

**CITY OF TULARE, CA
PARKS & RECREATION COMMISSION TRANSMITTAL SHEET**

Submitting Department: Recreation

For Commission Meeting of: May 10, 2016

Documents Attached: Ordinance Resolution Staff Report Other None

AGENDA ITEM:

Approve increase of B.E.S.T Club fees to become effective July 1, 2016

IS PUBLIC HEARING REQUIRED: Yes No

BACKGROUND/EXPLANATION:

After review of program expenses including salaries, advertising, supplies, and minimum wage increasing by \$0.50 to \$10.50 per hour, staff recommends membership fees be raised effective July 1, 2016, to help recover staff costs. The minimum wage increase will increase the Recreation budget by approximately \$24,000. The proposed fee increases are estimated to cover the minimum wage increase.

CURRENT FEE

\$175/per child per semester

PROPOSED FEE

\$200/per child per semester (if paid in full)
\$220/per child per semester (if payment plan)

Payment plan will be as follows:

SEMESTER 1 \$110 by August 10th
 \$110 by October 1st

SEMESTER 2 \$110 by January 9th
 \$110 by March 1st

If payment is not received by the due date, there will be an additional late fee of \$25 charged to the account.

STAFF RECOMMENDATION:

Increase fees as proposed to become effective July 1, 2016.

IS ADDITIONAL (NON-BUDGETED) FUNDING REQUIRED: Yes No N/A

Submitted by: Brian Beck

Title: Recreation Manager

Date: 5/10/16

Director's Approval: _____

**CITY OF TULARE, CA
PARKS & RECREATION COMMISSION TRANSMITTAL SHEET**

Submitting Department: Recreation

For Commission Meeting of: May 10, 2016

Documents Attached: Ordinance Resolution Staff Report Other None

AGENDA ITEM:

Approve the July 1-December 31, 2016 part-time employee wage rates and
January 1-June 30, 2017, part-time employee wage rates due to
State minimum wage increase effective January 1, 2017

IS PUBLIC HEARING REQUIRED: Yes No

BACKGROUND/EXPLANATION:

Staff is recommending Commission approve the part-time wage rates for the next fiscal year. In addition, due to State minimum wage increase effective January 1, 2017, the City is mandated to adjust all part time wages to \$10.50 per hour.

STAFF RECOMMENDATION:

Staff recommends Commission approve the salary rates for July 1-December 31, 2016, and also approve the proposed State-mandated minimum wage increase effective January 1, 2017.

IS ADDITIONAL (NON-BUDGETED FUNDING REQUIRED): Yes No

Submitted by: Brian Beck

Title: Recreation Manager

Date: May 6, 2016

Director's Approval: _____

City of Tulare
Parks, Library and Recreation Department
Part-Time and Seasonal Employee Wage Rates
July 1, 2016 – December 31, 2016

** DRAFT **

SENIOR ADULT PROGRAMS

	STEP I	STEP II	STEP III
Senior Service Recreation Leader	\$10.00/hour	\$10.25/hour	\$10.50/hour
Senior Meals Delivery Aide	\$10.00/hour	\$10.25/hour	\$10.50/hour
Kitchen Attendant	\$10.50/hour	\$10.75/hour	\$11.00/hour

GENERAL, NON-SPECIFIC

	STEP I	STEP II	STEP III	STEP IV
Project Aide	\$22.50/hour	\$23.50/hour	\$24.50/hour	\$25.50/hour
Softball Tournament Attendant	\$10.00/hour	\$10.25/hour	\$10.50/hour	\$10.75/hour
Building Attendant	\$10.00/hour	\$10.75/hour	\$11.50/hour	\$12.25/hour
Transportation Driver	\$10.50/hour	\$10.75/hour	\$11.00/hour	\$11.25/hour
Sports Assistant	\$10.00/hour	\$10.25/hour	\$10.50/hour	\$10.75/hour
Staff Helper	\$10.00/hour	\$10.50/hour	\$11.00/hour	\$11.50/hour

PARKS OPERATIONS

	STEP I	STEP II	STEP III
Park Ranger	\$10.00/hour	\$11.00/hour	\$12.00/hour
Park Attendant	\$10.00/hour	\$10.50/hour	\$11.00/hour
Security Specialist	\$10.00/hour	\$10.50/hour	\$11.00/hour
Landscape & Lighting Coordinator	\$25.00/hour	\$26.25/hour	\$27.50/hour

REVISED: 4/21/2016
Recreation Commission Approval: 3/8/2016 5/10/16

City of Tulare
Parks, Library and Recreation Department
Part-Time and Seasonal Employee Wage Rates
January 1, 2017 – June 30, 2017
**** DRAFT ****

ADULT AND YOUTH SPORTS

	STEP I	STEP II	STEP III	STEP IV
Adult Sports Time/Scorekeeper	\$10.50/game	\$11.00/game	\$11.50/game	\$12.00/game
Softball Official	\$20/game	\$21/game	\$22/game	\$23/game
Basketball Referee	\$20/game	\$21/game	\$22/game	\$23/game
Ballfield Groundskeeper	\$10.50/hour	\$10.75/hour	\$11.00/hour	\$11.25/hour
Youth Sports Leader	\$10.50/hour	\$10.75/hour	\$11.00/hour	\$11.25/hour
Youth Sports Time/Scorekeeper	\$10.50/hour	\$10.75/hour	\$11.00/hour	\$11.25/hour
Youth Sports Official	\$10.50/hour	\$10.75/hour	\$11.00/hour	\$11.25/hour

PLAYGROUNDS AND YOUTH CENTERS

	STEP I	STEP II	STEP III
Youth Recreation Leader	\$10.50/hour	\$10.75/hour	\$11.00/hour
Sr. Youth Recreation Leader	\$11.00/hour	\$11.25/hour	\$11.50/hour

INSTRUCTIONAL CLASSES

	STEP I	STEP II	STEP III
Special Interest Instructor I	\$11.00/hour	\$12.00/hour	\$13.00/hour
Special Interest Instructor II	\$14.00/hour	\$15.00/hour	\$16.00/hour
Special Interest Instructor III	\$19.00/hour	\$20.00/hour	\$21.00/hour

AQUATICS

	STEP I	STEP II	STEP III
Lifeguard	\$10.50/hour	\$10.75/hour	\$11.00/hour
Senior Lifeguard	\$11.25/hour	\$11.75/hour	\$12.25/hour
Swim Instructor	\$10.50/hour	\$10.75/hour	\$11.00/hour
Pool Attendant	\$10.50/hour	\$10.75/hour	\$11.00/hour
Pool Operations Manager	\$14.00/hour	\$14.50/hour	\$15.00/hour

City of Tulare
Parks, Library and Recreation Department
Part-Time and Seasonal Employee Wage Rates
January 1, 2017 –June 30, 2017
**** DRAFT ****

SENIOR ADULT PROGRAMS

	STEP I	STEP II	STEP III
Senior Service Recreation Leader	\$10.50/hour	\$10.75/hour	\$11.00/hour
Senior Meals Delivery Aide	\$10.50/hour	\$10.75/hour	\$11.00/hour
Kitchen Attendant	\$10.50/hour	\$10.75/hour	\$11.00/hour

GENERAL, NON-SPECIFIC

	STEP I	STEP II	STEP III	STEP IV
Project Aide	\$22.50/hour	\$23.50/hour	\$24.50/hour	\$25.50/hour
Softball Tournament Attendant	\$10.50/hour	\$10.25/hour	\$10.50/hour	\$10.75/hour
Building Attendant	\$10.50/hour	\$11.25/hour	\$12.00/hour	\$12.75/hour
Transportation Driver	\$10.50/hour	\$10.75/hour	\$11.00/hour	\$11.25/hour
Sports Assistant	\$10.50/hour	\$10.75/hour	\$11.00/hour	\$11.25/hour
Staff Helper	\$10.50/hour	\$11.00/hour	\$11.50/hour	\$12.00/hour

PARKS OPERATIONS

	STEP I	STEP II	STEP III
Park Ranger	\$10.50/hour	\$11.50/hour	\$12.50/hour
Park Attendant	\$10.50/hour	\$11.00/hour	\$11.50/hour
Security Specialist	\$10.50/hour	\$11.00/hour	\$11.50/hour
Landscape & Lighting Coordinator	\$25.00/hour	\$26.25/hour	\$27.50/hour

REVISED: 4/21/2016
 Recreation Commission Approval: ~~3/8/2016~~ 5/10/16

City of Tulare
Parks, Library and Recreation Department
Part-Time and Seasonal Employee Wage Rates
July 1, 2016 – December 31, 2016

** DRAFT **

ADULT AND YOUTH SPORTS

<p>Adult Sports Time/Scorekeeper Softball Official Basketball Referee Ballfield Groundskeeper Youth Sports Leader Youth Sports Time/Scorekeeper Youth Sports Official</p>	<p>STEP I \$10/game \$20/game \$20/game \$10/hour \$10/hour \$10/hour \$10/hour</p> <p>STEP II \$10.50/game \$21/game \$21/game \$10.25/hour \$10.25/hour \$10.25/hour \$10.25/hour</p> <p>STEP III \$11/game \$22/game \$22/game \$10.50/hour \$10.50/hour \$10.50/hour \$10.50/hour</p> <p>STEP IV \$11.50/game \$23/game \$23/game \$10.75/hour \$10.75/hour \$10.75/hour \$10.75/hour</p>
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PLAYGROUNDS AND YOUTH CENTERS

<p>Youth Recreation Leader Sr. Youth Recreation Leader</p>	<p>STEP I \$10.00/hour \$11.00/hour</p> <p>STEP II \$10.25/hour \$11.25/hour</p> <p>STEP III \$10.50/hour \$11.50/hour</p>
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INSTRUCTIONAL CLASSES

<p>Special Interest Instructor I Special Interest Instructor II Special Interest Instructor III</p>	<p>STEP I \$11.00/hour \$14.00/hour \$19.00/hour</p> <p>STEP II \$12.00/hour \$15.00/hour \$20.00/hour</p> <p>STEP III \$13.00/hour \$16.00/hour \$21.00/hour</p>
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AQUATICS

<p>Lifeguard Senior Lifeguard Swim Instructor Pool Attendant Pool Operations Manager</p>	<p>STEP I \$10.00/hour \$11.00/hour \$10.50/hour \$10.00/hour \$14.00/hour</p> <p>STEP II \$10.25/hour \$11.50/hour \$10.75/hour \$10.25/hour \$14.50/hour</p> <p>STEP III \$10.50/hour \$12.00/hour \$11.00/hour \$10.50/hour \$15.00/hour</p>
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**THE ACTIVE NETWORK
REVENUES AND THIRD-PARTY FEES
JULY 1, 2015 – APRIL 25, 2016**

	<u>REVENUE</u>	<u>3rd PARTY FEES</u>
BUILDING RENTALS	\$56,032	\$454
BEST CLUBS & DAY CAMPS	\$265,631	\$5,053
SOFTBALL LEAGUES	\$26,803	\$597
SOFTBALL TOURNAMENTS	\$39,253	\$592
SENIOR CENTER INSTRUCTIONAL	\$11,966	\$196
AQUATICS INSTRUCTIONAL	\$9,800	\$160
CONCERTS IN THE PARK	\$17,965	\$270

Expenditure by Object Budget Flexsheet: City Manager Recommend
CITY OF TULARE

001 GENERAL		2015	2016	2016	2017	2017	2017
4400 PARKS & RECREATION ADMIN		Actuals	Actuals	Yr. End Est	Version 3	Version 4	City Manager Re
Title/Object							
1000 TOTAL PERSONAL SERVICES					194,660	194,660	194,660
1021 REGULAR SALARIES		147,297	127,100	181,150	194,660	194,660	194,660
1025 OVERTIME PAY		0	760	1,200	0	0	0
1027 VACATION & HOLIDAY PAY		14,130	10,878	0	0	0	0
1028 VACATION/HOLIDAY/SICK BUY-BACK		3,059	1,567	3,200	3,670	3,670	3,670
1030 SICK PAY		7,517	3,687	0	0	0	0
1031 SDI PAY		4,670	0	0	0	0	0
1101 P.E.R.S.		38,753	34,452	43,720	48,330	48,330	48,330
1102 SURVIVORS' BENEFITS		66	52	70	70	70	70
1103 F.I.C.A.		2,359	2,002	2,580	2,790	2,790	2,790
1104 HEALTH INSURANCE		21,788	21,850	27,680	33,080	33,080	33,080
1105 WORKERS' COMP INS BENEFIT		391	1,132	1,460	1,960	1,960	1,960
1106 EMPLOYEE ASSISTANCE PROGRAM		144	114	150	140	140	140
1107 DISABILITY INSURANCE BENEFITS		0	0	2,570	0	0	0
1109 PARS		2,398	2,002	2,500	2,870	2,870	2,870
Total	TOTAL PERSONAL SERVICES	242,572	205,596	266,280	287,570	287,570	287,570
2000 TOTAL MAINTENANCE & OPERATIONS					1,020	1,020	1,020
2013 POSTAGE		483	145	1,000	530	530	530
2014 REPAIRS & MAINTENANCE		5	0	500	3,050	3,050	3,050
2015 COMMUNICATIONS		1,979	2,990	3,000	1,520	1,520	1,520
2016 TRAVEL, CONFERENCE & TRAINING		426	240	1,000	5,080	5,080	5,080
2017 PROFESSIONAL & TECHNICAL SERVI		0	3,075	5,000	3,550	3,550	3,550
2025 OFFICE SUPPLIES		3,403	1,993	3,500	0	0	0
2032 GENERAL SUPPLIES		95	0	0	24,450	24,450	24,450
2034 UTILITIES		18,625	21,595	26,000	1,620	1,620	1,620
2039 PRINTING, COPYING & ADVERTISING		1,017	292	1,600	2,830	2,830	2,830
2041 LIABILITY & FIRE INSURANCE		6,258	2,268	2,830	760	760	760
2044 DUES AND SUBSCRIPTIONS		480	480	750	4,970	4,970	4,970
2052 PERSONAL AUTO ALLOWANCE		3,360	3,080	4,900	39,380	39,380	39,380
2055 ADMINISTRATIVE FEES		39,450	22,480	22,480	1,790	1,790	1,790
2551 EQUIPMENT REPLACEMENT		0	1,800	1,800	90,550	90,550	90,550
Total	TOTAL MAINTENANCE & OPERATIONS	75,581	60,438	74,360	378,120	378,120	378,120
Total	PARKS & RECREATION ADMIN	318,153	266,034	340,640	378,120	378,120	378,120

CITY OF TULARE

**001 GENERAL
4420 RECREATION & COMMUNITY SVCS**

Title/Object	2015 Actuals	2016 Actuals	Yr. End Est	2017 Version 3	2017 Version 4	2017 City Manager Re
1000 TOTAL PERSONAL SERVICES						
1021 REGULAR SALARIES	152,601	135,192	206,550	201,530	201,530	201,530
1023 SEASONAL WAGES	391,985	334,510	400,000	425,000	425,000	425,000
1024 ACTING PAY	33	733	0	0	0	0
1027 VACATION & HOLIDAY PAY	16,907	10,350	0	0	0	0
1028 VACATION/HOLIDAY/SICK BUY-BACK	0	0	2,500	7,740	7,740	7,740
1030 SICK PAY	3,081	5,908	0	0	0	0
1031 SDI PAY	3,703	0	0	0	0	0
1099 OUTSIDE LABOR	480	684	2,000	2,000	2,000	2,000
1101 P.E.R.S.	39,392	37,988	47,600	50,030	50,030	50,030
1102 SURVIVORS' BENEFITS	72	88	90	70	70	70
1103 F.I.C.A.	8,105	7,014	9,760	9,120	9,120	9,120
1104 HEALTH INSURANCE	23,901	24,278	30,750	36,750	36,750	36,750
1105 WORKERS' COMP INS BENEFIT	5,714	16,635	23,530	42,260	42,260	42,260
1106 EMPLOYEE ASSISTANCE PROGRAM	158	127	160	160	160	160
1109 PARS	5,152	4,510	6,050	6,050	6,050	6,050
Total TOTAL PERSONAL SERVICES	651,284	578,017	728,990	780,710	780,710	780,710
2000 TOTAL MAINTENANCE & OPERATIONS						
2012 PUBLIC RELATIONS	25	0	250	250	250	250
2013 POSTAGE	1,028	559	1,000	1,020	1,020	1,020
2014 REPAIRS & MAINTENANCE	1,607	54	1,000	1,050	1,050	1,050
2015 COMMUNICATIONS	2,040	868	2,000	2,030	2,030	2,030
2016 TRAVEL, CONFERENCE & TRAINING	691	542	1,500	1,520	1,520	1,520
2017 PROFESSIONAL & TECHNICAL SERVI	9,505	4,286	10,500	10,500	10,500	10,500
2021 CLOTHING & UNIFORMS	1,692	846	2,000	2,030	2,030	2,030
2023 FUEL AND LUBRICANTS	1,666	959	1,500	1,830	1,830	1,830
2025 OFFICE SUPPLIES	351	0	0	0	0	0
2032 GENERAL SUPPLIES	43,830	31,492	42,000	42,630	42,630	42,630
2039 PRINTING, COPYING & ADVERTISING	30,614	27,055	31,000	31,470	31,470	31,470
2040 RENTS & LEASES	13,201	21,784	25,000	25,380	25,380	25,380
2041 LIABILITY & FIRE INSURANCE	7,165	2,820	3,450	3,150	3,150	3,150
2044 DUES AND SUBSCRIPTIONS	1,300	1,300	1,500	1,520	1,520	1,520
2050 FLEET MAINTENANCE	10,048	976	1,500	5,440	5,440	5,440
2051 VEHICLE LEASE	12,000	10,000	12,000	12,000	12,000	12,000
2055 ADMINISTRATIVE FEES	121,050	346,410	346,410	286,170	286,170	286,170
2551 EQUIPMENT REPLACEMENT	0	1,270	1,270	1,270	1,270	1,270
Total TOTAL MAINTENANCE & OPERATIONS	257,813	451,221	483,880	429,260	429,260	429,260
6000 CAPITAL IMPROVEMENTS						

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CITY OF TULARE

001 4420	GENERAL RECREATION & COMMUNITY SVCS	2015 Actuals	2016 Actuals	2016 Yr. End Est	2017 Version 3	2017 Version 4	2017 City Manager Re
	Total CAPITAL IMPROVEMENTS	0	0	0	0	0	0
7000	CAPITAL OUTLAY	0	0	0	0	0	0
9000	OTHER FINANCING USES	0	0	0	0	0	0
	Total OTHER FINANCING USES	0	0	0	0	0	0
	Total RECREATION & COMMUNITY SVCS	909,097	1,029,238	1,212,870	1,209,970	1,209,970	1,209,970

CITY OF TULARE

001 4410	GENERAL PARKS	2015 Actuals	2016 Actuals	2016 Yr. End Est	2017 Version 3	2017 Version 4	2017 City Manager Re
	Title/Object						
	2055 ADMINISTRATIVE FEES	205,850	33,990-	33,990-	63,220	63,220	63,220
	2134 BASEBALL/SOFTBALL ASSOC	0	15,457	23,000	25,380	25,380	25,380
	2551 EQUIPMENT REPLACEMENT	0	2,810	2,810	3,030	3,030	3,030
	Total TOTAL MAINTENANCE & OPERATIONS	1,127,819	683,710	1,016,800	1,110,090	1,110,090	1,110,090
	5000 SPECIAL M & O PROJECTS	0	0	0	0	0	0
	Total SPECIAL M & O PROJECTS	0	0	0	0	0	0
	6000 CAPITAL IMPROVEMENTS	0	0	0	0	0	0
	Total CAPITAL IMPROVEMENTS	0	0	0	0	0	0
	7000 CAPITAL OUTLAY	0	0	0	0	0	0
	Total CAPITAL OUTLAY	0	0	0	0	0	0
	8000 DEBT SERVICE	0	0	0	0	0	0
	Total DEBT SERVICE	0	0	0	0	0	0
	9000 OTHER FINANCING USES	33,720	0	0	0	0	0
	9641 OP TFR TO PARKS CIP	33,720	0	0	0	0	0
	Total OTHER FINANCING USES	33,720	0	0	0	0	0
	Total PARKS	2,001,676	1,393,439	1,960,660	2,091,840	2,091,840	2,091,840

AGENDA ITEM:

**CITY OF TULARE, CA
AGENDA ITEM TRANSMITTAL SHEET**

Submitting Department: City Manager's Office

For Council Meeting of: May 3, 2016

Documents Attached: Ordinance Resolution Staff Report Other None

AGENDA ITEM:

Review proposed budget documents and provide direction regarding any recommended changes prior to the Budget Adoption Public Hearing scheduled for June 7, 2016.

IS PUBLIC HEARING REQUIRED: Yes No

BACKGROUND/EXPLANATION:

The following draft 2016/17 budget documents are attached hereto, or will be provided at the budget workshop on May 3, 2016:

- City Manager's transmittal/overview memo;
- Budget Workshop PowerPoint;
- June 7, 2016 Staff Report;
- Resolution 16-XX approving the 2016/17 City Operation Budget;
- Resolution 16-XX approving the 2016/17 Position Control Budget;
- Resolution 16-XX approving the 2016/17 Appropriation Limit.

These draft documents are not subject to any formal action at the budget workshop. They are being provided in advance for review and comment. The final version of these documents will be included in the agenda packet for the June 7, 2016 council meeting.

STAFF RECOMMENDATION:

Review proposed budget documents and provide direction regarding any recommended changes prior to the Budget Adoption Public Hearing scheduled for June 7, 2016.

CITY ATTORNEY REVIEW/COMMENTS: Yes N/A

IS ADDITIONAL (NON-BUDGETED) FUNDING REQUIRED: Yes No N/A

FUNDING SOURCE/ACCOUNT NUMBER:

Submitted by: Don Dorman
Shonna Oneal

Title: City Manager
Deputy City Clerk/Budgets Coordinator

Date: April 22, 2016

City Manager Approval: _____



May 3, 2016

HONORABLE MAYOR AND MEMBERS OF THE CITY COUNCIL:

“Public Utilities and Infrastructure; REAPING the Benefits.”

This year’s budget message emphasizes City efforts to add first-class infrastructure to its first-class governmental and utility programs as the path to achieving the City’s mission statement. The proposed fiscal year 2016/17 budget and the related financial plan are just steps in the path towards this long-term objective.

The proposed budget, and its subcomponent control budgets, once approved in final form with any Council changes, is the spending (appropriations) and funding (estimated revenues and reserves) financial plan for the City’s work plan for next fiscal year. City projects and programs deliver traditional governmental (typically General Fund programs such as police, fire, parks, library, etc...) and utility (such as water, solid waste and sewer) services. Infrastructure, streets, pumps, pipelines, wells and other public works systems, are critical to success.

The Rehabilitation and Economic Advancement Projects (REAP) Program is a five to ten year planned program to rebuild infrastructure to pave the way for city-wide economic benefits. Council’s adopted economic development model recognizes that first class infrastructure is basic to growth and development.

The proposed General Fund budget takes \$140,000 from reserves to balance the difference between the estimated revenues (\$40.153M) and spending appropriations (\$40.293M). The five-year financial plan contemplates an approximately \$85,000 increase to reserves, though some years use reserves and others replenish them. Council, at their January 2016 workshop authorized using reserves for raises related to negotiated employee compensation packages. The proposed budget does not take into account impacts related to negotiations that remain unsettled. Except for

negotiations affecting less than 60 employees, all are complete so compensation costs through June 30, 2018, have some relative certainty.

Economic assumptions concerning inflation and other cost factors become more uncertain in years 2018/19 through 2010/21. However, the longer view allows Council and staff to plan for known opportunities and challenges. For example, the City has already been notified of workers compensation surcharges totaling almost one million dollars related to injuries in past years (an experience-modification factor) that will come due in years after fiscal year 2016/17, and CalPERS projects its surcharges and estimated employer rates for several years into the future. These future events can be modeled in the five-year outlook to begin working to address them.

The proposed fiscal year 2016/17 key governmental funds' operating budgets are summarized as follows (amounts are in thousands):

	<u>General</u>	<u>Development Services</u>	<u>Senior</u>	<u>Fleet</u>	<u>Property Management</u>
Revenues	\$39,913	\$1,379	\$ 196	\$1,663	\$1,240
Transfers-in	240	100	270	-	500
Appropriations	(34,834)	(2,172)	(466)	(1,663)	(1,580)
Transfers-out	<u>(5,460)</u>	-	-	-	-
Net	<u>\$ (1,411)</u>	<u>\$ (693)</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>(\$ 1,60)</u>

The most significant structural changes to the budget were the additions of the Surface Water Management Fund (SWMF) and Downtown Parking Maintenance Fund (DPMF).

Creation of the SWMF was necessary to implement the approved Hydrological Enterprise Program (HEP) which looks at all hydrological programs as "water focused." The City's goal by fiscal year 2020/21 is for the City's water demand and renewable supplies to allow for a net zero groundwater extraction. This internal service fund charges the General Fund for flood control, and charges water and sewer funds for program elements related to water recharge, capacity enhancement, and pollution control. This is part of the revised look at the water (hydrological) nature of all of these programs. Bringing the costs together into a single fund allows for tighter relational binding of the costs to the appropriate funding sources and shows the financial impacts of the total program.

The DPMF segregates City costs relative to maintaining downtown parking lots from traditional parks programs. These downtown efforts are more tied to economic development than true parks that provide centers for families to recreate and enjoy open spaces. Tracking those costs (which also include charges from utility funds and other City internal service funds) will make any future negotiations with property owners more fact-based and may lead to fees for those receiving special benefits.

Funding for reserves and projects were set to amounts directed by Council, as follows:

	Projected Balance At June 30, 2016	Fiscal Year 2016/17 Appropriated Contribution
Catastrophic Reserve	\$450,000	\$25,000
Economic Incentive Reserve	328,000	25,000
Elections/Council Teambuilding Reserve	\$100,000***	10,000
General Fund projects	committed to projects	\$480,000
General Fund technology projects	" "	50,000

Table asterisks:

**The Economic Incentive Reserve balance is partially encumbered for year 2 and year 3 payments to Retail Strategies; an economic development marketing firm retained by the City.

***The Election/Council Teambuilding Reserve balance will pay for 2016 general election costs (four City Council seats up for election).

Annual funding contributions for both the Catastrophic Reserve (intended for actually occurring FEMA-recognized disaster events and other actual disasters) and the Economic Incentive Reserve (intended to allow the City to take advantage of opportunities pursuant to the Economic Development Policy) were reduced from \$150,000 to \$25,000 for fiscal year 2015/16; those reductions remain in effect in fiscal year 2016/17.

The General Fund fiscal year capital projects contribution of \$470,000 recognizes the reduction related to the elimination of the compensation comparison studies. This project was dropped at the request of employee bargaining units during negotiations to allow more financial resources to be used for compensation increases. The General Fund contribution to technology projects remains at \$50,000, which is in addition to funding of the equipment replacement programs.

The fiscal year 2015/16 general cash reserve in the General Fund intended for all unforeseen circumstances, cash flow needs, and future revenues-spending imbalances is projected was \$8.6M at December 31, 2015, and is projected to be about \$9.2M at June 30, 2016. Council policy, based upon governmental financial best practices literature, sets a target for this reserve of approximately 25% of budgeted appropriations less internal transfers and debt service. This is about a 90 day reserve.

Other key aspects of the proposed budget include:

APPROPRIATIONS (FOR SPENDING)

- General Fund debt payments are 6.42% of non-debt appropriations which is within Council's maximum of 7.0%;
- Continues the more "aggressive budgeting model" by including \$486,000 appropriation credit against budgeted costs for vacancies, and allows early filling of expected vacancies due to resignation or retirement;
- Anticipates economic growth and conditions similar to those experienced in FY 2015/16 including steady growth in anticipated sales tax revenues, and extends normal growth patterns throughout the planning horizon;
- Persistent low-inflation environment.

ESTIMATED REVENUES

The revenues budget contains the following highlights:

- Property tax revenues projections are increased slightly to reflect current year increases;
- Sales taxes are budgeted using the projections supplied by the City's sales tax consulting firm without consideration of any potential future economic slowdown;
- Utility Users tax revenues are pegged at current levels to recognize the impacts of increasing solar units which reduce electricity usage;
- Other major General Fund taxes are projected to average a 2% growth rate;
- No significant new revenue sources.

The City's heavy reliance on sales tax revenues (39.4% of total estimated revenues) means that a reversal in this key revenue source could cause serious disruptions to services and City programs. The General Fund also continues to experience reduced past development public improvements related repayment revenues. While positive from a stabilization standpoint, the City has come to rely somewhat on these "limited-time" revenues. Once repaid from the development impact fees received in the future the General Fund must rely solely on its perpetual revenues. Based on

current projections, the perpetual revenues will not be adequate to fully pay for the General Fund programs until fiscal year 2017/18. The long-term projections are showing that the City's General Fund will be able to withstand a metered withdrawal of these non-perpetual revenue sources.

City's property taxes remain a steady, but relatively small part of the General Fund revenues sources. Of the 1% based levy of property, the City only receives about 12.5%. For example, a property with assessed value of \$200,000 the City receives about \$280 dollars.

PERSONNEL CONTROL BUDGET

The proposed Personnel Control Budget (PCB) sets the authorized positions for the City, re-affirms positional salary ranges, and estimates required appropriations for salaries and benefits. Council and BPU will be asked to adopt the proposed PCB's for their respective areas of responsibility, but Council adopts the city-wide salary ranges. The proposed PCB is presented with its own resolution for CalPERS compliance reasons. The PCB, if adopted, proposes General Fund net savings of about \$32,000.

Two new positions are being proposed for the governmental funds: Police Department Property Room Assistant and Street Maintenance Worker (Storm Drain). The Property Room Assistant position was recommended by a consultant who performed an analysis of the Police Department's needs and the Street Maintenance Worker (Storm Drain) position was recommended by the Ewers study. A new Grants position is being recommended, but the funding will not come from the general fund. The analysis of the grant position is still pending.

The other significant proposed changes for the governmental funds reflect several reallocations of funding sources due to duties performed and reclassifications based on recommended studies. Those changes are as follows:

- Police Records Manager reclassified to Crime Analyst to perform statistical analysis and crime tracking for the Police Department;
- Sr. Police Records Specialist reclassified to Police Records Manager (replacing the Police Records Manager that was reclassified to Crime Analyst as stated directly above);
- General Fund eliminated Assistant Finance Director position;
- Senior Management Analyst reallocated funding from 100% general fund to 50% general fund and 50% sewer fund to reflect emphasis on grant work for sewer and wastewater projects;
- Accounting Technician II and Utility/Purchasing/Revenue Officer reallocated salary distributions to include utility contributions based on operations performed;

- Police Department Administrative Assistant reclassified to Sr. Administration Assistance to reflect work duties performed;
- Human Resource Analyst reclassified to Management Analyst as recommended in Management Partners study of Human Resources;
- Human Resource Analyst salary increase as recommended in Management Partners study of Human Resources;
- Fire Inspector II reclassified to Fire Inspector III to reflect work duties performed;
- Cost Accountant reallocated salary distributions to reflect work duties for district cost allocation;
- Finance Director reallocated salary distributions to reflect work duties performed for Transit;
- General Services Director reallocated salary distributions to reflect new Transit duties and other new work tasks with creation of Director position (net zero change to General Fund); and
- General Fund eliminated P/T Library Assistant.

With regard to the Water, Sewer and Solid Waste utility enterprise funds, the following PCB changes are proposed in addition to those indicated above (will affect salary range):

- Laboratory Assistant reclassified to Laboratory Supervisor to reflect work duties performed.

EQUIPMENT and FLEET REPLACEMENT PROGRAMS

Council directed that the City resume charging operating departments each year to accumulate money to replace mission-critical equipment. This program is in addition to the funds charged for fleet replacement (shown separately below). The proposed Equipment Replacement will collect the following amounts for use to replace assets as needed. As with the fleet replacement program temporary loans are permitted among categories by policy, but ultimately all money collected for a particular category of equipment is used for that equipment's replacement.

The approximately \$873,000 represents two years operation for this program. The amounts shown related to the equipment replacement include amounts accumulated in prior years with additions and budgeted expenditures shown in the table immediately below. The proposed replacement recovery charges budgets are shown below by the category for which the charges are assessed throughout the departments. To the extent that purchases are made according to plan and there are appropriations available, only purchases requiring Council action per the Purchasing Policy must be placed on agendas.

Category	Reserve 7/1/2015	Expenditures 2015/2016	Estimated Reserve 6/30/2016	Projected Revenue 2016/2017	Estimated Reserve 12/31/2016
Audio/Visual	19,000	0	19,000	19,000	38,000
City Computers	37,790	-15,000	22,790	37,953	60,743
ERP System	30,930	0	30,930	30,933	61,863
Fire Equipment	0	0	0	102,000	102,000
Generators	23,000	0	23,000	23,000	46,000
Network Equipment	33,190	-77,014	-43,824	33,188	-10,636
Other Equipment	0	0	0	1,607	1,607
Other Software	40,000	0	40,000	40,000	80,000
Phones	10,790	0	10,790	10,824	21,614
Police Computers	36,210	-33,250	2,960	37,684	40,644
Police Equipment	0	0	0	16,875	16,875
Fire Radios	16,730	-16,730	0	17,574	17,574
Parts Radios	1,560	0	1,560	1,560	3,120
Police Radios	34,500	-34,500	0	21,300	21,300
Security Cameras	11,300	-19,000	-7,700	11,300	3,600
Servers	20,520	-22,428	-1,908	18,945	17,037
Sewer Equipment	0	0	0	11,429	11,429
Water Meters	437,340	0	437,340	437,336	874,676
Equipment Replacement Fund Total	752,860	-217,922	534,938	872,508	1,407,446

<u>Equipment Category</u>	<u>Replacement Charges</u>
Audio/Visual	19,000
City Computers	37,953
ERP	30,933
Generators	23,000
Network Equipment	33,188
Other Equipment	1,607
Other Software	40,000
Phones	10,824
Police Computers	37,684
Police Equipment	16,875
Radios – Fire	17,574
Radios – Parks	1,560
Radios – Police	21,300
Security Camera Systems	11,300
Servers	18,945
Water Meters	437,336
Fire Equipment	102,000
Sewer Equipment	11,429
Grand Total	\$872,506

The following purchases were made from the replacement program during fiscal year 2015/16: City Computers, Network Equipment, Police Computers, Fire Radios, Police Radios, Security Cameras and Servers.

Fleet Services maintains a continuous count and inventory of all vehicles and equipment in the City's fleet pool. There are presently 421 pieces of equipment and vehicles in the City's fleet. Staff is proposing to replace 32 vehicles and retire 32 vehicles during fiscal year 2016/17.

The summary listing below is a listing by vehicle class of the existing City vehicles and equipment authorized. Staff proposes to maintain, without change, the number of authorized vehicles.

Class Code	Class Description	Vehicles		Additional Vehicles	
		Year End	Budgeted	Projected	Projected
		15/16	Vehicles	16/17	
AE	Airport Equipment	1		1	
EO	Equipment Other	17		17	
FAPP	Fire Apparatus	10*		10	
FDE	Fire Department Equipment	1		1	
FGV	Fire General Vehicle	7		7	
GAV	General Admin Vehicle	14		14	
GTV	General Transport Vehicle	8		8	
HE	Heavy Equipment	16		16	
HST	Heavy Service Truck	12		12	
HT	Heavy Trailer	4		4	
HWT	Heavy Work Truck	19		19	
LE	Light Equipment	11		11	
LPT	Light Pickup Truck	42		42	
LT	Light Trailer	37		37	
MC	Motorcycle	8		8	
MG	Mobile Generator	13		13	
MP	Mobile Pump	10		10	
MST	Medium Service Truck	14		14	
PAV	Police Admin Vehicle	5		5	
PDE	Police Department Equipment	2		2	
PE	Parks Equipment	11		11	
PGE	Police General Vehicle	1		1	
PPM	Police Patrol Marked	68		68	
PPUM	Police Patrol Unmarked	10		10	
PST	Police Special Truck	4		4	
PSV	Police Special Vehicle	5		5	
SE	Special Equipment	6		6	
SG	Stationary Generator	9		9	
SS	Street Sweeper	4		4	
SWE	Solid Waste Equipment	3		3	
SWFL	Solid Waste Front	8		8	

SWRO	Loader		
	Solid Waste Roll Off	5	5
SWS	Solid Waste Special	5	5
	Solid Waste Side		
SWSL	Loader	21	21
SWT	Solid Waste Truck	1	1
TRC	Tractor	1	1
VO	Vehicle Other	8	8
	TOTAL EQUIPMENT	<u>421</u>	<u>421</u>
	COUNT	<u>421</u>	<u>421</u>

*Includes New Fire Engine

The FCB has a three-year horizon at the staff level. The fiscal year 2016/17 portion of that 3-year outlook with regards to funding, expenditures, and revenues is shown below, followed by the proposed vehicle replacements in fiscal year 2016/17.

Fleet Reserve Funds	Estimated Reserve 6/30/2016	Projected Expenditures 2016/2017	Projected Revenue 2016/2017	Estimated Reserve 6/30/2017
General Fund	\$800,961	\$175,000	\$153,600	\$779,561
Police	\$656,107	\$640,000	\$515,400	\$531,507
Fire	\$408,139	\$75,000	\$57,600	\$390,739
Development Services	\$99,867	\$0	\$33,600	\$133,467
Water	\$391,224	\$60,000	\$69,600	\$400,824
Solid Waste	\$1,463,731	\$830,000	\$883,920	\$1,517,651
Wastewater/Sewer	\$277,473	\$70,000	\$81,000	\$288,473
General Fund	\$1,865,208	\$890,000	\$726,600	\$1,701,808
Enterprise Funds	\$2,232,295	\$960,000	\$1,068,120	\$2,340,415
FCB FUND TOTALS	\$4,097,503	\$1,850,000	\$1,794,720	\$4,042,223

Unit / Department	Fund	Quantity	Amount
Replace Unit 0123 Project Management	General Fund	1	\$35,000
Replace Patrol Units	Police	10	\$500,000
Sewer 1/2 Ton 0904	Wastewater Sewer	1	\$40,000
Sewer 1/2 Ton 0236	Wastewater Sewer	1	\$30,000
Parks 1/2 Ton 0453	General Fund	1	\$25,000
Police 0337 / 0385 Charger	Police	2	\$90,000
Streets 1/2Ton 0136	General Fund	1	\$55,000
Fire Unit 0120 and Admin SUV	Fire	2	\$75,000
Forklift Solid Waste 0530	Solid Waste	1	\$50,000
Bin Movers 0517 / 0521	Solid Waste	2	\$150,000
Pickups 0507 / 3028	Solid Waste	2	\$80,000
Solid Waste Sideloader	Solid Waste	1	\$300,000
Solid Waste Roll Off	Solid Waste	1	\$175,000
Solid Waste Flat Bed 5520	Solid Waste	1	\$75,000
Fleet unit 0239	General Fund	1	\$30,000
Facility Maintenance Van 0062	General Fund	1	\$30,000
Animal Control Truck 0144	Police	1	\$50,000
Water Finance Truck 0632	Water	1	\$30,000
Water Service Truck 0633	Water	1	\$30,000
TOTAL REPLACEMENT		32	\$1,850,000

INTERNAL CHARGES AND ALLOCATIONS

The proposed budget includes internal charges for insurances (liability insurance, workers compensation, and employee benefit (primarily health care) along with traditional administrative overhead (discussed below) services. These charges are allocated across on each division on a benefits-received basis. Doing so enhances divisional (and departmental) accountability for the costs incurred by the administrative centers on their behalf. The direct internal charges are accumulated in the respective administrative cost centers. The insurance/benefit funds pay the third parties for services and those costs are then allocated among the divisions.

Internal charges paid to the insurance and benefit funds cover a mix of self-retained insurance costs and premiums paid to third party insurers (in all three cases the City is part of a joint powers authority specializing in particular type of insurances and benefits, and the administrative costs for these functions. At the mid-year review staff discovered that internal charges for fleet and employee benefits were under-recovering the actual costs. These rates have been updated for fiscal year 2016/17 to eliminate this from recurring, and the under-charges are being recovered in fiscal year 2015/16 so the beginning reserves at July 1, 2016, will meet Council objectives.

The following summaries (based on presentation made for January 30, 2015 meeting) represent the budgets for the key funds (amounts in thousands of dollars).

	Balance (Projected) <u>7/1/2016</u>	Add Internal <u>charges</u>	Subtract 3 rd party <u>payments</u>	Balance (Projected) <u>6/30/2017</u>
Workers Comp Fund:	\$ 1,000.0	2,152.1	(1,675.4)	\$ 1,460.0
General Insurance Fund:	\$ 903.2	1,047.2	(1,163.9)	\$ 678.7
Employee Benefit Fund:	\$ 50.0	5,454.9	(5,010.6)	\$ 536.7

In addition to the above cost-recovery charges, each division pays for its share of the internal services rendered by administrative divisions. These divisions include City Manager/General Manager, Finance, Human Resources, Insurance administration, facilities maintenance, and other divisions that serve the divisions that directly serve the public. These internal charges are allocated using methods that link the amounts paid by each division to the amount of benefit they receive or the factors that cause the costs to be incurred. This allows for each division budget to reflect the full cost of the function (if they were separate from the City they would still need to have these services performed). Fleet maintenance

costs are allocated based on each service performed on each vehicle. These rates have been adjusted to reflect a full productive hourly rate and charges to the administrative charges for fleet maintenance.

The proposed budget contains estimates of these cost allocations. Council, in approving the proposed budget, will be also approving such cost allocations and the methodologies used to fairly spread the costs. These cost allocation methods and the bases for the allocations are reflected in the cost allocation model maintained by Finance and are available for review.

Staff continually refines the cost-allocation models. These models support recoverable cost rate studies and help management with regard to prioritization decisions for all functions (including purely tax supported functions). Such cost finding and research is also helpful in identifying operating areas that might be improved and is useful in measuring organizational performance (relating program inputs to their outputs measures efficiencies).

PROJECTS (WITH CAPITAL IMPROVEMENT PLAN – CIP) BUDGET

Council and the Board of Public Utilities approved placing the Project Budget (which includes the Capital Improvement Budget) on a two-year review cycle; fiscal year 2015/16 was the first year in the last cycle. The next project budget review will occur during the 2017/18 budget cycle. Water and sewer rates studies are underway and funding is being assembled to be able to achieve the objectives of the REAP within five years for the water system and ten years for the transportation system.

The pending water and sewer rate study is critical to providing pipeline replacement funding; that funding is necessary to reach the goal of replacing five miles of city streets (and utilities) each year. If funding is available, all arterial and collector streets can be brought up to Council standards within ten years. In addition, the replacement of the water and sewer pipes will help address pressure related issues that have vexed many residents for years. New well improvements will also help address the capacity related issues. Together, all of these improvements will strengthen the City's heartbeat and lay the groundwork for economic development.

STRENGTHS, WEAKNESSES, OPPORTUNITIES AND THREATS (SWOT)

The proposed budget for fiscal year 2016/17 is balanced using \$140,500.00 from reserves. Future trends indicate the need to pull from reserves, or squeeze services to cover added expenses due to employee raises and increased costs in operations. Projections on sales tax and Measure 1 revenues currently reflect difficulties maintaining the increased costs starting in fiscal year 2018/19 (projected deficit for that year is about \$663,000). Should sales tax dip, it will have even more serious consequences on the City's budget. A review of the City's future budget projections, reveals a threat exist that sales tax will be unable to keep up with increased costs of personnel and operations. Therefore, a larger reserve is necessary to carry those years that sales tax revenues are down to help reduce the threat of the City's heavy reliance on

sales tax revenues. Yet, there those both internally and externally who would prefer to see the reserves spent. Without the historic safeguard of the redevelopment agency loan repayments, this is a great threat and weakness than the City has experienced in several years.

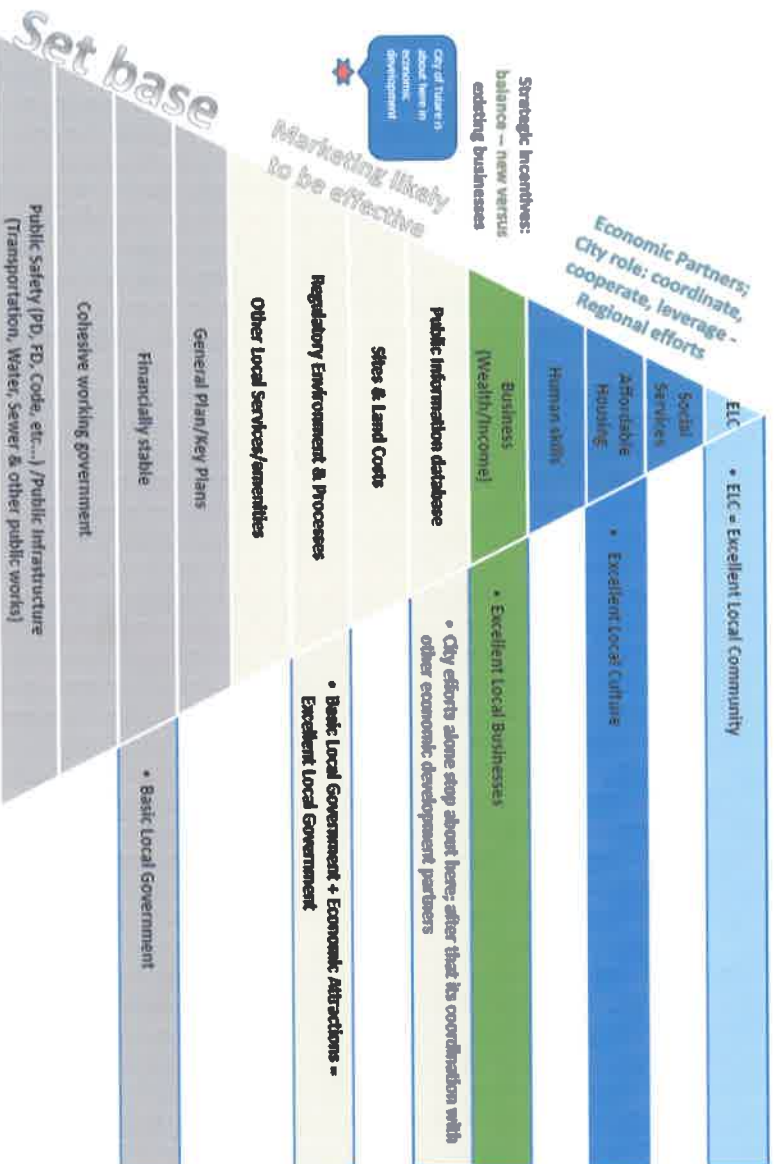
Economic development is the key to future years to help offset the threat of sales tax not keeping up with the cost of doing business. Water is perhaps the first, and most necessary, ingredient for such economic growth.

This past year, the City has worked hard on developing and implementing policies to achieve an economic development base. The newly adopted Hydrological Enterprise Program (HEP) focuses on water resources as the being included within all City water, sewer, and surface water management activities. The HEP sets plans to accomplish goals related to water systems supply, demand, asset replacement, rehabilitation and maintenance, over a specified time period. However, these goals can only be met through increased revenues for the water and sewer utilities. If approved, the pending water and sewer rate study will bring in the additional funding necessary to restore years of deferred maintenance and provide additional capacity. As mentioned above, the City could have first-class infrastructure within 10 years, if the proposed plans are implemented and funded.

By maintaining a healthy infrastructure and building additional capacity, the City's ability to meet the needs of a growing economic base can be met. This concept is more specifically outlined by the Rehabilitation and Economic Advancement Projects (REAP) program. The REAP program is intended to lead the City towards meeting its obligation to be an excellent local government, as part of the bigger view of the community (business and non-business alike) cooperating and coordinating to create an excellent local community. The Council adopted this networked approach in their statement of economic development principles, tasks, methods and techniques. This detailed economic development policy was adopted in November 2011, and continues to be the guiding beacon for the City's efforts.

The REAP program is intended to address the public infrastructure part of the base (see below). Great economies rest on performance-enhancing infrastructure and rely upon excellence in local government, local businesses, the local culture and community. It takes all the parts working well together; especially in the economically challenging Central Valley. There simply is very little room for non-constructive bickering and destructive behavior because the resources are not here to easily recover from mistakes. That is why the second rung is devoted to a "cohesive working local government." The City does not control the higher portions of the pyramid (though it often is coordinating and cooperating in those areas). Failure to integrate the community is perhaps the greatest threat facing the community.

CITY OF TULARE -- VISUAL ECONOMIC DEVELOPMENT POLICY



This budget continues accumulating equipment and fleet replacement funds. This has become an organizational strength in that the City has been updating these critical pieces of support equipment and vehicles. The Police Department is scheduled to replace 10 patrol cars, 2 chargers and 1 animal control truck. In addition, 2 new fire command units will be provided along with a brand new fire truck. In addition to the fleet replacement items, equipment such as fire and police radios are all being replaced after years of utilizing dated equipment. This increases the City's ability to meet the goal of setting a solid base in public safety. If revenues do not increase in future years, the ability to put into this program could be threatened.

Another area that has improved and is a considerable strength is the City's ability to deliver projects. The development and implementation of the Tulare Project Management System (TPMS) and Transportation System Planning Policy has enabled the City's Project Management Team to make great strides on keeping projects moving forward. The TPMS targets are to deliver projects on time, within scope, and on budget. As the team continues to move more projects through the system, a solid knowledge is growing of issues that arise during projects. A weakness, deferred utility maintenance, has increased the projected costs on several City street rehabilitation projects. New rate funding is proposed to reduce these unknown cost threats and fix these weaknesses. The very old sewer and water pipelines that run through the City are long past being due for replacement.

City policy is to evaluate, as one factor, the impact of improvements to water, sewer, street, and surface water management infrastructure on increasing the local economy. An opportunity exists during the rehabilitation of the City's streets, water and sewer lines to improve business routes to spur development and growth. Looking forward, the City Project Management Team will develop a detailed plan (a conceptual plan exists today) on the 5 year replacement goal per year around areas with economic base. To the extent possible, grants, low-cost loans and other State and Federal programs will be tapped to supplement local resources.

NEXT STEPS TO BUDGET ADOPTION

The City Council has already given comprehensive direction to City staff with regard to structuring the proposed budgets. The proposed schedule to conclude the budgets adoption process is as follows:

- Tuesday, May 3, 2016 – Present Proposed governmental budgets to City Council (Operating budget, Projects budget, Personnel Control Budget and supplemental budgets), and set public hearing to adopt budgets;
- Tuesday, June 7, 2016 – Proposed public hearing date for Council to adopt governmental budgets and to receive utility enterprise budgets (tentative adoption by BPU set for April 21, 2017).

If additional information is necessary following the May 3, 2016 budget workshop, it may be advantageous to hold an additional budget workshop meeting prior to the City Council meeting on May 17, 2016. Staff requests direction with regard to setting such a workshop following the May 3, 2016 meeting.

Council and BPU will once again be asked to adopt budget resolutions this year at their respective noticed public hearings. Those resolutions will include: operating budgets, project budgets, personnel control budgets (PCB), fleet control budgets, reserve balances, and approval of internal charging and cost allocation plans. The proposed resolutions

will also contain policy provisions regarding budget administration. In addition, two new internal service funds are proposed for creation: the Surface Water Management Fund and the Downtown Parking Maintenance Fund. The catch up transfers for FY 2015/16 related to insurances and fleet maintenance are also included in the proposed operating budget resolution. Lastly, the PCB will include all authorized positions and salary ranges.

CONCLUSION

California cities, including the City of Tulare, continue to be confronted with many financial, service level demands, regulatory impositions, and special interest demands. Additionally, there is a clear trend away from "local control" in favor of a Sacramento-dominated model. I believe that only those cities with the deepest quality populations and leaders will survive and thrive under these circumstances. Part of leadership's role is to soberly, without panic and loss of perspective, assess new realities and communicate a direction to be followed. Then the tasks become more mechanical (though still requiring daily creativity) such as: implementing the plans, providing needed resources and marshaling assets (both human and financial), continuing to communicate to avoid unnecessary resistance, and to continually improve the approach.

The City must constantly strive to improve what it does. This means better projects and more value-added programs and processes. A culture of improvement does not happen by accident. It must be encouraged and nurtured by the Council and senior management and embraced by every City employee. At this moment, there is a great strength building among the halls of City Hall with regard to this can-do/improvement attitude. More than just talking about work plans and budgets, management and staff (seemingly with majority Council support) is tackling the threats and seizing the opportunities presented on behalf of Tulare's citizens (the City's 'customers'). Our people have a certain "swagger," not from vain arrogance, but from the confidence that comes from knowing that the people and systems are in place. Regardless of the threat to be faced or the opportunity to be seized, the City of Tulare appears ready to say, "bring it!" This is perhaps, the City organization's greatest current strength.

Respectfully submitted,



Don Dorman, City Manager



Budget Workshop Overview

CITY OF TULARE

MAY 3, 2016



PROPOSED BUDGET



- General Fund Operating Budget
- Other Funds Operating Budget
- CIP – START 2-YEAR CYCLE NEXT YEAR
- Detailed line-item printouts available

{PER CHARTER: RECEIVE UTILITY BUDGETS –
BPU ADOPTS}



PROPOSED BUDGET



- OPERATING BUDGETS INCLUDE:
 - PCB – Personnel Control Budget
 - FCB – Fleet Control Budget
 - ICB – Insurance Control Budget
 - CAP – Updated Cost Allocation Plans
 - (Admin charge recoveries)
- {CIP – Previously approved transfers}



FINANCIAL CONTEXT



- FY 2015/16 -- (PROJ) (\$1.7 DEFICIT)
- RECONCILING ADJUSTMENTS:
 - Insurances (Health/WC) & Fleet
 - Aviation, Senior Center
 - Development Svcs, Property Mgmt
- RESERVES (PROJ) ~ 3 MONTHS (24%)



Reserve

General Fund - Fund Balance	
Ending Fund Balance at 6-30-2014	\$ 26,041,444
Estimated Revenue for fiscal year 6-30-2015	39,647,490
Estimated Expenditures for fiscal year 6-30-2015	40,288,410
Moved Cash from General to Contingency Fund for RDA Lawsuit	4,165,038
Difference from period 12 to period 13 - Expenditures moved to Balance sheet	29,597
Fund Balance at 6-30-2015	\$ 21,245,083
Contingency for Fund Balance	80,000
Election Cost	150,000
Rent on RDA Properties - potential payback to the state	5,402,760
Redevelopment loan balance to General Fund (in jeopardy due to AB 126) - when and if the City receives payment, per law 20% must be allocated to low and moderate housing fund	979,947
Reserve for Future Benefit Districts Payments	2,600,000
Future Oversize Payments	1,200,000
Cash Reserve for Aviation Fund	100,000
Cash Reserve for Dangerous Building Fund	192,420
Cash Reserve for Fleet Maintenance Fund	337,210
Cash Reserve for Employee Welfare Fund	1,618,063
Measure 1 Fund Balance - Revenue in Excess of Expenditures	8,604,683
24% Reserve	
Total Anticipated Contingency for Fund Balance	\$ 21,245,083
Balance for Unreserved Fund Balance	\$ -
2015-2016 Budget	\$ 33,184,120
Operating Transfer - Financing Authority	2,315,380
Operating Transfer - COPS Hiring Grant	193,560
Total	35,693,060
25% Reserve - represent 3 months of operating expenses for cash flow	8,923,265
15% Reserve - represent 1.8 months of operating expenses for cash flow	5,353,959

*City is pending agreement with Department Finance to return back the bonds proceeds to the Successor Agency which will increase the City's loan balance from the former Redevelopment Agency



GENERAL FUND OUTLOOK



- FY 2016/17 – \$40M budget
 - (\$140K Deficit)
- Five year ~ (\$400k Deficit – reserves)
- Highlights
 - No changes to major programs
 - District cost accounting
 - Police salary negotiations
 - Fixes implemented for Internal service funds



Projected Revenue and Expenditures

	FISCAL YEAR 2016-2017 TO 2020-2021				
	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Revenue					
Property Taxes	4,986,120	5,135,710	5,289,790	5,448,490	5,611,960
Sales Tax & Measure I	15,828,140	16,511,440	17,819,940	17,954,440	18,716,740
Utility Users Tax	5,987,400	5,987,400	5,987,400	5,978,400	5,978,400
Hotel/Motel Tax	1,122,000	1,144,440	1,167,330	1,190,680	1,214,490
Franchise Fees	1,046,520	1,067,450	1,088,790	1,110,570	1,132,780
Motor Vehicle	4,819,910	4,916,050	5,014,110	5,114,120	5,216,140
Others	6,363,020	6,545,460	6,114,190	6,496,130	6,519,300
Total Revenue	40,153,110	41,307,950	42,481,550	43,292,830	44,389,810
Expenditures					
Salary & Benefits	25,927,480	27,063,020	29,125,400	29,560,540	29,891,040
Maintenance & Operations	8,788,230	8,797,790	8,807,590	8,817,630	8,827,920
Debt Service/Debt Transfer	2,433,230	2,433,180	2,433,610	2,433,260	2,433,180
Operating Transfer	3,144,620	2,939,120	2,703,320	2,709,320	2,715,420
Total Expenditures	40,293,560	41,233,110	43,069,920	43,520,750	43,867,560
Net Revenue/(Expenditures)	(140,450)	74,840	(588,370)	(227,920)	522,250

Assumptions:

- Property Taxes - 3% increase each year
- Sales Tax and Measure I based on Muniservice Projection
- Utility Users Tax - remain the same due to Solar Energy
- Hotel/Motel, Franchise Tax, Motor Vehicle and Others - overall 2% increase
- Administrative fees increase 4% in fiscal year 17-18, 5% for 18-19 and flat for 19-20 and 20-21.
- Salary and Benefit - increase PERS, Workers Comp Insurance and Health Insurance, all others remain the same
- Maintenance & Operations - remains the same except for liability insurance



OTHER CITY FUNDS



- **Balanced/unbalanced**
- **General Fund transfers**
 - **Development Services**
 - **Property Management**
 - **Charges: Fleet & Insurances**
- **New Funds: Surface Water Management**
- **ISF & Downtown Parking Fund**



OTHER FUNDS – PROPOSED BUDGETS

Breakdown of Expenditures by Categories and Funds
For Fiscal Year 2016-2017 - Version 4

	Salaries & Benefits	Maintenance & Operations	Capital Outlay & Improvement	Debt Service	Operating Transfer	Total
General Fund	25,927,480	8,788,230		117,850	5,460,000	40,293,560
Fleet Maintenance	818,290	816,960		27,690		1,662,940
Aviation	9,360	219,840				229,200
Senior Services	190,660	275,820				466,480
Development Services	1,505,120	667,200				2,172,320
Transit	250,650	3,295,630				3,546,280
Water	1,603,680	6,147,610	237,000	997,520	1,670,750	10,656,560
Solid Waste	2,827,140	4,668,030	232,500		6,150	7,733,820
Sewer/Wastewater	3,252,930	14,308,930	90,000	14,516,320	1,437,060	33,605,240
Financing Authority		11,670		2,312,870		2,324,540
Downtown Association		86,340				86,340
OTS Grant						-
COPS State Grant	116,930	2,150				119,080
COPS Hiring Grant	490,420	8,600				499,020
Vehicle Abatement	33,770	1,850				35,620
Property Management	864,700	715,500				1,580,200
Dangerous Building Abatement			30,000			30,000
Landscaping & Lighting	39,270	488,950				528,220
Employee Welfare	49,190	4,960,990				5,010,180
Workers Comp	92,820	1,582,650				1,675,470
General Insurance	82,560	1,081,360				1,163,920
Unemployment Insurance		50,000				50,000
Purchasing		1,795,230				1,795,230
Surface Water Management	79,780	421,590				501,370
Downtown Parking Maintenance		112,020				112,020
CIP Administration	301,130	2,310				303,440
Fleet Replacement			1,850,000			1,850,000
Total (Preliminary numbers, subject to change.)	38,535,880	50,509,460	2,439,500	17,972,250	8,573,960	118,031,050



PCB



- GF – NET CHANGE ~ (\$31k)
- HIGHLIGHTS
 - Eliminate Assistant Finance Director
 - Finance Director/ Purchasing Fund
 - Move MA from Housing/Econ Dev to Utilities
 - Various reclassifications
 - New SWM position (Streets)



2016/17 Personnel Changes

PCB Changes	Department	Type of Change	Est FY GF Salary Impact
PD Support Positions	Police	Reclass: Sr. Police Records Spec to Police Records Mgr	\$7,300.00
PD Support Positions	Police	Reclass: Police Records Manager to Crime Analyst	\$2,980.00
PD Support Positions	Police	New position created: Property Room Assistant	\$30,650.00
Eliminate position	Finance	Eliminate Assistant Finance Director	-\$86,280.00
Reallocate Housing /Econ Dev Mgt Analyst	Community Development	Reallocate salary distribution Sr. Management Analyst	-\$69,480.00
Reallocate Purchasing	Finance	Reallocate salary distribution Accounting Technician II	\$25,370.00
Reallocate Purchasing	Finance	Reallocate salary distribution Utility/Purchasing/Revenue Officer	\$21,100.00
Grants position	Community Development	New position created: Grants Specialist	Analysis Pending
Reclassifications	Police	Reclass: Admin Assistant to Sr. Admin Assistant	\$3,270.00
Reclassifications	Human Resources	Reclass: Human Resources Analyst to Manage Analyst	\$4,690.00
Reclassifications I	Human Resources	Salary range adjustment: Human Resources Analyst	\$3,680.00
Reclassifications	Fire	Reclass: Fire Inspector II to Fire Inspector III	\$5,620.00
Reallocate Cost Acct	Finance	Reallocate salary distribution Cost/Budget Accountant Analyst	\$12,690.00
New Position	Public Works	Street Maint WKR Storm Drain	\$34,170.00
Reallocate Transit	Finance	Reallocate salary distribution Finance Director	-\$11,350.00
Reallocate Transit	General Services	Reallocate salary distribution General Services Director	\$0.00
Library Assistant (P/T)	Community Development	Eliminate P/T Library Assistant	-\$16,000.00
Total Savings to General Fund			-\$31,590.00



FCB -- FLEET



- Three year plan
- Authorized purchases summary
- Highlights (32 Total Replaced)
 - 13 Police Vehicles (10 Patrol Cars; 2 Chargers & 1 Animal Control Truck)
 - 2 Fire Units (Fire Unit 0120 & Admin SUV)
 - 6 Misc. GF vehicles.
 - 11 Vehicles for Utility Funds



FLEET REPLACEMENTS



- New City of Tulare Fleet**
- Fire Truck
 - Police SUV
 - Solid Waste Work Truck
 - Side Loader Trash Truck





FCB – Fleet

2016/17 Replacement Summary

Unit / Department	Fund	Quantity	Amount
Replace Unit 0123 Project Management	General Fund	1	\$35,000
Replace Patrol Units	Police	10	\$500,000
Sewer 1/2 Ton 0904	Wastewater Sewer	1	\$40,000
Sewer 1/2 Ton 0236	Wastewater Sewer	1	\$30,000
Parks 1/2 Ton 0453	General Fund	1	\$25,000
Police 0337 / 0385 Charger	Police	2	\$90,000
Streets 1/2Ton 0136	General Fund	1	\$55,000
Fire Unit 0120 and Admin SUV	Fire	2	\$75,000
Forklift Solid Waste 0530	Solid Waste	1	\$50,000
Bin Movers 0517 / 0521	Solid Waste	2	\$150,000
Pickups 0507 / 3028	Solid Waste	2	\$80,000
Solid Waste Sideloader	Solid Waste	1	\$300,000
Solid Waste Roll Off	Solid Waste	1	\$175,000
Solid Waste Flat Bed 5520	Solid Waste	1	\$75,000
Fleet unit 0239	General Fund	1	\$30,000
Facility Maintenance Van 0062	General Fund	1	\$30,000
Animal Control Truck 0144	Police	1	\$50,000
Water Finance Truck 0632	Water	1	\$30,000
Water Service Truck 0633	Water	1	\$30,000
TOTAL REPLACEMENT		32	\$1,850,000



FCB – Fleet Reserves

Fleet Reserve Funds	Estimated	Projected	Projected	Estimated
	6/30/2016 Reserve	2016/2017 Expenditures	2016/2017 Revenue	6/30/2017 Reserve
General Fund	\$800,961	\$175,000	\$153,600	\$779,561
Police	\$656,107	\$640,000	\$515,400	\$531,507
Fire	\$408,139	\$75,000	\$57,600	\$390,739
Development Services	\$99,867	\$0	\$33,600	\$133,467
Water	\$391,224	\$60,000	\$69,600	\$400,824
Solid Waste	\$1,463,731	\$830,000	\$883,920	\$1,517,651
Wastewater/Sewer	\$277,473	\$70,000	\$81,000	\$288,473
General Fund	\$1,865,208	\$890,000	\$726,600	\$1,701,808
Enterprise Funds	\$2,232,295	\$960,000	\$1,068,120	\$2,340,415
FCB FUND TOTALS	\$4,097,503	\$1,850,000	\$1,794,720	\$4,042,223



INSURANCE PLANS/BUDGETS



- Three year plan
- Very possible – larger health insurance increases coming
- Target reserves
 - Health -- \$50k
 - WC -- \$1M
 - Liability \$1M
- Highlights
 - Increased self insured retention (\$200k – General Liability)
 - Retroactive adjustments coming



Workers Compensation – On Target

	June 30 2011	June 30 2012	June 30 2013	June 30 2014	June 30 2015	June 30 2016 Estimate	June 30 2017 Projected
Revenue	790,878	471,576	477,499	472,083	1,548,830*	1,694,300	2,152,110
Expenditures	1,247,776	1,546,104	2,111,960	1,184,352	1,543,940	1,710,640	1,675,470
Net Revenue less Expenditures	(456,898)	(1,074,528)	(1,634,461)	(712,269)	(4,890)	(16,340)	476,640
Cash Balance	2,845,822	2,289,052	1,697,253	991,705	1,000,000	983,660	1,460,300

*Includes operating transfer from general fund \$1,067,040.



Employee Welfare – Adjustment needed

	June 30 2011	June 30 2012	June 30 2013	June 30 2014	June 30 2015	June 30 2016 Estimated	June 30 2017 Projected
Revenue	3,712,470	3,639,106	3,476,078	3,704,252	4,405,542*	4,827,700	5,454,910
Expenditures	3,986,351	3,621,697	4,574,978	4,545,533	4,717,878	4,785,280	5,010,180
Net Revenue less Expenditures	(273,881)	17,409	(1,098,900)	(841,281)	(312,366)	42,420	444,730
Cash Balance	2,191,628	2,326,662	1,062,201	278,169	50,000	92,420	537,150

Note: June 30, 2013 \$250,000 transferred to General Fund

*Operating transfer in from General Fund \$554,390



General Insurance – On Target

	June 30 2011	June 30 2012	June 30 2013	June 30 2014	June 30 2015	June 30 2016 Estimated	June 30 2017 Projected
Revenue	867,502	951,897	932,979	903,300	1,053,011*	974,500	1,047,220
Expenditures	1,144,938	727,387	785,725	769,856	835,547	1,082,320	1,163,920
Net Revenue less Expenditures	(277,436)	224,510	147,254	133,444	217,464	(107,820)	(116,700)
Cash Balance	46,588	404,703	547,776	684,933	903,230	795,410	678,710

Note: June 30, 2013 \$250,000 transferred to General Fund

*Operating Transfer in from General Fund \$187,950.



Resolutions



- Approve Non-Utility Fund budgets
 - Including all control budgets & CAP
- Surface Water Management Fund
 - New Internal Service Fund
- Catch Up Transfers FY 2015/16
- Administrative provisions
- PCB – positions authorized and salary ranges – all (CalPERS audit)



Council Discussion and Further Direction



Budget generally

PCB

FCB

ICB

Issues: District accounting, travel budget

Reserves/financial policies/other

Process & Procedure to adoption

AGENDA ITEM: _____

**CITY OF TULARE, CA
AGENDA ITEM TRANSMITTAL SHEET**

Submitting Department: City Manager's Office

For Council Meeting of: June 7, 2016

Documents Attached: Ordinance Resolution Staff Report Other None

AGENDA ITEM:

Public Hearing to adopt Resolution 16-___ approving the 2016/17 city operating budget (with all component parts as listed below), to adopt Resolution 16-___ approving the 2016/17 Position Control Budget and fixing the rate of compensation of regular full-time employees, regular part-time employees, City Council members and seasonal/temporary employees of the City of Tulare, and to adopt Resolution 16-___ establishing the 2016/2017 appropriation limit; and to receive the BPU-adopted Utility Enterprise Fund Budgets.

IS PUBLIC HEARING REQUIRED: Yes No

BACKGROUND/EXPLANATION:

On January 29, 2016, the City Council held a budget workshop to review the mid-year financial status, to consider and discuss budget assumptions and issues, and to give staff direction regarding preparation of the proposed budget. A second budget workshop was held on May 3, 2016. Budget materials were presented to Council for study and evaluation.

The Board of Public Utilities (BPU) held a public meeting on April 21, 2016 and adopted the municipal utilities budgets. Pursuant to the City's charter, the Council is requested to receive the BPU adopted municipal utilities budgets. BPU has elected to adopt a provisional budget to continue operations in the fiscal year pending final actions on the proposed rate changes for water and sewer customers. They will re-consider the fiscal year 2016/17 budget through the mid-year process once the actual foreseeable revenues are known. This will also allow them to more accurately update the five-year financial plan.

The City Manager's budget transmittal memo covering the General Operating and Personnel Control Budgets was provided to Council at the May 3, 2016 meeting. This transmittal memo and each component control budget listed below constitute key elements of the proposed budget. The transmittal memo also describes the budgeting process and budget highlights. As proposed, the General Fund budget for fiscal year 2016/17 reflects Council's direction to use reserves on a limited basis.

Operating Budget (including the Position Control Budget (PCB)):

The complete proposed General City operating budget is comprised of the following:

1. City Manager's transmittal/overview memo discusses the fleet control budget, insurance control budget, equipment replacement charges budget, and proposed reserves, and other budget-related assumptions and topics;
2. Total estimated revenues and total appropriations proposed for all non-utility City funds (General Fund, non-utility enterprise funds, internal service funds, and debt service funds);
3. The cost allocation plan;
4. The Position Control Budget;
5. The General Fund proposed appropriations summarized by object;
6. The General Fund detailed fiscal year 2016/17 and multi-year estimated revenues;
7. The General Fund divisional appropriations with line item analyses (Budget Flex Report).

The Budget Flex Report is available for viewing at the City Clerk's Office and copies will be available at the public hearing for reference.

Fleet Control Budget (FCB)/Equipment Replacement Control Budget (ERCB)

All of the control budgets are incorporated into the operating budget on the pertinent analytical line items (See Budget Flex Report). The FCB is detailed below.

Each control budget applies to internal service funds that operate similarly. Internal charges are computed based on projected costs which appropriated in the operating divisions within the proposed budget. The charges are collected by the pertinent internal service fund (for example, Workers Compensation Insurance Fund or Fleet Replacement Fund) from all City funds receiving the internal services. Purchases (for example, for replacement vehicles or for loss pooling costs (like insurance)) are made through the internal service funds to the third party providers. The internal service funds are evaluated each budget cycle to determine if costs were more or less than projected which results in future period adjustments through operating department budgets.

The FCB also smooths the procurement process in some instances for replacement vehicles replaced in accordance with the pre-approved plan. Provided the replacement or equipment replacement adequate appropriations exceed the prices for purchasing the pre-approved items, and provided that the City's Purchasing policy does not require further Council (or BPU) action, the purchases can be made under the existing policy authorities by staff.

During review of the FCB and related fleet maintenance budget at mid-year, staff observed that the divisional fleet charges were not generating sufficient cash to cover the fleet maintenance cash outflows. Further analysis revealed that the rates did not pick-up overhead costs related to some materials purchases, non-productive staff time (vacations, leaves, etc...) and city-wide administrative charges (which have varied as staff fine-tuned the cost allocation plan). The fleet maintenance fund needs approximately \$550,000 at June 30, 2016; of which \$193,000 is proposed to come from the General Fund.

The following constitutes the appropriations for all funds fleet replacement items and together with the summary of projected changes in fleet replacement reserves, constitutes the FCB. This FCB, if approved, also authorizes replacement of the listed vehicles in accordance with the Council's adopted Purchasing Policy. City Council is only receiving the BPU portion of the FCB. BPU has already approved the amounts for the municipal utility FCB.

Unit / Department	Fund	Quantity	Amount
Replace Unit 0123 Project Management	General Fund	1	\$35,000
Replace Patrol Units	Police	10	\$500,000
Sewer 1/2 Ton 0904	Wastewater Sewer	1	\$40,000
Sewer 1/2 Ton 0236	Wastewater Sewer	1	\$30,000
Parks 1/2 Ton 0453	General Fund	1	\$25,000
Police 0337 / 0385 Charger	Police	2	\$90,000
Streets 1/2Ton 0136	General Fund	1	\$55,000
Fire Unit 0120 and Admin SUV	Fire	2	\$75,000
Forklift Solid Waste 0530	Solid Waste	1	\$50,000
Bin Movers 0517 / 0521	Solid Waste	2	\$150,000
Pickups 0507 / 3028	Solid Waste	2	\$80,000
Solid Waste Sideloader	Solid Waste	1	\$300,000
Solid Waste Roll Off	Solid Waste	1	\$175,000
Solid Waste Flat Bed 5520	Solid Waste	1	\$75,000
Fleet unit 0239	General Fund	1	\$30,000
Facility Maintenance Van 0062	General Fund	1	\$30,000
Animal Control Truck 0144	Police	1	\$50,000
Water Finance Truck 0632	Water	1	\$30,000
Water Service Truck 0633	Water	1	\$30,000
TOTAL REPLACEMENT		32	\$1,850,000

The following represents the Fleet Reserve Funds:

Fleet Reserve Funds	Estimated Reserve 6/30/2016	Projected 2016/2017 Expenditures	Projected 2016/2017 Revenue	Estimated Reserve 6/30/2017
General Fund	\$800,961	\$175,000	\$153,600	\$779,561
Police	\$656,107	\$640,000	\$515,400	\$531,507
Fire	\$408,139	\$75,000	\$57,600	\$390,739
Development Services	\$99,867	\$0	\$33,600	\$133,467
Water	\$391,224	\$60,000	\$69,600	\$400,824
Solid Waste	\$1,463,731	\$830,000	\$883,920	\$1,517,651
Wastewater/Sewer	\$277,473	\$70,000	\$81,000	\$288,473
General Fund	\$1,865,208	\$890,000	\$726,600	\$1,701,808
Enterprise Funds	\$2,232,295	\$960,000	\$1,068,120	\$2,340,415
FCB FUND TOTALS	\$4,097,503	\$1,850,000	\$1,794,720	\$4,042,223

Insurance Control Budget

This control budget analyses charges for insurance internal service funds (workers compensation, employee benefits (primarily health care), and liability insurance). The mid-year analysis revealed that the Employee Benefit Fund requires a current fiscal year transfer in of about

\$550,000 from its customer funds to avoid a cash deficit and maintain its minimal \$50,000 cash balance. The General Fund share of this fiscal year 2015/16 transfer is \$337,210.

The proposed fiscal year 2016/17 budget has been adjusted to eliminate the undercharging that was occurring.

Other Fiscal Year 2015/16 Transfers

At the budget workshop held in January 2016, Council gave tentative direction to transfer \$100,000 to eliminate the cash deficit that had accumulated over the years in the substandard building fund.

Another fund with a smaller cash deficit that should be covered is the project management fund (600). The design of the project management office is to bill all project managers' time to projects. However, some grants do not permit recovery of overhead charges and certain employee benefits. The City is receiving great benefit from the project management staff, but the general fund will need to cover the cash deficit which is estimated to be less than \$75,000 at June 30, 2016. Staff is requesting appropriations and transfer authority for the general fund to transfer up to this amount to the project management fund at June 30, 2016 (depending on the actual cash deficit).

For many years the general fund has transferred funds (current and future years projected at approximately \$208,000 annually cover the deficit between Aviation Fund revenues and cash outlays. Last budget cycle Council approved recognizing future payments as permanent transfers. But the Aviation Fund owes the General Fund about \$1,200,000 from historical transfers that were characterized as, "loans." This General Fund receivable is unlikely to be repaid. Therefore, that part of fund balance cannot be appropriated or spent. Staff recommends eliminating the "loan" and making a current year transfer of \$1,200,000 from the General Fund to the Aviation Fund. Staff will continue to track the total accumulated transfers in case repayment becomes possible.

The above fiscal year 2015/16 transfer appropriations and authorizations are included in the proposed operating budget resolution. Other routine operating transfers are appropriated in the total budget, but are not specifically identified in the resolution.

Appropriation Limit:

Annually the Council must adopt the City's Proposition 4 Appropriation Limit (so-called, Gann Limit). The amount is adjusted annually for population and for inflation. The proposed Gann Limit is substantially above the City's proposed budget appropriations so the City is in compliance.

Resolutions:

Attached are three resolutions to be considered at a single public hearing for adoption; one each for the operating budget, the Position Control Budget, and the 2016-17 Appropriation Limit. Adoption of the operating budget will include all control budget components described above.

The resolutions also provide appropriations and authorizations for the current fiscal year transfers described above. Additionally, the resolutions contain guidelines for staff to use in administering the budget during the budgetary period.

STAFF RECOMMENDATION:

Public Hearing to adopt Resolution 16-__ approving the 2016/17 city operating budget (with all component parts as listed below), to adopt Resolution 16-__ approving the 2016/17 Position Control Budget and fixing the rate of compensation of regular full-time employees, regular part-time employees, City Council members and seasonal/temporary employees of the City of Tulare, and to adopt Resolution 16-__ establishing the 2016/2017 appropriation limit; and to receive the BPU-adopted Utility Enterprise Fund Budgets.

CITY ATTORNEY REVIEW/COMMENTS: Yes N/A

IS ADDITIONAL (NON-BUDGETED) FUNDING REQUIRED: Yes No N/A

FUNDING SOURCE/ACCOUNT NUMBER:

Submitted by: Don Dorman
Shonna Oneal

Title: City Manager
Deputy City Clerk/Budgets Coordinator

Date: May __, 2016

City Manager Approval: _____

DRAFT

RESOLUTION 16-_____

**A RESOLUTION OF THE COUNCIL OF THE
CITY OF TULARE ADOPTING THE 2016/2017 FISCAL
YEAR BUDGET AND ALL SECTIONS THEREIN**

WHEREAS, the City Manager has prepared a municipal budget for the fiscal year ending June 30, 2016, entitled "City of Tulare, Fiscal Year 2016/2017 Proposed Operating Budget" ("Proposed Budget"), a copy of which is on file in the Office of the City Clerk; and,

WHEREAS, the City Council has examined the Proposed Budget, has conferred with the City Manager and appropriate staff in public sessions, and has deliberated and considered the Proposed Budget during public hearings.

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF TULARE HEREBY RESOLVES AS FOLLOWS:

SECTION 1. The City Manager is hereby directed to prepare the final budget, in substantial conformance with the Proposed Budget, and as directed by the City Council, for the Fiscal Year July 1, 2016 through June 30, 2017. The final budget shall be the "City of Tulare, Fiscal Year 2016/2017 Adopted Operating Budget," and includes all sub-component (control) budgets and assumptions. The final budget may be referred to as "the Budget," and a copy of the Budget shall be filed in the Office of the City Clerk. The Budget is hereby adopted and approved. The appropriations by fund (excluding the Municipal Utility Funds whose budgets are set by the Tulare Board of Public Utilities) are attached and incorporated here by reference.

SECTION 2. The City Manager is hereby authorized to implement the Budget as set forth in this resolution. The City Manager may delegate the authority to implement this resolution to the Finance Director, or other designated City employees.

SECTION 3. The City Manager is authorized to transfer appropriations as needed from savings available in any account in the Budget to any other accounts within the same fund to meet overall Budget requirements.

SECTION 4. The City Manager is authorized to complete and implement the appropriated inter-fund transfers among the various City funds, and to reduce such transfer sums if not needed for the operations of a particular receiving fund due to its own then-available resources, in increments and at intervals determined by the City Manager.

SECTION 5. The City Manager is authorized to increase appropriations for fiscal year 2016/17 expenditures in an amount not to exceed the amount of funds encumbered, but not yet expended, from Fiscal Year 2015/16. The actual amount of

the increased appropriations due to encumbrances will be reported to the City Council, as part of the Fiscal Year 2016/17 year-end financial report.

SECTION 6. When updated revenue estimates for the Development Services cost center fund exceed the amount identified in the Budget as, estimated revenues, due to increases in development and fee activity (as verified by the Finance Director) the City Manager is authorized to increase Fiscal Year 2016/17 Development Services Fund appropriations in an amount not to exceed the amount of the updated estimated revenues. Approval of increased appropriations shall be made in writing by the City Manager, filed with the Finance Director, and reported to the City Council as part of the Fiscal Year 2016/17 year-end financial report.

SECTION 7. When revenue estimates for the Fleet Operations and Property Management identified in the Budget increases due to in service activity (and therefore increased fees) as verified by the Finance Director, the City Manager is authorized to increase appropriations for fiscal year 2016/17 expenditures in an amount not to exceed the amount of increased revenue. Approval of increased appropriations shall be made in writing by the City Manager, filed with the Finance Director, and reported to the City Council as part of the Fiscal Year 2016/17 year-end financial report.

SECTION 8. When revenue estimates exceed the amount identified in the Budget due to increases in grant revenues as verified by the Finance Director, the City Manager is authorized to increase appropriations for Fiscal Year 2016/17 expenditures in an amount not to exceed the amount of increased revenues. Approval of increased appropriations shall be made in writing by the City Manager, filed with the Finance Director, and reported to the City Council as part of the Fiscal Year 2016/17 year-end financial report.

SECTION 9. When higher than anticipated revenue activity in the General fund results in increased costs to directly support a particular fee-supported activity (e.g., passport program, BEST program, special library programs), the City Manager is authorized to increase that program's appropriations for Fiscal Year 2016/17 expenditures in an amount not to exceed the amount of increased revenues. Approval of increased appropriations shall be made in writing by the City Manager, filed with the Finance Director, and reported to the City Council as part of the Fiscal Year 2016/17 year-end financial report.

SECTION 10. The City Manager is instructed to use restricted funding sources in accordance with the requirements of the funding sources prior to using City funds or funds with unrestricted resources in order to allow the City the greatest flexibility in meeting its financial obligations.

SECTION 11. The City Manager is instructed to cause all transfers into reserves specified in the Budget Document transmittal report to occur and to hold and administer said reserves in accordance with Council policies. The City Manager, or any person to whom such responsibility is delegated by the City Manager, to administer the

contributions into revolving funds for Project Budgets, Equipment Replacement, and Fleet Replacement in accordance with Council policies and best practices. Activities occurring in these reserves will be reported to the City Council as part of the Fiscal Year 2016/17 year-end financial report. Once appropriated and with approval of the Fleet Control Budget purchase plan for replacements, said purchases may be made without further Council action except as required by the City's Council adopted Purchasing Policy.

SECTION 12. The City Council approved City of Tulare Administrative Policy No. 13-02 (Budget Policies & Practices) on June 4, 2013, this policy and all subsequent amendments are incorporated herein by reference. The City Manager is instructed to update said policies from time to time for Council review.

SECTION 13. The City Manager is instructed to implement all policies contained in the "Policies" section of the Budget, taking the best interests of the City into account with regard to particular circumstances.

SECTION 14. Before closing fiscal year 2015/16 the Finance Director, with City Manager approval, is instructed to increase appropriations and to make the following transfers to the indicated fund:

From the General Fund (Appropriation Increase - \$1,904,630):

<u>Receiving Fund</u>	<u>Appropriation Increase/Transfer Amount</u>
Substandard Building Fund	\$100,000
Employee Benefit Fund	337,210
Fleet Maintenance Fund	192,420
Project Management Fund	75,000
Aviation Fund	\$1,200,000

From the Fleet Maintenance Fund -- \$16,610

Employee Benefit Fund	\$16,610
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From Development Services Fund -- \$20,150

Employee Benefit Fund	\$18,270
Fleet Maintenance Fund	\$ 1,880

From Property Management Fund - \$16,610

Employee Benefit Fund	\$16,610
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SECTION 15. In order to implement the provisions of the Final Budget, Council authorizes the creation of the following new funds: (1) The Surface Water Management Fund (an Internal Service Fund), and (2) the Downtown Parking Maintenance Fund (an Internal Service Fund).

SECTION 16. This resolution shall take effect immediately upon its adoption.

SECTION 17. The Assignments of fund balance included in the adopted budget, which were made by the Finance Director, are approved.

BE IT FURTHER RESOLVED BY THE COUNCIL OF THE CITY OF TULARE, AS FOLLOWS, TO WIT:

SECTION 18. The City Council of the City of Tulare approves and adopts the 2016/2017 Fiscal Year Budget Document and all section therein. The total City Funds expenditure budget of \$95,332,520 is summarized by the following funds and functions:

**CITY OF TULARE
PROPOSED EXPENDITURE BUDGET
FISCAL YEAR 2016/2017**

I. GENERAL GOVERNMENT FUNDS

GENERAL FUND:	
City Council	\$ 84,770
City Manager	751,340
Finance	1,167,950
Information Services	478,430
Economic Development	142,070
Human Resources	508,970
Code Enforcement	362,600
Animal Shelter	1,059,490
Non-Departmental	(18,160)
Police	15,610,030
Fire	7,535,890
Streets	2,018,580
Graffiti Abatement	126,320
Parks & Recreation Administration	378,120
Parks	2,091,840
Recreation & Community Services	1,209,970
Library	1,325,350
Storm Drainage	0
TOTAL GENERAL FUND	\$34,833,560
Parking & Business Improvement Area	86,340
Dangerous Building Abatement	30,000
TOTAL GENERAL GOVERNMENTAL FUNDS	\$34,949,900

II. SPECIAL REVENUE FUNDS

Senior Services	\$ 466,480
COPS State Grant	119,080
COPS Hiring Recovery Grant	499,020
OTS Grants	0
Vehicle Abatement	35,620
Property Management Fund	1,580,200
Landscape & Lighting	528,220
TOTAL SPECIAL REVENUE FUNDS	\$ 3,228,620

A RESOLUTION OF THE COUNCIL OF THE CITY OF TULARE ADOPTING THE 2016/2017 FISCAL YEAR BUDGET AND ALL SECTIONS THEREIN

III. DEBT SERVICE FUNDS

Financing Authority Debt Service \$ 2,324,540

IV. ENTERPRISE FUNDS

Airport \$ 229,200
Development Services 2,172,320
Transit 3,546,280
Water 8,985,810
Solid Waste/Street Sweeping 7,727,670
Sewer/Wastewater Treatment 32,168,180
TOTAL ENTERPRISE FUNDS \$ 54,829,460

GRAND TOTAL – ALL CITY FUNDS \$ 95,332,520

Passed, approved, and adopted this ____ day of June, 2016.

President of the Council and Ex-Officio
Mayor of the City of Tulare

ATTEST:

STATE OF CALIFORNIA)
COUNTY OF TULARE) ss.
CITY OF TULARE)

I, Don Dorman, City Clerk of the City of Tulare, certify the foregoing is the full and true Resolution 16-__ passed and adopted by the Council of the City of Tulare at a regular meeting held on June ____, 2015, by the following vote:

Aye(s) _____

Noe(s) _____ Absent _____

Dated: DON DORMAN, CITY CLERK

By Roxanne Yoder, Chief Deputy

RESOLUTION 16-_____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TULARE
ADOPTING THE CITY'S 2016/17 FISCAL YEAR POSITION CONTROL
BUDGET (POSITION ALLOCATION) AND FIXING THE RATE OF
COMPENSATION OF REGULAR FULL-TIME EMPLOYEES, REGULAR PART-
TIME EMPLOYEES, CITY COUNCIL MEMBERS, AND
SEASONAL/TEMPORARY EMPLOYEES OF THE CITY OF TULARE.**

WHEREAS, the Position Control Budget sets the authorized positions for the fiscal year; and,

WHEREAS, the City Municipal Utility budgets are adopted by the Board of Public Utilities and filed with the City Council pursuant to the City's charter document so no further action on those budgets is required; and,

WHEREAS, the Board of Public Utilities has adopted the Municipal Utility Position Control Budget which is also being filed with the City Council; and,

WHEREAS, the City Council of the City of Tulare has considered on Tuesday, June 7, 2016, the adoption of the City's 2016/17 Fiscal Year Position Control Budget (PCB) and has appropriated all funds necessary to pay salaries as part of adopting the General Operating Budget.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Tulare:

that the PCB is hereby adopted and that the Municipal Utility PCB approved by the Board of Public Utilities is received as filed without change;

that the City's Salary Schedule fixing the rate of compensation of regular full-time employees, regular part-time employees, City Council members, and seasonal/temporary employees of the City of Tulare is hereby adopted;

that the City Manager is required to bring any additions to the PCB of authorized positions or any changes in any position's salary range to be made during the fiscal year to the City Council (and if pertinent to the Board of Public Utilities, then to that Board) for further approval;

that the City Manager is authorized to make changes to job descriptions, including without limitation title changes that do not affect the positional role in the PCB or the positional salary range; to make changes to job responsibilities that do not affect the PCB or require approval as part of the collective bargaining process, and to re-allocate funding sources among divisions within the General Fund for any position; and

that the City Manager, or his or her designee, is authorized to recruit and fill in anticipation of known upcoming vacancies to minimize periods where there

are key unfilled positions even though employee counts temporarily exceed the authorized position count for a particular position; provided, however, that there will be no adjustment to the total divisional appropriations and all such costs must be covered by savings in other line items so that the total division budget remains unchanged.

PASSED, ADOPTED AND APPROVED this __ day of June 2016.

President of the Council and Ex-Officio Mayor
of the City of Tulare

ATTEST:

STATE OF CALIFORNIA)
COUNTY OF TULARE) ss.
CITY OF TULARE)

I, Don Dorman, City Clerk of the City of Tulare, certify the foregoing is the full and true Resolution 16-__ passed and adopted by the Council of the City of Tulare at a regular meeting held on June __, 2016, by the following vote:

Aye(s) _____

Noe(s) _____ Abstention(s) _____.

Dated:

DON DORMAN, CITY CLERK

By Roxanne Yoder, Chief Deputy City Clerk

City of Tulare
Position Control Budget (Allocated Positions) FY 2016-17

Position number	Title	FTE	Home Dept
- Home department : 001-4020 (Count: 5)			
- Title : CHIEF DEPUTY CITY CLERK (Count: 1)			
MM06E0136-002	CHIEF DEPUTY CITY CLERK	1.00	001-4020
- Title : CITY MANAGER (Count: 1)			
MM01E0150-001	CITY MANAGER	1.00	001-4020
- Title : DEPUTY CITY CLERK/BUDGETS CORD (Count: 1)			
MM06E0138-001	DEPUTY CITY CLERK/BUDGETS CORD	1.00	001-4020
- Title : FIELD SERVICES MANAGER (Count: 1)			
MM02E0648-001	FIELD SERVICES MANAGER	1.00	001-4020
- Title : PROJECT MANAGER (Count: 1)			
MM02E0886-001	PROJECT MANAGER	1.00	001-4020
- Home department : 001-4030 (Count: 15)			
- Title : ACCOUNTANT (Count: 1)			
CPO2E0010-001	ACCOUNTANT	1.00	001-4030
- Title : ACCOUNTING TECHNICIAN I (Count: 1)			
CPO6N0020-002	ACCOUNTING TECHNICIAN I	1.00	001-4030
- Title : ACCOUNTING TECHNICIAN I/RPT (Count: 1)			
CPO6N0018-001	ACCOUNTING TECHNICIAN I/RPT	0.50	001-4030
- Title : ACCOUNTING TECHNICIAN II (Count: 3)			
CP06N0022-002	ACCOUNTING TECHNICIAN II	1.00	001-4030
CP06N0022-001	ACCOUNTING TECHNICIAN II	1.00	001-4030
CP06N0022-003	ACCOUNTING TECHNICIAN II	1.00	001-4030
- Title : COST/BUDGET ACCT ANALYST/RPT (Count: 1)			
CP02N0285-001	COST/BUDGET ACCT ANALYST/RPT	0.80	001-4030
- Title : FINANCE DIRECTOR/TREASURER (Count: 1)			
MM01E0280-001	FINANCE DIRECTOR/TREASURER	1.00	001-4030
- Title : METER READER (Count: 2)			
NM08N0500-001	METER READER	1.00	001-4030
NM08N0500-002	METER READER	1.00	001-4030
- Title : PAYROLL SPECIALIST (Count: 1)			
CP05N0023-001	PAYROLL SPECIALIST	1.00	001-4030
- Title : TRANSIT ANALYST (Count: 1)			
MM02E0823-001	TRANSIT ANALYST	1.00	001-4030
- Title : TRANSIT COORDINATOR (Count: 1)			
CP05N0825-001	TRANSIT COORDINATOR	1.00	001-4030
- Title : UTILITY/PURCHASING/REVENUE OFF (Count: 1)			
MM02E0670-001	UTILITY/PURCHASING/REVENUE OFF	1.00	001-4030
- Home department : 001-4035 (Count: 4)			
- Title : COMPUTER SYSTEM TECHNICIAN (Count: 1)			
CP03N0180-002	COMPUTER SYSTEM TECHNICIAN	1.00	001-4035
- Title : COMPUTER SYSTEMS ANALYST (Count: 2)			
MM03E0184-002	COMPUTER SYSTEMS ANALYST	1.00	001-4035
MM03E0184-001	COMPUTER SYSTEMS ANALYST	1.00	001-4035

Position number	Title	FTE	Home Dept
- Title : I T MANAGER (Count: 1)			
MM02E0185-001	I T MANAGER	1.00	001-4035
- Home department : 001-4040 (Count: 1)			
- Title : SENIOR MANAGEMENT ANALYST (Count: 1)			
MM02E0489-001	SENIOR MANAGEMENT ANALYST	1.00	001-4040
- Home department : 001-4060 (Count: 6)			
- Title : DEPUTY CITY MANAGER (Count: 1)			
MM01E0148-001	DEPUTY CITY MANAGER	1.00	001-4060
- Title : HUMAN RESOURCES ANALYST (Count: 1)			
MM03E0402-001	HUMAN RESOURCES ANALYST	1.00	001-4060
- Title : HUMAN RESOURCES DIRECTOR (Count: 1)			
MM01E0145-001	HUMAN RESOURCES DIRECTOR	1.00	001-4060
- Title : MANAGEMENT ANALYST (Count: 2)			
MM03E0402-001	MANAGEMENT ANALYST	1.00	001-4060
MM02E0490-002	MANAGEMENT ANALYST	1.00	001-4060
- Title : SAFETY & REG COMP ANALYST (Count: 1)			
MM02E0492-001	SAFETY & REG COMP ANALYST	1.00	001-4060
- Home department : 001-4100 (Count: 3)			
- Title : CODE ENFC OFC/SUB HOUSING CMPL (Count: 1)			
CP05N0159-001	CODE ENFC OFC/SUB HOUSING CMPL	1.00	001-4100
- Title : CODE ENFORCEMENT OFFICER (Count: 2)			
CP05N0160-002	CODE ENFORCEMENT OFFICER	1.00	001-4100
CP05N0160-004	CODE ENFORCEMENT OFFICER	1.00	001-4100
- Home department : 001-4105 (Count: 8)			
- Title : ANIMAL SERVICES MANAGER (Count: 1)			
MM02E0048-001	ANIMAL SERVICES MANAGER	1.00	001-4105
- Title : ANIMAL SERVICES OFFICER (Count: 2)			
NM05N0040-001	ANIMAL SERVICES OFFICER	1.00	001-4105
NM05N0040-002	ANIMAL SERVICES OFFICER	1.00	001-4105
- Title : ANIMAL SERVICES TECHNICIAN (Count: 1)			
CP06N0045-001	ANIMAL SERVICES TECHNICIAN	1.00	001-4105
- Title : CODE ENFORCEMENT OFFICER (Count: 1)			
CP05N0160-003	CODE ENFORCEMENT OFFICER	1.00	001-4105
- Title : KENNEL TECHNICIAN (Count: 3)			
NM05N0041-001	KENNEL TECHNICIAN	1.00	001-4105
NM05N0041-002	KENNEL TECHNICIAN	1.00	001-4105
NM05N0041-003	KENNEL TECHNICIAN	1.00	001-4105
- Home department : 001-4220 (Count: 28)			
- Title : ADMINISTRATIVE ASSISTANT (Count: 1)			
CP06N0030-005	SENIOR ADMINISTRATIVE ASSISTANT	1.00	001-4220
- Title : COMMUNITY SERVICE OFFICER (Count: 1)			
CP05N0165-008	COMMUNITY SERVICE OFFICER	1.00	001-4220
- Title : DEPARTMENT ASSISTANT II (Count: 1)			
CP06N0235-003	DEPARTMENT ASSISTANT II	1.00	001-4220
- Title : POLICE CAPTAIN (Count: 1)			
MP03E0621-003	POLICE CAPTAIN	1.00	001-4220
- Title : POLICE CHIEF (Count: 1)			

Position number	Title	FTE	Home Dept
MP01E0610-001	POLICE CHIEF	1.00	001-4220
- Title : POLICE OFFICER (Count: 5)			
PD04N0630-005	POLICE OFFICER	1.00	001-4220
PD04N0630-019	POLICE OFFICER	1.00	001-4220
PD04N0630-026	POLICE OFFICER	1.00	001-4220
PD04N0630-006	POLICE OFFICER	1.00	001-4220
PD04N0630-046	POLICE OFFICER	1.00	001-4220
- Title : POLICE RECEPTIONIST (Count: 2)			
CP06N0634-002	POLICE RECEPTIONIST	1.00	001-4220
CP06N0634-001	POLICE RECEPTIONIST	1.00	001-4220
- Title : CRIME ANALYST (Count: 1)			
MM03E0646-001	CRIME ANALYST	1.00	001-4220
- Title : POLICE RECORDS SPECIALIST (Count: 3)			
CP06N0635-001	POLICE RECORDS SPECIALIST	1.00	001-4220
CP06N0635-002	POLICE RECORDS SPECIALIST	1.00	001-4220
CP06N0635-003	POLICE RECORDS SPECIALIST	1.00	001-4220
- Title : POLICE SERGEANT (Count: 1)			
MP03E0633-002	POLICE SERGEANT	1.00	001-4220
- Title : PUBLIC SAFETY DISPATCHER I (Count: 3)			
CP06N0730-001	PUBLIC SAFETY DISPATCHER I	1.00	001-4220
CP06N0730-002	PUBLIC SAFETY DISPATCHER I	1.00	001-4220
CP06N0730-014	PUBLIC SAFETY DISPATCHER I	1.00	001-4220
- Title : PUBLIC SAFETY DISPATCHER II (Count: 6)			
CP06N0731-007	PUBLIC SAFETY DISPATCHER II	1.00	001-4220
CP06N0731-009	PUBLIC SAFETY DISPATCHER II	1.00	001-4220
CP06N0731-001	PUBLIC SAFETY DISPATCHER II	1.00	001-4220
CP06N0731-002	PUBLIC SAFETY DISPATCHER II	1.00	001-4220
CP06N0731-005	PUBLIC SAFETY DISPATCHER II	1.00	001-4220
CP06N0731-006	PUBLIC SAFETY DISPATCHER II	1.00	001-4220
- Title : POLICE RECORDS MANAGER (Count: 1)			
CP06N0638-001	POLICE RECORDS MANAGER	1.00	001-4220
- Title : SR. PUBLIC SAFETY DISPATCHER (Count: 1)			
CP06N0645-001	SR. PUBLIC SAFETY DISPATCHER	1.00	001-4220
- Home department : 001-4221 (Count: 33)			
- Title : COMMUNITY SERVICE OFFICER (Count: 2)			
CP05N0165-004	COMMUNITY SERVICE OFFICER	1.00	001-4221
CP05N0165-003	COMMUNITY SERVICE OFFICER	1.00	001-4221
- Title : DEPARTMENT ASSISTANT II (Count: 1)			
CP06N0235-008	DEPARTMENT ASSISTANT II	1.00	001-4221
- Title : POLICE CAPTAIN (Count: 1)			
MP02E0621-001	POLICE CAPTAIN	1.00	001-4221
- Title : POLICE CORPORAL (Count: 4)			
PD04N0615-003	POLICE CORPORAL	1.00	001-4221
PD04N0615-008	POLICE CORPORAL	1.00	001-4221
PD04N0615-001	POLICE CORPORAL	1.00	001-4221
PD04N0615-011	POLICE CORPORAL	1.00	001-4221
- 1			

Position number	Title	FTE	Home Dept
MP02E0620-002	POLICE LIEUTENANT	1.00	001-4221
MP02E0620-004	POLICE LIEUTENANT	1.00	001-4221
MP02E0620-001	POLICE LIEUTENANT	1.00	001-4221
MP02E0620-003	POLICE LIEUTENANT	1.00	001-4221
- Title : POLICE OFFICER (Count: 15)			
PD04N0630-001	POLICE OFFICER	1.00	001-4221
PD04N0630-003	POLICE OFFICER	1.00	001-4221
PD04N0630-007	POLICE OFFICER	1.00	001-4221
PD04N0630-023	POLICE OFFICER	1.00	001-4221
PD04N0630-016	POLICE OFFICER	1.00	001-4221
PD04N0630-017	POLICE OFFICER	1.00	001-4221
PD04N0630-028	POLICE OFFICER	1.00	001-4221
PD04N0630-024	POLICE OFFICER	1.00	001-4221
PD04N0630-029	POLICE OFFICER	1.00	001-4221
PD04N0630-032	POLICE OFFICER	1.00	001-4221
PD04N0630-033	POLICE OFFICER	1.00	001-4221
PD04N0630-050	POLICE OFFICER	1.00	001-4221
PD04N0630-039	POLICE OFFICER	1.00	001-4221
PD04N0630-043	POLICE OFFICER	1.00	001-4221
PD04N0630-044	POLICE OFFICER	1.00	001-4221
- 1			
MP03E0633-005	POLICE SERGEANT	1.00	001-4221
MP03E0633-007	POLICE SERGEANT	1.00	001-4221
MP03E0633-001	POLICE SERGEANT	1.00	001-4221
MP03E0633-008	POLICE SERGEANT	1.00	001-4221
MP03E0633-009	POLICE SERGEANT	1.00	001-4221
- Title : POLICE TRAINEE (Count: 1)			
PD05N0629-002	POLICE OFFICER TRAINEE	1.00	001-4221
- 1			
- Title : COMMUNITY SERVICE OFFICER (Count: 1)			
CP05N0165-001	COMMUNITY SERVICE OFFICER	1.00	001-4222
- 1			
CP03N0166-001	EVIDENCE TECHNICIAN	1.00	001-4222
- 1			
MP02E0621-002	POLICE CAPTAIN	1.00	001-4222
- Title : POLICE CORPORAL (Count: 5)			
PD04N0615-002	POLICE CORPORAL	1.00	001-4222
PD04N0615-005	POLICE CORPORAL	1.00	001-4222
PD04N0615-006	POLICE CORPORAL	1.00	001-4222
PD04N0615-012	POLICE CORPORAL	1.00	001-4222
PD04N0615-013	POLICE CORPORAL	1.00	001-4222
- Title : POLICE OFFICER (Count: 2)			
PD04N0630-009	POLICE OFFICER	1.00	001-4222
PD04N0630-027	POLICE OFFICER	1.00	001-4222
- Title : POLICE SERGEANT (Count: 1)			
MP03E0633-006	POLICE SERGEANT	1.00	001-4222
- Title : SENIOR EVIDENCE TECHNICIAN (Count: 1)			

Position number	Title	FTE	Home Dept
CP03N0167-001	SENIOR EVIDENCE TECHNICIAN	1.00	001-4222
Title : PROPERTY ROOM ASSISTANT (Count: 1)			
CPO	PROPERTY ROOM ASSISTANT	1.00	001-4222
- Home department : 001-4224 (Count: 27)			
- Title : COMMUNITY SERVICE OFFICER (Count: 1)			
CP05N0165-002	COMMUNITY SERVICE OFFICER	1.00	001-4224
- Title : POLICE CORPORAL (Count: 2)			
PD04N0615-007	POLICE CORPORAL	1.00	001-4224
PD04N0615-010	POLICE CORPORAL	1.00	001-4224
- Title : POLICE OFFICER (Count: 19)			
PD04N0630-004	POLICE OFFICER	1.00	001-4224
PD04N0630-012	POLICE OFFICER	1.00	001-4224
PD04N0630-013	POLICE OFFICER	1.00	001-4224
PD04N0630-011	POLICE OFFICER	1.00	001-4224
PD04N0630-025	POLICE OFFICER	1.00	001-4224
PD04N0630-018	POLICE OFFICER	1.00	001-4224
PD04N0630-031	POLICE OFFICER	1.00	001-4224
PD04N0630-008	POLICE OFFICER	1.00	001-4224
PD04N0630-014	POLICE OFFICER	1.00	001-4224
PD04N0630-030	POLICE OFFICER	1.00	001-4224
PD04N0630-049	POLICE OFFICER	1.00	001-4224
PD04N0630-036	POLICE OFFICER	1.00	001-4224
PD04N0630-037	POLICE OFFICER	1.00	001-4224
PD04N0630-038	POLICE OFFICER	1.00	001-4224
PD04N0630-045	POLICE OFFICER	1.00	001-4224
PD04N0630-034	POLICE OFFICER	1.00	001-4224
PD04N0630-040	POLICE OFFICER	1.00	001-4224
PD04N0630-041	POLICE OFFICER	1.00	001-4224
PD04N0630-042	POLICE OFFICER	1.00	001-4224
- Title : POLICE SERGEANT (Count: 2)			
MP03E0633-003	POLICE SERGEANT	1.00	001-4224
MP03E0633-010	POLICE SERGEANT	1.00	001-4224
- Title : PUBLIC SAFETY DISPATCHER I (Count: 1)			
CP06N0730-010	PUBLIC SAFETY DISPATCHER I	1.00	001-4224
- Title : PUBLIC SAFETY DISPATCHER II (Count: 2)			
CP06N0731-003	PUBLIC SAFETY DISPATCHER II	1.00	001-4224
CP06N0731-004	PUBLIC SAFETY DISPATCHER II	1.00	001-4224
- Home department : 001-4230 (Count: 33)			
- Title : ADMINISTRATIVE ASSISTANT (Count: 1)			
CP06N0030-002	ADMINISTRATIVE ASSISTANT	1.00	001-4230
- Title : FIRE CAPTAIN (Count: 9)			
M202E0300-001	FIRE CAPTAIN	1.00	001-4230
M202E0300-002	FIRE CAPTAIN	1.00	001-4230
M202E0300-004	FIRE CAPTAIN	1.00	001-4230
M202E0300-005	FIRE CAPTAIN	1.00	001-4230
M202E0300-003	FIRE CAPTAIN	1.00	001-4230

Position number	Title	FTE	Home Dept
M202E0300-010	FIRE CAPTAIN	1.00	001-4230
M202E0300-007	FIRE CAPTAIN	1.00	001-4230
M202E0300-011	FIRE CAPTAIN	1.00	001-4230
M202E0300-012	FIRE CAPTAIN	1.00	001-4230
- Title : FIRE CHIEF (Count: 1)			
MF01E0315-001	FIRE CHIEF	1.00	001-4230
- Title : FIRE DIVISION CHIEF (Count: 3)			
MM02E0360-003	FIRE DIVISION CHIEF	1.00	001-4230
MM02E0360-001	FIRE DIVISION CHIEF	1.00	001-4230
MM02E0360-002	FIRE DIVISION CHIEF	1.00	001-4230
- 1			
FD03N0365-002	FIRE ENGINEER	1.00	001-4230
FD03N0365-003	FIRE ENGINEER	1.00	001-4230
FD03N0365-001	FIRE ENGINEER	1.00	001-4230
FD03N0365-005	FIRE ENGINEER	1.00	001-4230
FD03N0365-008	FIRE ENGINEER	1.00	001-4230
FD03N0365-013	FIRE ENGINEER	1.00	001-4230
FD03N0365-009	FIRE ENGINEER	1.00	001-4230
FD03N0365-012	FIRE ENGINEER	1.00	001-4230
FD03N0365-007	FIRE ENGINEER	1.00	001-4230
FD03N0365-010	FIRE ENGINEER	1.00	001-4230
- Title : FIRE FIGHTER/PARAMEDIC (Count: 7)			
FD04N0371-009	FIRE FIGHTER/PARAMEDIC	1.00	001-4230
FD04N0371-011	FIRE FIGHTER/PARAMEDIC	1.00	001-4230
FD04N0371-002	FIRE FIGHTER/PARAMEDIC	1.00	001-4230
FD04N0371-005	FIRE FIGHTER/PARAMEDIC	1.00	001-4230
FD04N0371-003	FIRE FIGHTER/PARAMEDIC	1.00	001-4230
FD04N0371-013	FIRE FIGHTER/PARAMEDIC	1.00	001-4230
FD04N0371-015	FIRE FIGHTER/PARAMEDIC	1.00	001-4230
- Title : FIRE INSPECTOR III (Count: 1)			
CP03N0376-001	FIRE INSPECTOR III	1.00	001-4230
CP03N0377-001	FIRE INSPECTOR III	1.00	001-4230
- Home department : 001-4231 (Count: 10)			
- Title : FIRE CAPTAIN (Count: 3)			
M202E0300-006	FIRE CAPTAIN	1.00	001-4231
M202E0300-008	FIRE CAPTAIN	1.00	001-4231
M202E0300-009	FIRE CAPTAIN	1.00	001-4231
- Title : FIRE ENGINEER (Count: 2)			
FD03N0365-006	FIRE ENGINEER	1.00	001-4231
FD03N0365-011	FIRE ENGINEER	1.00	001-4231
- Title : FIRE FIGHTER/PARAMEDIC (Count: 5)			
FD04N0371-001	FIRE FIGHTER/PARAMEDIC	1.00	001-4231
FD04N0371-006	FIRE FIGHTER/PARAMEDIC	1.00	001-4231
FD04N0371-008	FIRE FIGHTER/PARAMEDIC	1.00	001-4231
FD04N0371-004	FIRE FIGHTER/PARAMEDIC	1.00	001-4231
FD04N0371-014	FIRE FIGHTER/PARAMEDIC	1.00	001-4231
- Home department : 001-4320 (Count: 9)			

Position number	Title	FTE	Home Dept
- Title : SIGNAL LIGHT ASSISTANT (Count: 1)			
NM07N0779-001	SIGNAL LIGHT ASSISTANT	1.00	001-4320
- Title : SIGNAL LIGHT TECHNICIAN (Count: 1)			
NM07N0777-001	SIGNAL LIGHT TECHNICIAN	1.00	001-4320
- Title : STREET MAINTENANCE CREW LEADER (Count: 1)			
NM07N0791-001	STREET MAINTENANCE CREW LEADER	1.00	001-4320
- Title : STREET MAINTENANCE WORKER II (Count: 4)			
NM08N0793-003	STREET MAINTENANCE WORKER II	1.00	001-4320
NM08N0793-004	STREET MAINTENANCE WORKER II	1.00	001-4320
NM08N0793-005	STREET MAINTENANCE WORKER II	1.00	001-4320
NM08N0793-002	STREET MAINTENANCE WORKER II	1.00	001-4320
- 1			
MM03E0795-002	STREET MANAGER	1.00	001-4320
- Title : STREET SUPERVISOR (Count: 1)			
NM07N0800-001	STREET SUPERVISOR	1.00	001-4320
- Home department : 001-4322 (Count: 1)			
- Title : GRAFFITI REMOVAL OPERATOR (Count: 1)			
NM08N0795-002	GRAFFITI REMOVAL OPERATOR	1.00	001-4322
- Home department : 001-4400 (Count: 3)			
- Title : COMMUNITY DEVELOPMENT DIRECTOR (Count: 1)			
MM01E0706-001	COMMUNITY DEVELOPMENT DIRECTOR	1.00	001-4400
- Title : DEPARTMENT ASSISTANT II (Count: 1)			
CP06N0235-006	DEPARTMENT ASSISTANT II	1.00	001-4400
- Title : SR. ADMINISTRATIVE ASSISTANT (Count: 1)			
CP06N0025-001	SENIOR ADMINISTRATIVE ASSISTANT	1.00	001-4400
- Home department : 001-4410 (Count: 12)			
- Title : PARKS MAINTENANCE SUPERVISOR (Count: 1)			
NM08N0565-001	PARKS MAINTENANCE SUPERVISOR	1.00	001-4410
- Title : PARKS MAINTENANCE TECHNICIAN (Count: 2)			
NM08N0535-001	PARKS MAINTENANCE TECHNICIAN	1.00	001-4410
NM08N0535-002	PARKS MAINTENANCE TECHNICIAN	1.00	001-4410
- Title : PARKS MAINTENANCE WORKER I (Count: 1)			
NM08N0545-001	PARKS MAINTENANCE WORKER I	1.00	001-4410
- Title : PARKS MAINTENANCE WORKER II (Count: 7)			
NM08N0550-005	PARKS MAINTENANCE WORKER II	1.00	001-4410
NM08N0550-002	PARKS MAINTENANCE WORKER II	1.00	001-4410
NM08N0550-003	PARKS MAINTENANCE WORKER II	1.00	001-4410
NM08N0550-004	PARKS MAINTENANCE WORKER II	1.00	001-4410
NM08N0550-008	PARKS MAINTENANCE WORKER II	1.00	001-4410
NM08N0550-006	PARKS MAINTENANCE WORKER II	1.00	001-4410
NM08N0550-007	PARKS MAINTENANCE WORKER II	1.00	001-4410
- Title : PARKS MANAGER (Count: 1)			
MM03E0561-002	PARKS MANAGER	1.00	001-4410
- Home department : 001-4420 (Count: 3)			
- Title : RECREATION MANAGER (Count: 1)			
MM01E0693-001	RECREATION MANAGER	1.00	001-4420
- Title : RECREATION SUPERVISOR (Count: 2)			

Position number	Title	FTE	Home Dept
MM03E0685-001	RECREATION SUPERVISOR	1.00	001-4420
MM03E0685-003	RECREATION SUPERVISOR	1.00	001-4420
- Home department : 001-4451 (Count: 11)			
- Title : LIBRARIAN (Count: 3)			
MM02E0435-002	LIBRARIAN	1.00	001-4451
MM02E0435-001	LIBRARIAN	1.00	001-4451
MM02E0435-003	LIBRARIAN	1.00	001-4451
- Title : LIBRARY ASSISTANT (Count: 4)			
CPO5N0445-003	LIBRARY ASSISTANT	1.00	001-4451
CPO5N0445-002	LIBRARY ASSISTANT	1.00	001-4451
CPO5N0445-006	LIBRARY ASSISTANT	1.00	001-4451
CPO5N0445-005	LIBRARY ASSISTANT	1.00	001-4451
- Title : LIBRARY MANAGER (Count: 1)			
MM01E0484-001	LIBRARY MANAGER	1.00	001-4451
- Title : SENIOR LIBRARY ASSISTANT (Count: 2)			
CPO5N0740-001	SENIOR LIBRARY ASSISTANT	1.00	001-4451
CPO5N0740-002	SENIOR LIBRARY ASSISTANT	1.00	001-4451
- Home department : 004-4510 (Count: 11)			
- Title : DEPARTMENT ASSISTANT I/RPT (Count: 1)			
CPO6N0231-001	DEPARTMENT ASSISTANT I/RPT	0.50	004-4510
- Title : FLEET MAINTENANCE SUPERVISOR (Count: 1)			
NM07N0381-001	FLEET MAINTENANCE SUPERVISOR	1.00	004-4510
- Title : GENERAL SERVICES DIRECTOR (Count: 1)			
MM01E0647-001	GENERAL SERVICES DIRECTOR	1.00	004-4510
- Title : MECHANIC I (Count: 1)			
NM07N0382-001	MECHANIC I	1.00	004-4510
- Title : MECHANIC II (Count: 5)			
NM07N0495-001	MECHANIC II	1.00	004-4510
NM07N0495-002	MECHANIC II	1.00	004-4510
NM07N0495-004	MECHANIC II	1.00	004-4510
NM07N0495-003	MECHANIC II	1.00	004-4510
NM07N0495-005	MECHANIC II	1.00	004-4510
- Title : PARTS AND INVENTORY CLERK (Count: 1)			
NM06N0570-002	PARTS AND INVENTORY CLERK	1.00	004-4510
- Title : SHOP AND PARTS SPECIALIST (Count: 1)			
NM07N0569-001	SHOP AND PARTS SPECIALIST	1.00	004-4510
- Home department : 007-4450 (Count: 2)			
- Title : COMMUNITY SERVICES ASST (Count: 1)			
CPO6N0229-001	COMMUNITY SERVICES ASST	1.00	007-4450
- Title : SENIOR SERVICES ADMINISTRATOR (Count: 1)			
MM02E0755-001	SENIOR SERVICES ADMINISTRATOR	1.00	007-4450
- Home department : 008-4610 (Count: 3)			
- Title : ADMINISTRATIVE ASSISTANT (Count: 1)			
CPO6N0030-003	ADMINISTRATIVE ASSISTANT	1.00	008-4610
- Title : COMM DEVELOPMENT DEPUTY DIR (Count: 1)			
MM01E0707-001	COMM DEVELOPMENT DEPUTY DIR	1.00	008-4610
- Title : GRANTS SPECIALIST (Count: 1)			

Position number	Title	FTE	Home Dept
MM	GRANTS SPECIALIST	1.00	008-4610
- Title : OFFICE ASSISTANT (Count: 1)			
CP06N0236-001	OFFICE ASSISTANT	1.00	008-4610
- Home department : 008-4620 (Count: 4)			
- Title : BUILDING INSPECTOR I (Count: 1)			
CP03N0120-001	BUILDING INSPECTOR I	1.00	008-4620
- Title : BUILDING INSPECTOR II (Count: 1)			
CP03N0121-001	BUILDING INSPECTOR II	1.00	008-4620
- Title : CHIEF BUILDING OFFICIAL (Count: 1)			
MM01E0134-001	CHIEF BUILDING OFFICIAL	1.00	008-4620
- Title : PERMIT TECHNICIAN (Count: 1)			
CP03N0596-001	PERMIT TECHNICIAN	1.00	008-4620
- Home department : 008-4630 (Count: 7)			
- Title : ASSOCIATE ENGINEER (Count: 1)			
CP02E0734-001	ASSOCIATE ENGINEER	1.00	008-4630
- Title : CHIEF OF SURVEY PARTY (Count: 1)			
CP03N0140-001	CHIEF OF SURVEY PARTY	1.00	008-4630
- Title : CITY ENGINEER (Count: 1)			
MM01E0651-001	CITY ENGINEER	1.00	008-4630
- Title : ENGINEERING ASSISTANT (Count: 2)			
CP03N0245-001	ENGINEERING ASSISTANT	1.00	008-4630
CP03N0245-003	ENGINEERING ASSISTANT	1.00	008-4630
- Title : PUBLIC WORKS INSPECTOR (Count: 2)			
CP03N0660-002	PUBLIC WORKS INSPECTOR	1.00	008-4630
CP03N0660-001	PUBLIC WORKS INSPECTOR	1.00	008-4630
- Home department : 010-4610 (Count: 14)			
- Title : WATER & WW COLL UTILITY MGR (Count: 1)			
MM03E0917-001	WATER & WW COLL UTILITY MGR	1.00	010-4610
- Title : WATER TREATMENT TECHNICIAN (Count: 2)			
NM08N0920-001	WATER TREATMENT TECHNICIAN	1.00	010-4610
NM05N0920-002	WATER TREATMENT TECHNICIAN	1.00	010-4610
- 1			
NM08N0935-002	WATER UTILITY CREW LEADER	1.00	010-4610
NM08N0935-003	WATER UTILITY CREW LEADER	1.00	010-4610
- Title : WATER UTILITY MAINT. WORKER I (Count: 3)			
NM08N0945-001	WATER UTILITY MAINT. WORKER I	1.00	010-4610
NM08N0945-002	WATER UTILITY MAINT. WORKER I	1.00	010-4610
NM08N0945-005	WATER UTILITY MAINT. WORKER I	1.00	010-4610
- Title : WATER UTILITY MAINT. WORKER II (Count: 5)			
NM08N0950-001	WATER UTILITY MAINT. WORKER II	1.00	010-4610
NM08N0950-007	WATER UTILITY MAINT. WORKER II	1.00	010-4610
NM08N0950-003	WATER UTILITY MAINT. WORKER II	1.00	010-4610
NM08N0950-002	WATER UTILITY MAINT. WORKER II	1.00	010-4610
NM08N0950-005	WATER UTILITY MAINT. WORKER II	1.00	010-4610
- Title : WATER UTILITY SUPERVISOR (Count: 1)			
NM0070965-001	WATER UTILITY SUPERVISOR	1.00	010-4610
- Home department : 012-4710 (Count: 19)			

Position number	Title	FTE	Home Dept
- Title : DEPARTMENT ASSISTANT II (Count: 2)			
CP06N0235-001	DEPARTMENT ASSISTANT II	1.00	012-4710
CP06N0235-004	DEPARTMENT ASSISTANT II	1.00	012-4710
- Title : PUBLIC WORKS DIRECTOR (Count: 1)			
MM01E0650-001	PUBLIC WORKS DIRECTOR	1.00	012-4710
- Title : SOLID WASTE MAINTENANCE WORKER (Count: 2)			
NM08N0781-001	SOLID WASTE MAINTENANCE WORKER	1.00	012-4710
NM08N0781-002	SOLID WASTE MAINTENANCE WORKER	1.00	012-4710
- Title : SOLID WASTE MANAGER (Count: 1)			
MM03E0785-002	SOLID WASTE MANAGER	1.00	012-4710
- Title : SOLID WASTE OPERATOR (Count: 11)			
NM08N0780-003	SOLID WASTE OPERATOR	1.00	012-4710
NM08N0780-002	SOLID WASTE OPERATOR	1.00	012-4710
NM08N0780-005	SOLID WASTE OPERATOR	1.00	012-4710
NM08N0780-007	SOLID WASTE OPERATOR	1.00	012-4710
NM08N0780-006	SOLID WASTE OPERATOR	1.00	012-4710
NM08N0780-009	SOLID WASTE OPERATOR	1.00	012-4710
NM08N0780-010	SOLID WASTE OPERATOR	1.00	012-4710
NM08N0780-001	SOLID WASTE OPERATOR	1.00	012-4710
NM08N0780-004	SOLID WASTE OPERATOR	1.00	012-4710
NM08N0780-011	SOLID WASTE OPERATOR	1.00	012-4710
NM08N0780-013	SOLID WASTE OPERATOR	1.00	012-4710
- Title : SOLID WASTE SUPERVISOR (Count: 2)			
NM03N0790-002	SOLID WASTE SUPERVISOR	1.00	012-4710
NM03N0790-001	SOLID WASTE SUPERVISOR	1.00	012-4710
- Home department : 012-4711 (Count: 9)			
- Title : SENIOR SOLID WASTE OPERATOR (Count: 5)			
NM08N0765-003	SENIOR SOLID WASTE OPERATOR	1.00	012-4711
NM08N0765-001	SENIOR SOLID WASTE OPERATOR	1.00	012-4711
NM08N0765-006	SENIOR SOLID WASTE OPERATOR	1.00	012-4711
NM08N0765-005	SENIOR SOLID WASTE OPERATOR	1.00	012-4711
NM08N0765-010	SENIOR SOLID WASTE OPERATOR	1.00	012-4711
- Title : SR SOLID WASTE MAINTENANCE WKR (Count: 3)			
NM07N0776-003	SR SOLID WASTE MAINTENANCE WKR	1.00	012-4711
NM07N0776-001	SR SOLID WASTE MAINTENANCE WKR	1.00	012-4711
NM07N0776-002	SR SOLID WASTE MAINTENANCE WKR	1.00	012-4711
- Title : SR. SOLID WASTE OPERATOR (Count: 1)			
NM08N0765-002	SENIOR SOLID WASTE OPERATOR	1.00	012-4711
- Home department : 012-4712 (Count: 3)			
- Title : SOLID WASTE OPR/ST SWEEPER (Count: 1)			
NM08N0782-001	SOLID WASTE OPR/ST SWEEPER	1.00	012-4712
- Title : STREET SWEEPER OPERATOR (Count: 2)			
NM08N0805-001	STREET SWEEPER OPERATOR	1.00	012-4712
NM08N0805-002	STREET SWEEPER OPERATOR	1.00	012-4712
- Home department : 012-4713 (Count: 2)			
- Title : SENIOR SOLID WASTE OPERATOR (Count: 2)			
NM08N0765-004	SENIOR SOLID WASTE OPERATOR	1.00	012-4713

Position number	Title	FTE	Home Dept
NM08N0765-007	SENIOR SOLID WASTE OPERATOR	1.00	012-4713
- Home department : 015-4651 (Count: 6)			
- Title : WASTEWATER COLL. MAINT. SUPV (Count: 1)			
NM03N0844-001	WASTEWATER COLL. MAINT. SUPV	1.00	015-4651
- Title : WASTEWATER COLL. MAINT. WKR I (Count: 1)			
NM08N0870-002	WASTEWATER COLL. MAINT. WKR I	1.00	015-4651
- Title : WASTEWATER COLL. MAINT. WKR II (Count: 3)			
NM08N0875-003	WASTEWATER COLL. MAINT. WKR II	1.00	015-4651
NM08N0875-002	WASTEWATER COLL. MAINT. WKR II	1.00	015-4651
NM08N0875-001	WASTEWATER COLL. MAINT. WKR II	1.00	015-4651
- Title : WW COLL. MAINT. CREW LEADER (Count: 1)			
NM07N0865-001	WW COLL. MAINT. CREW LEADER	1.00	015-4651
- Home department : 015-4652 (Count: 26)			
- Title : DEPARTMENT ASSISTANT II (Count: 1)			
CP06N0235-007	DEPARTMENT ASSISTANT II	1.00	015-4652
- Title : ENVIRONMENTAL COMPLIANCE INSP (Count: 1)			
NM05N0405-001	ENVIRONMENTAL COMPLIANCE INSP	1.00	015-4652
- Title : LABORATORY ANALYST (Count: 1)			
NM03N0431-001	LABORATORY SUPERVISOR	1.00	015-4652
- Title : LABORATORY ASSISTANT (Count: 1)			
NM05N0425-001	LABORATORY ASSISTANT	1.00	015-4652
- Title : LABORATORY TECHNICIAN (Count: 1)			
NM03N0430-001	LABORATORY TECHNICIAN	1.00	015-4652
- Title : MANAGEMENT ANALYST (Count: 1)			
MM02E0490-001	MANAGEMENT ANALYST	1.00	015-4652
- Title : OPERATIONS MANAGER (Count: 1)			
MM03E0884-001	OPERATIONS MANAGER	1.00	015-4652
- Title : WASTEWATER ELECTRICAL TECH I (Count: 1)			
NM03N0877-001	WASTEWATER ELECTRICAL TECH I	1.00	015-4652
- Title : WASTEWATER MAINT TECHNICIAN II (Count: 1)			
NM03N0881-001	WASTEWATER MAINT TECHNICIAN II	1.00	015-4652
- Title : WASTEWATER MAINT. TECHNICIAN I (Count: 3)			
NM05N0880-003	WASTEWATER MAINT. TECHNICIAN I	1.00	015-4652
NM05N0880-001	WASTEWATER MAINT. TECHNICIAN I	1.00	015-4652
NM05N0880-002	WASTEWATER MAINT. TECHNICIAN I	1.00	015-4652
- Title : WASTEWATER PLANT SUPERVISOR (Count: 2)			
NM03N0915-001	WASTEWATER PLANT SUPERVISOR	1.00	015-4652
NM03N0915-002	WASTEWATER PLANT SUPERVISOR	1.00	015-4652
- Title : WW MAINTENANCE TECH CREW LDR (Count: 1)			
NM03N0879-001	WW MAINTENANCE TECH CREW LDR	1.00	015-4652
- Title : WWTP OPERATOR I (Count: 1)			
NM05N0890-001	WWTP OPERATOR I	1.00	015-4652
- Title : WWTP OPERATOR II (Count: 7)			
NM05N0895-001	WWTP OPERATOR II	1.00	015-4652
NM05N0895-003	WWTP OPERATOR II	1.00	015-4652
NM05N0895-002	WWTP OPERATOR II	1.00	015-4652
NM05N0895-005	WWTP OPERATOR II	1.00	015-4652

Position number	Title	FTE	Home Dept
NM05N0895-006	WWTP OPERATOR II	1.00	015-4652
NM05N0895-007	WWTP OPERATOR II	1.00	015-4652
NM05N0895-004	WWTP OPERATOR II	1.00	015-4652
- 1			
NM03N0900-001	WWTP OPERATOR III	1.00	015-4652
NM03N0900-003	WWTP OPERATOR III	1.00	015-4652
- Title : WWTP OPERATOR TRAINEE (Count: 1)			
NM08N0905-001	WWTP OPERATOR TRAINEE	1.00	015-4652
- Home department : 033-4225 (Count: 1)			
- Title : POLICE OFFICER (Count: 1)			
PD04N0630-022	POLICE OFFICER	1.00	033-4225
- Home department : 036-4238 (Count: 4)			
- Title : POLICE OFFICER (Count: 4)			
PD04N0630-010	POLICE OFFICER	1.00	036-4238
PD04N0630-015	POLICE OFFICER	1.00	036-4238
PD04N0630-020	POLICE OFFICER	1.00	036-4238
PD04N0630-047	POLICE OFFICER	1.00	036-4238
- Home department : 048-4530 (Count: 10)			
- Title : CUSTODIAN (Count: 6)			
NM08N0190-001	CUSTODIAN	1.00	048-4530
NM08N0190-002	CUSTODIAN	1.00	048-4530
NM08N0190-003	CUSTODIAN	1.00	048-4530
NM08N0190-005	CUSTODIAN	1.00	048-4530
NM08N0190-006	CUSTODIAN	1.00	048-4530
NM08N0190-007	CUSTODIAN	1.00	048-4530
- Title : FACILITIES MAINT. TECHNICIAN (Count: 3)			
NM03N0275-001	FACILITIES MAINT. TECHNICIAN	1.00	048-4530
NM03N0275-003	FACILITIES MAINT. TECHNICIAN	1.00	048-4530
NM03N0275-004	FACILITIES MAINT. TECHNICIAN	1.00	048-4530
- Title : FACILITIES MT. AIRPORT OPR MGR (Count: 1)			
MM03E0271-001	FACILITIES MT. AIRPORT OPR MGR	1.00	048-4530
- Title : STREET MAINTENANCE WORKER I (Count: 1)			
	STREET MAINTENANCE WORKER I	1.00	067-4967
	TOTAL FTE ALLOCATED POSITIONS	344.80	

CITY OF TULARE - Attachment 1
Salary Schedule - May 3, 2016

CLASSIFICATION	Code	Step	Monthly	Hourly	Group
Accountant	3000	A	4138.99	23.8788	cler/prof
		B	4345.94	25.0727	
		C	4563.23	26.3264	
		D	4791.39	27.6427	
		E	5030.96	29.0248	
Accounting Technician I	3010	A	3290.45	18.9834	cler/prof
		B	3454.97	19.9325	
		C	3627.72	20.9292	
		D	3809.11	21.9756	
		E	3999.56	23.0743	
Accounting Technician I R/PT 1/2 Time	3010	A	1645.23	18.9834	cler/prof
		B	1727.48	19.9325	
		C	1813.86	20.9292	
		D	1904.55	21.9756	
		E	1999.77	23.0743	
Accounting Technician II	3012	A	3635.60	20.9746	cler/prof
		B	3817.38	22.0234	
		C	4008.25	23.1245	
		D	4208.66	24.2808	
		E	4419.09	25.4948	
Administrative Assistant	3020	A	3290.45	18.9834	cler/prof
		B	3454.97	19.9325	
		C	3627.72	20.9292	
		D	3809.11	21.9756	
		E	3999.56	23.0743	
Animal Services Manager	2005	A	5371.14	30.9873	mmgmt
		B	5639.69	32.5367	
		C	5921.68	34.1635	
		D	6217.76	35.8717	
		E	6528.65	37.6653	
Animal Services Officer	3030	A	3225.45	18.6084	nonmgmt
		B	3386.72	19.5388	
		C	3556.06	20.5157	
		D	3733.86	21.5415	
		E	3920.55	22.6185	
Animal Services Technician	3040	A	3068.52	17.7030	cler/prof
		B	3221.96	18.5883	
		C	3383.05	19.5177	
		D	3552.20	20.4935	
		E	3729.81	21.5182	
Associate Engineer	3050	A	5258.53	30.3377	cler/prof
		B	5521.46	31.8546	
		C	5797.53	33.4473	
		D	6087.41	35.1197	
		E	6391.78	36.8757	

CLASSIFICATION	Code	Step	Monthly	Hourly	Group
Building Inspector I	3070	A	3708.85	21.3972	cler/prof
		B	3894.30	22.4671	
		C	4089.02	23.5905	
		D	4293.47	24.7700	
		E	4508.14	26.0085	
Building Inspector II	3080	A	4307.47	24.8507	cler/prof
		B	4522.84	26.0933	
		C	4748.98	27.3979	
		D	4986.43	28.7678	
		E	5235.75	30.2063	
Chief Building Official	2010	A	6387.66	36.8518	mmgmt
		B	6707.03	38.6948	
		C	7042.39	40.6292	
		D	7394.50	42.6607	
		E	7764.23	44.7937	
Chief Deputy City Clerk	2020	A	5555.10	32.0487	mmgmt
		B	5832.85	33.6510	
		C	6124.48	35.3335	
		D	6430.72	37.1003	
		E	6752.25	38.9553	
Chief of Survey Party	3090	A	4180.48	24.1181	cler/prof
		B	4389.50	25.3240	
		C	4608.97	26.5902	
		D	4839.42	27.9198	
		E	5081.39	29.3158	
City Engineer	2024	A	7497.09	43.2525	mmgmt
		B	7871.94	45.4151	
		C	8265.54	47.6859	
		D	8678.82	50.0702	
		E	9112.76	52.5736	
City Manager	1000	A	12216.10	70.4769	depthead
		B	12826.81	74.0014	
		C	13468.16	77.7010	
		D	14141.58	81.5863	
		E	14848.67	85.6656	
Code Enforcement Officer	3100	A	4307.47	24.8507	cler/prof
		B	4522.84	26.0933	
		C	4748.99	27.3979	
		D	4986.43	28.7678	
		E	5235.75	30.2063	
Code Enforcement Officer/Substandard Housing Compli	3102	A	4307.46	24.8507	cler/prof
		B	4522.84	26.0933	
		C	4748.97	27.3979	
		D	4986.42	28.7678	
		E	5235.73	30.2063	

CLASSIFICATION	Code	Step	Monthly	Hourly	Group
Community Development Deputy Director	2030	A	8320.36	48.0022	mmgmt
		B	8736.38	50.4023	
		C	9173.21	52.9226	
		D	9631.86	55.5686	
		E	10113.45	58.3472	
Community Development Director	1040	A	9193.13	53.0374	depthead
		B	9652.79	55.6893	
		C	10135.42	58.4738	
		D	10642.20	61.3975	
		E	11174.31	64.4673	
Community Service Assistant	3120	A	2978.06	17.1812	cler/prof
		B	3126.96	18.0402	
		C	3283.31	18.9422	
		D	3447.47	19.8893	
		E	3619.85	20.8838	
Community Service Officer	3110	A	3225.45	18.6084	cler/prof
		B	3386.72	19.5388	
		C	3556.06	20.5157	
		D	3733.86	21.5415	
		E	3920.55	22.6185	
Computer Systems Analyst	2040	A	5868.38	33.8560	mmgmt
		B	6161.80	35.5489	
		C	6469.90	37.3264	
		D	6793.40	39.1927	
		E	7133.07	41.1523	
Computer System Technician	3122	A	3635.60	20.9746	cler/prof
		B	3817.39	22.0234	
		C	4008.25	23.1246	
		D	4208.65	24.2807	
		E	4419.10	25.4948	
Cost/Budget Accounting Analyst R/PT 4/5 Time	3124	A	3713.67	26.7813	cler/prof
		B	3899.35	28.1203	
		C	4094.33	29.5264	
		D	4299.03	31.0026	
		E	4513.99	32.5528	
Custodian	3130	A	2577.02	14.8674	nonmgt
		B	2705.87	15.6107	
		C	2841.17	16.3914	
		D	2983.22	17.2109	
		E	3132.38	18.0715	
Department Assistant I	3140	A	2695.33	15.5500	cler/prof
		B	2830.10	16.3275	
		C	2971.61	17.1439	
		D	3120.19	18.0011	
		E	3276.19	18.9011	

CLASSIFICATION	Code	Step	Monthly	Hourly	Group
Department Assistant I R/PT 1/2 Time	3140	A	1347.67	15.5500	cler/prof
		B	1415.05	16.3275	
		C	1485.80	17.1439	
		D	1560.10	18.0011	
		E	1638.10	18.9011	
Department Assistant II	3142	A	2978.06	17.1812	cler/prof
		B	3126.96	18.0402	
		C	3283.31	18.9422	
		D	3447.47	19.8893	
		E	3619.85	20.8838	
Deputy City Clerk/Budget Coordinator	2060	A	4138.98	23.8788	mmgmt
		B	4345.94	25.0727	
		C	4563.23	26.3264	
		D	4791.40	27.6427	
		E	5030.95	29.0248	
Deputy City Manager	1020	A	9664.35	55.7559	depthead
		B	10147.56	58.5437	
		C	10654.94	61.4709	
		D	11187.69	64.5444	
		E	11747.08	67.7717	
Engineering Assistant	3156	A	4460.51	25.7338	cler/prof
		B	4683.53	27.0204	
		C	4917.71	28.3714	
		D	5163.60	29.7899	
		E	5421.78	31.2795	
Environmental Compliance Inspector	3160	A	3635.60	20.9746	nonmgt
		B	3817.38	22.0234	
		C	4008.25	23.1245	
		D	4208.66	24.2808	
		E	4419.09	25.4948	
Evidence Technician	3170	A	3802.50	21.9375	cler/prof
		B	3992.63	23.0344	
		C	4192.26	24.1861	
		D	4401.88	25.3955	
		E	4621.98	26.6653	
Facilities Maintenance & Airport Operations Manager	2080	A	5337.81	30.7950	mmgmt
		B	5604.69	32.3347	
		C	5884.94	33.9515	
		D	6179.18	35.6490	
		E	6488.14	37.4316	
Facilities Maintenance Technician	3180	A	3635.60	20.9746	nonmgt
		B	3817.38	22.0234	
		C	4008.25	23.1245	
		D	4208.66	24.2808	
		E	4419.09	25.4948	

CLASSIFICATION	Code	Step	Monthly	Hourly	Group
Field Services Manager	2090	A	6815.53	39.3204	mmgmt
		B	7156.31	41.2864	
		C	7514.13	43.3509	
		D	7889.83	45.5183	
		E	8284.32	47.7942	
Finance Director/Treasurer	1050	A	9152.39	52.8024	depthead
		B	9610.02	55.4426	
		C	10090.53	58.2149	
		D	10595.05	61.1255	
		E	11124.79	64.1819	
Fire Captain	4010	A	5698.24	32.8744	mfire24
		B	5983.15	34.5182	
		C	6282.31	36.2441	
		D	6596.42	38.0563	
		E	6926.25	39.9592	
Fire Chief	1060	A	9701.05	55.9678	depthead
		B	10186.12	58.7661	
		C	10695.41	61.7044	
		D	11230.18	64.7897	
		E	11791.70	68.0292	
Fire Division Chief	4000	A	7880.15	45.4626	mfire24
		B	8274.17	47.7357	
		C	8687.88	50.1225	
		D	9122.27	52.6286	
		E	9578.38	55.2600	
Fire Engineer	4020	A	4621.32	26.6615	fire
		B	4852.39	27.9945	
		C	5095.01	29.3942	
		D	5349.76	30.8641	
		E	5617.24	32.4072	
Fire Inspector I	3190	A	3708.85	21.3972	cler/prof
		B	3894.30	22.4671	
		C	4089.02	23.5905	
		D	4293.46	24.7700	
		E	4508.14	26.0085	
Fire Inspector II	3192	A	4097.90	23.6417	cler/prof
		B	4302.80	24.8239	
		C	4517.94	26.0650	
		D	4743.83	27.3682	
		E	4981.02	28.7368	
Fire Inspector III	3194	A	4482.81	25.8624	cler/prof
		B	4706.95	27.1556	
		C	4942.30	28.5132	
		D	5189.42	29.9390	
		E	5448.88	31.4359	

CLASSIFICATION	Code	Step	Monthly	Hourly	Group
Firefighter/Paramedic	4030	A	4396.48	25.3644	fire
		B	4616.31	26.6325	
		C	4847.13	27.9642	
		D	5089.48	29.3623	
		E	5343.96	30.8305	
Fleet Maintenance Supervisor	3202	A	4528.25	26.1245	nonmgt
		B	4754.66	27.4307	
		C	4992.39	28.8023	
		D	5242.01	30.2424	
		E	5504.11	31.7545	
General Services Director	1063	A	8320.35	48.0022	depthead
		B	8736.37	50.4023	
		C	9173.19	52.9225	
		D	9631.85	55.5686	
		E	10113.45	58.3471	
Graffiti Removal Operator	3210	A	3146.01	18.1501	nonmgt
		B	3303.31	19.0576	
		C	3468.47	20.0104	
		D	3641.91	21.0110	
		E	3823.99	22.0615	
Human Resources Analyst	2100	A	3764.77	21.7199	mmgmt
		B	3953.01	22.8058	
		C	4150.66	23.9461	
		D	4358.19	25.1434	
		E	4576.11	26.4006	
Human Resources Director	1065	A	8403.78	48.4833	depthead
		B	8823.97	50.9075	
		C	9265.17	53.4529	
		D	9728.43	56.1256	
		E	10214.84	58.9318	
Information Technology Manager	2110	A	6483.94	37.4075	mmgmt
		B	6808.14	39.2779	
		C	7148.54	41.2417	
		D	7505.97	43.3038	
		E	7881.28	45.4689	
Kennel Technician	3220	A	2513.55	14.5013	nonmgt
		B	2639.23	15.2264	
		C	2771.19	15.9877	
		D	2909.75	16.7871	
		E	3055.23	17.6263	
Laboratory Analyst	3230	A	3802.51	21.9375	nonmgt
		B	3992.63	23.0344	
		C	4192.26	24.1861	
		D	4401.88	25.3955	
		E	4621.98	26.6653	

CLASSIFICATION	Code	Step	Monthly	Hourly	Group
Laboratory Assistant	3240	A	2668.58	15.3957	nonmgt
		B	2802.01	16.1655	
		C	2942.11	16.9737	
		D	3089.21	17.8225	
		E	3243.68	18.7136	
Laboratory Technician	3250	A	3528.42	20.3563	nonmgt
		B	3704.84	21.3740	
		C	3890.08	22.4427	
		D	4084.58	23.5649	
		E	4288.81	24.7431	
Librarian	2120	A	3996.97	23.0595	mmgmt
		B	4196.81	24.2124	
		C	4406.66	25.4231	
		D	4626.99	26.6942	
		E	4858.34	28.0289	
Library Assistant	3270	A	2695.33	15.5500	cler/prof
		B	2830.10	16.3275	
		C	2971.61	17.1439	
		D	3120.19	18.0011	
		E	3276.19	18.9011	
Library Manager	2130	A	5868.38	33.8560	mmgmt
		B	6161.80	35.5489	
		C	6469.90	37.3264	
		D	6793.40	39.1927	
		E	7133.07	41.1523	
Management Analyst	2140	A	4505.23	25.9917	mmgmt
		B	4730.49	27.2913	
		C	4967.01	28.6559	
		D	5215.37	30.0886	
		E	5476.13	31.5932	
Mechanic I	3280	A	2819.08	16.2640	nonmgt
		B	2960.03	17.0771	
		C	3108.04	17.9311	
		D	3263.43	18.8276	
		E	3426.60	19.7689	
Mechanic II	3282	A	3635.60	20.9746	nonmgt
		B	3817.38	22.0234	
		C	4008.25	23.1245	
		D	4208.66	24.2808	
		E	4419.09	25.4948	
Meter Reader	3290	A	2763.39	15.9427	nonmgt
		B	2901.56	16.7398	
		C	3046.64	17.5768	
		D	3198.98	18.4556	
		E	3358.92	19.3784	

CLASSIFICATION	Code	Step	Monthly	Hourly	Group
Office Assistant	3294	A	1998.25	11.5283	nonmgt
		B	2098.16	12.1048	
		C	2203.06	12.7100	
		D	2313.21	13.3455	
		E	2428.88	14.0127	
Operations Manager	2260	A	5868.38	33.8560	mmgmt
		B	6161.80	35.5489	
		C	6469.90	37.3264	
		D	6793.40	39.1927	
		E	7133.07	41.1523	
Parks Maintenance Supervisor	3320	A	3898.53	22.4915	nonmgt
		B	4093.46	23.6161	
		C	4298.12	24.7968	
		D	4513.04	26.0368	
		E	4738.68	27.3386	
Parks Maintenance Technician	3330	A	3441.51	19.8549	nonmgt
		B	3613.59	20.8477	
		C	3794.26	21.8899	
		D	3983.98	22.9845	
		E	4183.18	24.1338	
Parks Maintenance Worker I	3340	A	2833.17	16.3453	nonmgt
		B	2974.83	17.1626	
		C	3123.57	18.0206	
		D	3279.75	18.9216	
		E	3443.74	19.8678	
Parks Maintenance Worker II	3342	A	3130.36	18.0598	nonmgt
		B	3286.87	18.9627	
		C	3451.22	19.9109	
		D	3623.78	20.9064	
		E	3804.97	21.9517	
Parks Manager	2150	A	5078.12	29.2969	mmgmt
		B	5332.01	30.7617	
		C	5598.61	32.2997	
		D	5878.55	33.9147	
		E	6172.48	35.6105	
Parts and Inventory Clerk	3350	A	2695.33	15.5500	nonmgt
		B	2830.10	16.3275	
		C	2971.61	17.1439	
		D	3120.19	18.0011	
		E	3276.19	18.9011	
Payroll Specialist	3360	A	4016.96	23.1748	cler/prof
		B	4217.81	24.3335	
		C	4428.70	25.5502	
		D	4650.13	26.8277	
		E	4882.64	28.1690	

CLASSIFICATION	Code	Step	Monthly	Hourly	Group
Permit Technician	3370	A	3424.39	19.7560	cler/prof
		B	3595.61	20.7440	
		C	3775.39	21.7811	
		D	3964.16	22.8701	
		E	4162.36	24.0137	
Police Captain	5000	A	7880.15	45.4626	mpolice
		B	8274.17	47.7357	
		C	8687.88	50.1225	
		D	9122.27	52.6286	
		E	9578.38	55.2600	
Police Chief	1080	A	9857.99	56.8743	depthead
		B	10350.89	59.7181	
		C	10868.44	62.7040	
		D	11411.86	65.8392	
		E	11982.46	69.1311	
Police Corporal	5030	A	5057.25	29.1764	police
		B	5310.11	30.6353	
		C	5575.62	32.1670	
		D	5854.40	33.7754	
		E	6147.12	35.4641	
Police Lieutenant	5010	A	7132.04	41.1463	mpolice
		B	7488.64	43.2037	
		C	7863.07	45.3639	
		D	8256.22	47.6320	
		E	8669.03	50.0136	
Police Officer	5040	A	4577.12	26.4065	police
		B	4805.98	27.7268	
		C	5046.28	29.1132	
		D	5298.60	30.5689	
		E	5563.52	32.0973	
Police Officer Trainee	3390	A	3746.04	21.6119	cler/prof
		B	3933.34	22.6924	
		C	4130.01	23.8269	
		D	4336.51	25.0184	
		E	4553.34	26.2693	
Police Receptionist	3400	A	1998.25	11.5283	cler/prof
		B	2098.16	12.1048	
		C	2203.06	12.7100	
		D	2313.21	13.3455	
		E	2428.88	14.0128	
Police Records Manager	2172	A	4728.91	27.2822	mmgmt
		B	4965.35	28.6464	
		C	5213.62	30.0787	
		D	5474.32	31.5826	
		E	5748.02	33.1617	

CLASSIFICATION	Code	Step	Monthly	Hourly	Group
Police Records Specialist	3410	A	3099.29	17.8806	cler/prof
		B	3254.26	18.7746	
		C	3416.97	19.7133	
		D	3587.82	20.6989	
		E	3767.20	21.7339	
Police Sergeant	5020	A	6140.89	35.4282	mpolice
		B	6447.93	37.1996	
		C	6770.33	39.0596	
		D	7108.85	41.0126	
		E	7464.29	43.0632	
Project Manager	2164	A	6815.53	39.3203	mmgmt
		B	7156.31	41.2864	
		C	7514.13	43.3508	
		D	7889.83	45.5183	
		E	8284.32	47.7942	
Public Safety Dispatcher I	3430	A	3225.45	18.6084	cler/prof
		B	3386.72	19.5388	
		C	3556.06	20.5157	
		D	3733.86	21.5415	
		E	3920.55	22.6185	
Public Safety Dispatcher II	3432	A	3546.06	20.4580	cler/prof
		B	3723.36	21.4809	
		C	3909.53	22.5551	
		D	4105.01	23.6827	
		E	4310.25	24.8668	
Public Works Director	1090	A	9445.55	54.4935	depthead
		B	9917.81	57.2184	
		C	10413.71	60.0793	
		D	10934.40	63.0832	
		E	11481.11	66.2374	
Public Works Inspector	3440	A	4879.48	28.1508	cler/prof
		B	5123.46	29.5585	
		C	5379.63	31.0363	
		D	5648.61	32.5881	
		E	5931.04	34.2176	
Recreation Manager	2178	A	5582.87	32.2088	mmgmt
		B	5862.01	33.8192	
		C	6155.11	35.5102	
		D	6462.87	37.2857	
		E	6786.01	39.1501	
Recreation Supervisor	2180	A	4138.98	23.8788	mmgmt
		B	4345.94	25.0727	
		C	4563.23	26.3264	
		D	4791.40	27.6427	
		E	5030.95	29.0248	

CLASSIFICATION	Code	Step	Monthly	Hourly	Group
Safety & Regulatory Compliance Analyst	2190	A	4642.08	26.7813	mmgmt
		B	4874.18	28.1203	
		C	5117.90	29.5264	
		D	5373.80	31.0026	
		E	5642.49	32.5528	
Senior Administrative Assistant	3450	A	3690.41	21.2908	cler/prof
		B	3874.92	22.3554	
		C	4068.67	23.4730	
		D	4272.11	24.6469	
		E	4485.71	25.8791	
Senior Evidence Technician	3460	A	4201.38	24.2388	cler/prof
		B	4411.44	25.4507	
		C	4632.02	26.7232	
		D	4863.62	28.0594	
		E	5106.80	29.4623	
Senior Library Assistant	3470	A	2948.50	17.0105	cler/prof
		B	3095.93	17.8611	
		C	3250.73	18.7542	
		D	3413.26	19.6919	
		E	3583.92	20.6765	
Senior Management Analyst	2210	A	4977.81	28.7181	mmgmt
		B	5226.69	30.1540	
		C	5488.03	31.6617	
		D	5762.43	33.2448	
		E	6050.55	34.9070	
Senior Police Records Specialist	3420	A	3390.41	19.5601	cler/prof
		B	3559.92	20.5380	
		C	3737.91	21.5649	
		D	3924.81	22.6432	
		E	4121.05	23.7753	
Senior Public Safety Dispatcher	3480	A	3918.02	22.6040	cler/prof
		B	4113.92	23.7342	
		C	4319.62	24.9209	
		D	4535.60	26.1669	
		E	4762.38	27.4753	
Senior Services Administrator	2220	A	4855.20	28.0107	mmgmt
		B	5097.97	29.4114	
		C	5352.87	30.8818	
		D	5620.51	32.4260	
		E	5901.53	34.0474	
Senior Solid Waste Maintenance Worker	3500	A	3161.75	18.2408	nonmgt
		B	3319.83	19.1529	
		C	3485.82	20.1105	
		D	3660.11	21.1161	
		E	3843.12	22.1719	

CLASSIFICATION	Code	Step	Monthly	Hourly	Group
Senior Solid Waste Operator	3510	A	3161.75	18.2408	nonmgt
		B	3319.83	19.1529	
		C	3485.82	20.1105	
		D	3660.11	21.1161	
		E	3843.12	22.1719	
Shop and Parts Specialist	3514	A	3271.46	18.8739	nonmgt
		B	3435.03	19.8176	
		C	3606.77	20.8085	
		D	3787.10	21.8489	
		E	3976.45	22.9413	
Signal Light Assistant	3524	A	3146.01	18.1501	nonmgt
		B	3303.31	19.0576	
		C	3468.47	20.0104	
		D	3641.91	21.0110	
		E	3824.02	22.0615	
Signal Light Technician	3520	A	3802.51	21.9375	nonmgt
		B	3992.63	23.0344	
		C	4192.26	24.1861	
		D	4401.88	25.3955	
		E	4621.98	26.6653	
Solid Waste Maintenance Worker	3540	A	2847.33	16.4270	nonmgt
		B	2989.70	17.2483	
		C	3139.19	18.1107	
		D	3296.15	19.0162	
		E	3460.96	19.9670	
Solid Waste Manager	2230	A	5078.12	29.2969	mmgmt
		B	5332.01	30.7617	
		C	5598.61	32.2997	
		D	5878.55	33.9147	
		E	6172.48	35.6105	
Solid Waste Operator	3550	A	3038.07	17.5274	nonmgt
		B	3189.98	18.4038	
		C	3349.47	19.3239	
		D	3516.94	20.2900	
		E	3692.80	21.3046	
Solid Waste Operator/Street Sweeper	3560	A	3241.58	18.7013	nonmgt
		B	3403.66	19.6365	
		C	3573.84	20.6184	
		D	3752.53	21.6493	
		E	3940.16	22.7318	
Solid Waste Supervisor	3570	A	3898.53	22.4915	nonmgt
		B	4093.46	23.6161	
		C	4298.12	24.7968	
		D	4513.04	26.0368	
		E	4738.68	27.3386	

CLASSIFICATION	Code	Step	Monthly	Hourly	Group
Street Maintenance Crew Leader	3590	A	3635.60	20.9746	nonmgt
		B	3817.38	22.0234	
		C	4008.25	23.1245	
		D	4208.66	24.2808	
		E	4419.09	25.4948	
Street Maintenance Worker I	3600	A	2847.33	16.4270	nonmgt
		B	2989.70	17.2483	
		C	3139.19	18.1107	
		D	3296.15	19.0162	
		E	3460.96	19.9670	
Street Maintenance Worker II	3602	A	3146.01	18.1501	nonmgt
		B	3303.31	19.0576	
		C	3468.47	20.0104	
		D	3641.91	21.0110	
		E	3823.99	22.0615	
Street Manager	2240	A	5555.10	32.0487	mmgmt
		B	5832.85	33.6510	
		C	6124.48	35.3335	
		D	6430.72	37.1003	
		E	6752.25	38.9553	
Street Supervisor	3610	A	3898.53	22.4915	nonmgt
		B	4093.46	23.6161	
		C	4298.12	24.7968	
		D	4513.04	26.0368	
		E	4738.68	27.3386	
Street Sweeper Operator	3620	A	3241.58	18.7013	nonmgt
		B	3403.66	19.6365	
		C	3573.84	20.6184	
		D	3752.53	21.6493	
		E	3940.16	22.7318	
Transit Analyst	2244	A	4374.00	25.2347	mmgmt
		B	4592.70	26.4964	
		C	4822.34	27.8212	
		D	5063.45	29.2122	
		E	5316.63	30.6728	
Transit Coordinator	3630	A	3635.60	20.9746	cler/prof
		B	3817.38	22.0234	
		C	4008.25	23.1245	
		D	4208.66	24.2808	
		E	4419.09	25.4948	
Utility/Purchasing/Revenue Officer	2259	A	4527.76	26.1217	mmgmt
		B	4754.14	27.4278	
		C	4991.84	28.7992	
		D	5241.44	30.2391	
		E	5503.50	31.7511	

CLASSIFICATION	Code	Step	Monthly	Hourly	Group
Wastewater Collection Maintenance Crew Leader	3640	A	3802.93	21.9398	nonmgt
		B	3993.08	23.0368	
		C	4192.74	24.1886	
		D	4402.37	25.3981	
		E	4622.48	26.6680	
Wastewater Collection Maintenance Supervisor	3650	A	5002.69	28.8617	nonmgt
		B	5252.82	30.3048	
		C	5515.46	31.8200	
		D	5791.25	33.4111	
		E	6080.81	35.0816	
Wastewater Collection Maintenance Worker I	3660	A	2992.95	17.2671	nonmgt
		B	3142.60	18.1303	
		C	3299.72	19.0369	
		D	3464.72	19.9888	
		E	3637.96	20.9882	
Wastewater Collection Maintenance Worker II	3662	A	3306.90	19.0784	nonmgt
		B	3472.24	20.0321	
		C	3645.86	21.0339	
		D	3828.15	22.0855	
		E	4019.55	23.1897	
Wastewater Electrical Technician I	3664	A	3546.06	20.4581	nonmgt
		B	3723.37	21.4810	
		C	3909.53	22.5551	
		D	4105.00	23.6828	
		E	4310.26	24.8670	
Wastewater Electrical Technician II	3666	A	3762.85	21.7087	nonmgt
		B	3950.99	22.7942	
		C	4148.55	23.9338	
		D	4355.96	25.1306	
		E	4573.77	26.3871	
Wastewater Maintenance Technician Crew Leader	3676	A	4180.94	24.1208	nonmgt
		B	4389.99	25.3268	
		C	4609.50	26.5932	
		D	4839.96	27.9228	
		E	5081.96	29.3189	
Wastewater Maintenance Technician I	3670	A	3546.06	20.4580	nonmgt
		B	3723.36	21.4809	
		C	3909.53	22.5551	
		D	4105.01	23.6827	
		E	4310.25	24.8668	
Wastewater Maintenance Technician II	3672	A	3635.60	20.9746	nonmgt
		B	3817.38	22.0234	
		C	4008.25	23.1245	
		D	4208.66	24.2808	
		E	4419.09	25.4948	

CLASSIFICATION	Code	Step	Monthly	Hourly	Group
Wastewater Treatment Plant Operator I	3682	A	3290.45	18.9834	nonmgt
		B	3454.97	19.9325	
		C	3627.72	20.9292	
		D	3809.11	21.9756	
		E	3999.56	23.0743	
Wastewater Treatment Plant Operator II	3684	A	3635.60	20.9746	nonmgt
		B	3817.38	22.0234	
		C	4008.25	23.1245	
		D	4208.66	24.2808	
		E	4419.09	25.4948	
Wastewater Treatment Plant Operator III	3686	A	4438.32	25.6057	nonmgt
		B	4660.23	26.8860	
		C	4893.25	28.2303	
		D	5137.90	29.6417	
		E	5394.81	31.1239	
Wastewater Treatment Plant Operator Trainee	3680	A	2833.17	16.3453	nonmgt
		B	2974.83	17.1626	
		C	3123.57	18.0206	
		D	3279.75	18.9216	
		E	3443.74	19.8678	
Wastewater Treatment Plant Supervisor	3678	A	5043.84	29.0991	nonmgt
		B	5296.02	30.5540	
		C	5560.83	32.0817	
		D	5838.86	33.6858	
		E	6130.82	35.3701	
Water & Wastewater Collection Utility Manager	2270	A	5585.92	32.2264	mmgmt
		B	5865.22	33.8378	
		C	6158.49	35.5298	
		D	6466.41	37.3062	
		E	6789.73	39.1715	
Water Treatment Technician	3700	A	3898.53	22.4915	nonmgt
		B	4093.46	23.6161	
		C	4298.12	24.7968	
		D	4513.04	26.0368	
		E	4738.68	27.3386	
Water Utility Maintenance Crew Leader	3710	A	3898.53	22.4915	nonmgt
		B	4093.46	23.6161	
		C	4298.12	24.7968	
		D	4513.04	26.0368	
		E	4738.68	27.3386	
Water Utility Maintenance Worker I	3720	A	3038.07	17.5274	nonmgt
		B	3189.98	18.4038	
		C	3349.47	19.3239	
		D	3516.94	20.2900	
		E	3692.80	21.3046	

CLASSIFICATION	Code	Step	Monthly	Hourly	Group
Water Utility Maintenance Worker II	3722	A	3356.75	19.3659	nonmgt
		B	3524.58	20.3342	
		C	3700.81	21.3508	
		D	3885.86	22.4185	
		E	4080.15	23.5394	
Water Utility Supervisor	3730	A	4307.47	24.8507	nonmgt
		B	4522.84	26.0933	
		C	4748.99	27.3979	
		D	4986.43	28.7678	
		E	5235.75	30.2063	
Tulare City Council Member	ccm		\$5.00*		council
* \$5.00 per meeting to a maximum of \$300 per year as outlined in City Charter					

City of Tulare
Parks, Library and Recreation Department
Part-Time and Seasonal Employee Wage Rates
January 1, 2016 – June 30, 2016

ADULT AND YOUTH SPORTS

Adult Sports Time/Scorekeeper	STEP I	\$10/game	STEP II	\$10.50/game	STEP III	\$11/game	STEP IV	\$11.50/game
Softball Official		\$20/game		\$21/game		\$22/game		\$23/game
Basketball Referee		\$20/game		\$21/game		\$22/game		\$23/game
Ballfield Groundskeeper		\$10/hour		\$10.25/hour		\$10.50/hour		\$10.75/hour
Youth Sports Leader		\$10/hour		\$10.25/hour		\$10.50/hour		\$10.75/hour
Youth Sports Time/Scorekeeper		\$10/hour		\$10.25/hour		\$10.50/hour		\$10.75/hour
Youth Sports Official		\$10/hour		\$10.25/hour		\$10.50/hour		\$10.75/hour

PLAYGROUNDS AND YOUTH CENTERS

Youth Recreation Leader	STEP I	\$10.00/hour	STEP II	\$10.25/hour	STEP III	\$10.50/hour
Sr. Youth Recreation Leader		\$11.00/hour		\$11.25/hour		\$11.50/hour

INSTRUCTIONAL CLASSES

Special Interest Instructor I	STEP I	\$11.00/hour	STEP II	\$12.00/hour	STEP III	\$13.00/hour
Special Interest Instructor II		\$14.00/hour		\$15.00/hour		\$16.00/hour
Special Interest Instructor III		\$19.00/hour		\$20.00/hour		\$21.00/hour

AQUATICS

Lifeguard	STEP I	\$10.00/hour	STEP II	\$10.25/hour	STEP III	\$10.50/hour
Senior Lifeguard		\$11.00/hour		\$11.50/hour		\$12.00/hour
Swim Instructor		\$10.50/hour		\$10.75/hour		\$11.00/hour
Pool Attendant		\$10.00/hour		\$10.25/hour		\$10.50/hour
Pool Operations Manager		\$14.00/hour		\$14.50/hour		\$15.00/hour

City of Tulare
Parks, Library and Recreation Department
Part-Time and Seasonal Employee Wage Rates
January 1, 2016 – June 30, 2016

SENIOR ADULT PROGRAMS

Senior Service Recreation Leader	STEP I	STEP II	STEP III
Senior Meals Delivery Aide	\$10.00/hour	\$10.25/hour	\$10.50/hour
Kitchen Attendant	\$10.00/hour	\$10.25/hour	\$10.50/hour
	\$10.50/hour	\$10.75/hour	\$11.00/hour

GENERAL, NON-SPECIFIC

Project Aide	STEP I	STEP II	STEP III	STEP IV
Softball Tournament Attendant	\$22.50/hour	\$23.50/hour	\$24.50/hour	\$25.50/hour
Building Attendant	\$10.00/hour	\$10.25/hour	\$10.50/hour	\$10.75/hour
Transportation Driver	\$10.00/hour	\$10.75/hour	\$11.50/hour	\$12.25/hour
Sports Assistant	\$10.50/hour	\$10.75/hour	\$11.00/hour	\$11.25/hour
Staff Helper	\$10.00/hour	\$10.25/hour	\$10.50/hour	\$10.75/hour
	\$10.00/hour	\$10.50/hour	\$11.00/hour	\$11.50/hour

PARKS OPERATIONS

Park Ranger	STEP I	STEP II	STEP III
Park Attendant	\$10.00/hour	\$11.00/hour	\$12.00/hour
Security Specialist	\$10.00/hour	\$10.50/hour	\$11.00/hour
Landscape & Lighting Coordinator	\$25.00/hour	\$26.25/hour	\$27.50/hour

REVISED: 3/1/2016
Recreation Commission Approval: 3/8/2016

RESOLUTION 16-__

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
TULARE ESTABLISHING APPROPRIATIONS LIMIT FOR THE
FISCAL YEAR 2016/17**

WHEREAS, Proposition 4 mandated the establishment of an annual appropriation limit from proceeds of taxes and designated 1978/79 as the base year; and,

WHEREAS, Proposition 111 modified the original Proposition in 1990/91 by changing the growth adjustments factors; and,

WHEREAS, the factor of the dollar increase in locally assessed valuation of non-residential construction is not available from the County of Tulare; and,

WHEREAS, the decision as to which options to select must be done by a recorded vote of the City Council; and,

WHEREAS, the appropriations limit for 2016/17 must be recalculated when all adjustment factors are known.

NOW, THEREFORE, BE IT RESOLVED, that the City Council selects the factors of City Population Increase and California Per Capita Income Increase and pursuant to Article XIII B of the California Constitution, hereby establishes the appropriation limit for the Fiscal Year 2016/17 at \$ _____.

PASSED, ADOPTED AND APPROVED this ___ day of June, 2016.

President of the Council and Ex-
Officio Mayor of the City of Tulare

ATTEST:

STATE OF CALIFORNIA)
COUNTY OF TULARE) ss.
CITY OF TULARE)

I, Don Dorman, City Clerk of the City of Tulare, certify the foregoing is the full and true Resolution 16-__ passed and adopted by the Council of the City of Tulare at a regular meeting held on June ___, 2016, by the following vote:

Aye(s) _____
Noe(s) _____ Abstention(s) _____

Dated:

DON DORMAN, CITY CLERK

By Roxanne Yoder, Chief Deputy

Location/Activity	Total Attendance APR 2016	Total Events APR 2016	Number of Program Participants APR 2016	Calendar Year to Date Attendance 2016	Calendar Year to Date Program Participants 2016	Total Attendance APR 2015	Total Events APR 2015	Number of Program Participants APR 2015	Calendar Year to Date Attendance 2015	Calendar Year to Date Program Participants 2015
SPECIAL EVENTS										
Concerts in the Park										
Movies in the Park										
Punt, Pass & Kick										
Santa Letters										
Kid's Day										
Fishing Derby										
Spring carnival/Eggstravaganza				1,040	1,040	800	1	800	800	800
Tulare Youth Track & Field Meet				360	360				300	300
TEENS										
Volunteens	3	1	3	15	6	4	1	4	37	11
Teen Heros	34	1	34	136	34	33	1	33	135	34
Teens on Board	15	1	15	60	15	8	1	8	34	9
Teen Fest										
INSTRUCTIONAL										
C.P.R. for Kids				9	9				13	13
Future Flyers	48	4	12	60	12					
Golf, Youth										
Intro to Colorguard	48	4	12	48	48					
Jr. Lifeguard										
Little Dancers	156	4	39	536	53					
Little Dunkers				444	111				568	142
Little Kickers										
Little Sluggers						448	2	224	448	224
Presports	48	1	48	264	48	36	1	36	180	72
Super Sitter									9	9
Tennis, Youth										
Track, Youth				240	60				292	73
Water Polo										
AQUATICS										
Instructional Swim										
Public Swim-Comm. Center										
Public Swim-Western										
FACILITY RENTALS										
Meitzenheimer Comm. Center	737	18	41	3,304		681	18	38	3,175	
Cecil Berkley Activity Center	272	27	10	1,333		40	2	20	200	
Woman's Clubhouse						641	8	80	2,266	
Prosperity Sports Park									120	
Youth Center/KLUB KAOS	30	1	30	110		50	1	50	50	
Youth Center/Gymnasium	500	12	42	5,502		275	4	69	5,755	
Youth Center/Conference Rm				60		5	1	5	5	
PAVILION RENTALS/GENERAL PARK										
Bender Park (Pleasant)	70	2	35	200		100	3	33	310	
Blain Park	200	5	40	495		275	5	55	560	
Cesar E. Chavez Park						45	2	23	45	
Cypress Park	375	9	42	705		505	10	51	850	
Live Oak Park	275	7	39	405		125	3	42	255	
Topham Park										
Centennial Park										
Zumwalt Park	1,000	1	1,000	1,000		1,200	2	600	1,200	
Del Lago Park	1,320	34	39	2,855		1,370	34	40	3,515	
Elk Bayou Park	220	6	37	535		220	5	44	280	
Mulcahy Park	260	9	29	655		285	8	36	510	

Location/Activity	Total Attendance APR 2016	Total Events APR 2016	Number of Program Participants APR 2016	Calendar Year to Date Attendance 2016	Calendar Year to Date Program Participants 2016	Total Attendance APR 2015	Total Events APR 2015	Number of Program Participants APR 2015	Calendar Year to Date Attendance 2015	Calendar Year to Date Program Participants 2015
FIELD RENTALS										
Bender										
Centennial	250	14	18	945		80	4	20	660	
Chavez				400		300	1	300	665	
Cypress	655	35	19	1,572		275	15	18	1,306	
Elk Bayou Soccer Complex	4,745	93	51	16,560		5,275	87	61	21,516	
Elk Bayou Regional Park										
Live Oak West	850	17	50	3,000		540	18	30	2,595	
Live Oak Lombardi	850	17	50	3,750		570	19	30	2,130	
Centennial Tennis	208	12	17	636		184	11	17	684	
Centennial Horseshoes	30	1	30	120		30	1	30	90	
Santa Fe Trail				100						
Elk Bayou Concessions										
Del Lago Phase I						2,000	1	2,000	2,000	
POOL RENTALS										
Western										
TOTALS	32,238	647		107,073	4,099	33,945	453		118,271	3,268

**Recreation Department
Program Cost Recovery Analysis**

Division: Community Development/Parks & Recreation

Program Name: 2016 Men's Volleyball

<u>#of Staff</u>	<u>Classification</u>	<u># of Hours</u>	X	<u>Salary Rate</u>	=	<u>Subtotal</u>	<u>Total</u>	
1	Sports Assistant	36		\$10.00		\$360.00	\$360.00	
						\$0.00	\$0.00	Grand Total
						\$0.00	\$0.00	
						\$0.00	\$0.00	\$360.00

<u>Direct Program Costs (2032):</u>	<u>Cost</u>	<u>Detail</u>	
Professional and Special Services:	\$0.00		
Supplies:	\$139.97	first place shirts	
Equipment:	\$142.34	net	
Insurance:			
Other:			
			Grand Total
			\$282.31

<u>Indirect Program Costs:</u>	<u>Total Hours</u>	X	<u>Hourly Rate</u>	=	<u>Total</u>	
Administration (1/4 hour min.):	1.00		\$24.00		\$24.00	Grand Total
Supervision (1/2 hour min.):	15.00		\$29.00		\$435.00	
Clerical Support (1/2 hour min.):	1.00		\$10.00		\$10.00	\$469.00

<u>Program Revenue:</u>	<u>Registration Fee</u>	X	<u>Number of Participants</u>	=	<u>Total</u>	
Registration Fee:	\$155.00		11		\$1,705.00	
Donations:					\$0.00	Grand Total
Other:					\$0.00	
					\$0.00	\$1,705.00
					\$0.00	

Total Revenue:	<u>\$1,705.00</u>
Total Program Expense	<u>\$1,111.31</u>
Total Expense +15% (X1.15) City Overhead:	<u>\$1,278.01</u>
Net Program Revenue	<u>\$426.99</u>
Comments (met goal, continue, increase fee, decrease expense, eliminate etc.):	<u>cost recovery of 133%</u>

**Recreation Department
Program Cost Recovery Analysis**

Division: Community Development/Parks & Recreation

Program Name: ZOOM PROGRAM & TRACK MEET

# of Staff	Classification	# of Hours	X	Salary Rate	=	Subtotal	Total	
3	Sports Asst	15		\$10.00		\$450.00	\$450.00	
40	Students/Staff	16		\$0.00		\$0.00	\$0.00	Grand Total
						\$0.00	\$0.00	
						\$0.00	\$0.00	\$450.00

Direct Program Costs (2032):	Cost	Detail	
Professional and Special Services:	\$0.00		
Facility	\$750.00		
Zoom Jerseys	\$1,260.58		
Supplies: Ribbons	\$77.00		
Equipment:			
Insurance:			
Other: Flyers	\$50.00		
Pizza	\$100.00		
			Grand Total
			<u>\$2,237.58</u>

Indirect Program Costs:	Total Hours	X	Hourly Rate	=	Total	Grand Total
Administration (1/4 hour min.):	1.00		\$23.00		\$23.00	
Supervision (1/2 hour min.):	15.00		\$34.05		\$510.75	
Clerical Support (1/2 hour min.):	4.00		\$20.00		\$80.00	\$613.75

Program Revenue:	Registration Fee	X	Number of Participants	=	Total	Grand Total
Registration Fee:					\$0.00	
Participants	\$25.00		60		\$1,500.00	
Gate	\$3.00		200		\$600.00	Grand Total
Donations:					\$0.00	
Other:					\$0.00	\$2,100.00
					\$0.00	

Total Revenue:	<u>\$2,100.00</u>
Total Program Expense	<u>\$3,301.33</u>
Total Expense +15% (X1.15) City Overhead:	<u>\$3,796.53</u>
Net Program Revenue	<u>-\$1,696.53</u>
Comments (met goal, continue, increase fee, decrease expense, eliminate etc.):	<u>Cost Recovery of 55%</u>