEV AGCY DIR	EDV	\$	75,795
	CR10	ADMIN ASST I	EDV		
16	CR12	COMM REDV AGCY P&D MGR	EDV	\$	64,219
17	E022	CONSTRUCTION REVIEW SPEC	PLN	\$	78,987
18	E095	HOUSING PROGRAMS SUPV	PLN	\$	56,144
19			POL	\$	75,727
20_	PGX929	ADMIN AIDE	PBS	\$	49,428
21	U459	SERVICE CLERK		\$	43,668
22	U642	SOLID WASTE FOREMAN	PBS	\$	66,333
23_	U041	SERVICE CLERK	PBS	\$\$	43,668
24	U058	UTIL SERVICEWORKER	PBS	\$	38,863
25_	U068	UTIL SERVICEWORKER	PBS	\$	38,863
26	U081	UTIL SERVICEWORKER	PBS	\$	38,863_
27	U083	UTILITIES SERVICEWORKER	PBS	\$	38,863
28	U092	CUSTOMER SERV FIELD REP	PBS	\$	48,529
29	U149	WTR T'MENT PLANT OPER II	PBS	\$	52,771
30	U172	MUN MNT WKR II	PBS	\$	<u>41,138</u>
31	U199	UTIL SERVICEWORKER	PBS	\$	38,863
32	U200	UTIL SERVICEWORKER	PBS	\$	38,863
33	U201	UTIL SERVICEWORKER	PBS	\$	38,863
34	U214	UTIL SERVICEWORKER III	PBS	\$	46,563
35	U330	ELECTRONICS/INSTR TECH	PBS	\$	51,620
36	U332	ELECTRONICS/INSTR TECH	PBS	\$	51,620
37	U415	GEO INFO SYSTEM TECH	PBS	\$	53,895
38	U472	SECRETARY II	PBS	\$	47,489
39	U578	ENGINEERING TECHNICIAN II	PBS	\$	58,672
40	U907	UTILITIES MECHANIC I	PBS	\$	50,524
41	U908	NEW, NOT YET CLASSED	PBS	\$	50,524
42	U192	W/W TMENT PLANT OPER TRNE	PBS	\$	46,563
43	A181	ASST PARKING SRVS MGR	PAR	\$	82,397
44	AX283	CUSTOMER SERVICE REP I	PAR	\$	41,138
45	AX285	ACCOUNTING CLERK	PAR	\$	41,982
45	P1021	PARKING ENFORCEMENT SPEC	POL	\$	41,982
46	E028	AIRPORT OPERATIONS AIDE	BUS	\$	50,524
	E040	ASST AIRPORT MANAGER	BUS	\$	77,368
48	U236	UTIL SERVICEWORKER III	PBS	\$	
49	M027	SERVICE CLERK	FIN	\$	46,563 43,668

				\$ 3,688,040
68	U270	W/W T'ment Plan Oper Tr	PBS	\$ 46,563
67	U371	Environmental Inspector	PBS	\$ 56,144
66	U144	MUN MNT WKR III	PBS	\$ 45,494
65	U347	Air Conditioning Tech	PBS	\$ 56,144
64	U331	Electrical Helper	PBS	\$ 44,652
63_	U235	Utility Serviceworker IV	PBS	\$ 49,428
62	U090	Utility Serviceworker III	PBS	\$ 46,563
61	U008	Engineering Design Mgr	PBS	\$ 91,427
60	U010	Admin Asst II	PBS	\$ 72,637
59	U017	Safety and Tech Train Spec	PBS	\$ 66,333
58_	U675_	MUN MNT WKR II	PBS	\$ 41,138
57	R201	MUN MNT WKR II	PKR	\$ 41,138
56	R153	MUN MNT WKR IV	PKR	\$ 45,494
55	R104	Parks Supervisor	PKR	\$ 74,199
<u>5</u> 4	R025	Park Ranger I	PKR	\$ 42,938
53	U555	Secretary II	PBS	\$ 74,734
52	A028	Computer Operator I	ITS	\$ 43,668
51	U481	Building Official	BLD	\$ 99,682

Total Number of Funded Vacancies	68
Total Budget Impact	\$ 3,688,040