



Agenda

CITY CLERK'S OFFICE

DATE 4-22-13 TIME 2:00 pm

SERVED BY [Signature]

RECEIVED BY [Signature]

AMENDED

ADDED UNION PRESENTATIONS - 9:15 a.m. to 10:00 a.m.

SPECIAL FINANCE COMMITTEE MEETING FY 2013/2014 OPERATING BUDGET REVIEW CITY COUNCIL CHAMBERS APRIL 25, 2013 – 9:00 AM – 4:30 PM

ALL MEMBERS OF THE GOVERNING BODY ARE INVITED TO ATTEND THIS MEETING

1. CALL TO ORDER
2. ROLL CALL
3. APPROVAL OF AGENDA
4. QUESTIONS AND CLARIFICATION
5. CONTINUATION OF FISCAL YEAR 2013/2014 OPERATING BUDGET REVIEW:
 - A. Department Reviews and Request for Approval:

9:00 a.m. to 9:15 a.m.	Municipal Court
9:15 a.m. to 10:00 a.m.	Union Presentations CVB
10:00 a.m. to 11:30 a.m.	Public Works Recreation Parks Facilities Traffic Roadways Streets
12:00 p.m. to 1:00 p.m.	Lunch Break
1:00 p.m. to 2:00 p.m.	Land Use
2:00 p.m. to 2:30 p.m.	Mayor's Office, City Council
2:30 p.m. to 3:30 p.m.	City Manager City Attorney City Clerk
3:30 p.m. to 4:30 p.m.	Wrap-Up
6. Request for Approval of Operating Budget and Organizational Chart for Fiscal Year 2013/2014. (Robert Romero)
7. ADJOURN

Persons with disabilities in need of accommodations, contact the City Clerk's office at 955-6520 five (5) working days prior to meeting date.



Agenda

CITY CLERK'S OFFICE

DATE 4/19/13 TIME 3:15 p
SERVED BY Yolanda Green
RECEIVED BY SSC

**SPECIAL FINANCE COMMITTEE MEETING
FY 2013/2014 OPERATING BUDGET REVIEW
CITY COUNCIL CHAMBERS
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SUMMARY OF ACTION
SPECIAL FINANCE COMMITTEE MEETING
FY 2013/2014 OPERATING BUDGET REVIEW
Thursday, April 25, 2013

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ADJOURN		44

**MINUTES OF THE
CITY OF SANTA FE
FINANCE COMMITTEE**
Thursday, April 25, 2013

1. CALL TO ORDER

A Special Meeting of the City of Santa Fe Finance Committee, FY 2013/2014 Operating Budget Review, was called to order by Chair Carmichael A. Dominguez, at approximately 9:00 a.m., on Thursday, April 25, 2013, in the Council Chambers, City Hall, 200 Lincoln Avenue, Santa Fe, New Mexico.

2. ROLL CALL

MEMBERS PRESENT:

Carmichael A. Dominguez, Chair
Councilor Patti J. Bushee
Councilor Bill Dimas
Councilor Peter N. Ives

MEMBERS EXCUSED:

Councilor Christopher Calvert

OTHER GOVERNING BODY MEMBERS IN ATTENDANCE:

Councilor Rebecca Wurzbarger
Councilor Christopher Rivera
Councilor Ronald Trujillo

OTHERS ATTENDING:

Robert Romero, City Manager
Marcos A. Tapia, Director, Finance Department
Yolanda Green, Finance Division
Melessia Helberg, Stenographer.

At the time the meeting was called to order, there was not a quorum of the membership in attendance for the conducting of official business, so Chair Dominguez decided to hear Item 5(A)(1) until such time as there was a quorum. With the arrival of Councilor Dimas, there was a quorum for conducting official business.

NOTE: All items in the Committee packets for all agenda items are incorporated herewith to these minutes by reference. The original Committee packet is on file in the Finance Department.

5. CONTINUATION OF FISCAL YEAR 2013/2014 OPERATING BUDGET REVIEW

A copy of *City of Santa Fe Fiscal Year 2013/2014 Budget Information*, is incorporated herewith to these minutes by reference as Exhibit "1." Copies are on file in, and may be obtained from, the Finance Department.

A copy of *City of Santa Fe City Manager's Recommended Budget FY2013/2014 by Department*, is incorporated herewith to these minutes by reference as Exhibit "2." Copies are on file in, and may be obtained from, the Finance Department.

A copy of *City of Santa Fe FY 2013/14 Budget Review by Fund*, is incorporated herewith to these minutes by reference as Exhibit "3." Copies are on file in, and may be obtained from, the Finance Department.

A. DEPARTMENT REVIEWS AND REQUEST FOR APPROVAL:

1) MUNICIPAL COURT

Judge Ann Yalman presented information on the Municipal Court budget, noting there is very little to report. The only change from last year is an increase of \$10,000 for the interpreter. She said there is a new Supreme Court, that even Courts of non-record are required to have interpreters for any case that carries a jail sentence. She understands the rule is a little up in the air. She said existing staff members received scholarships from judicial education to become a low level kind of interpreter. She said right now they are required to have interpreters for traffic violations. She said the low level interpreter is scheduled for two days and they are trying to schedule all of the Spanish speakers for those day, some days there are a lot and some days not very many. She said they have requested additional funds for an interpreter for those days.

Judge Yalman said there is an increase to pay pro-tems which are lawyers and are being paid \$50 per hour, which is less than other lawyers, and less than the hearing officers for civil matters. She said they are very busy when they come and they are handling DWI cases, trials – large numbers of cases.

Judge Yalman said when they had CIP money several years they redid the Courtroom and they kept the movie theater seats which didn't last, so they have put in new benches which are lovely. She invited everyone to come out and see them.

The Committee commented and asked questions as follows:

- Councilor Ives asked if the Court has furniture, computers and such.

Judge Yalman said this City and the Council has treated the Court very well, commenting she is different among other like courts in the state and nation and hasn't had to cut staff or their hours.

- Councilor Ives noted increases in expenses, and asked if there are increases on the revenue side.

Robert Romero said the Court is paid from the General Fund, and their revenue side doesn't cover their expenses, although they earn Court fees which go into the General Fund. The Courts are part of the \$72.5 million General Fund and we were able to cover their costs in the balanced budget.

- Judge Yalman said they bring in revenue of approximately \$1 million a year, which decreased during the worst of the recession, noting they are not back to where they are before. She said she won't say they will be bringing in more, but it has gotten gradually better.
- Councilor Ives looks forward to working with the Judge and the other members of the group on Parking Citations to continue those discussions.
- Councilor Wurzbarger expressed appreciation for her work.
- Chair Dominguez said the City has increased fines in some areas, and asked the Judge to enumerate those.

Judge Yalman said over the years the Court costs have been increased, especially those going to the Police Department in correction fees. The Court cost is now \$56 which applies to Traffic and Criminal. The traffic fines were increased 2 years ago to \$25 and \$100. She said speeding has increased as the Court costs have increased. She said Parking has looked at the Albuquerque Metro Court which applies Court costs to parking. She said in Albuquerque, if a person with a \$16 ticket went to Court and lost, it would \$16 plus Court cost. She said there are no Court costs on the animal cases or the parking cases.

- Judge Yalman said the economy beat out the increases, noting she allows community service for the unemployed, commenting there are a lot of people doing community service.
- Chair Dominguez asked if there are any outstanding issues the Governing Body needs to consider for the future, unfunded mandates and such.

Judge Yalman said she started a drug court which is in the budget. She said there isn't a lot of money for courts of limited jurisdiction and believes they are handling things quite well. She said if they had to do much more in-house, it would be a problem, but she feels they are doing well. She said an additional judge would be a tremendous additional expense, and doesn't believe we are there.

- Chair Dominguez asked the difference between the revenue collected by the Court and the Court expenditures, noting the public thinks the Court makes money.

Robert Romero said he needs to look at this more closely and will provide this information.

- Councilor Wurzbarger said the Council is criticized for enforcing laws and charging fines, and we also are criticized for not paying for the Court and Police. She thinks we could have a policy discussion in the future. She said part of it is public education as well as looking at additional revenue opportunities.
- Councilor Ives said we will be talking about ensuring fair application on parking tickets, making parking fines easier to pay and looking at a 3-tiered system such as Albuquerque's.

3. APPROVAL OF AMENDED AGENDA

MOTION: Councilor Dimas moved, seconded by Councilor Ives, to approve the agenda, as amended.

VOTE: The motion was approved on a voice vote, with Councilor Ives, Councilor Dimas and Chair Dominguez voting in favor of the motion, no one voting against and Councilor Bushee absent for the vote..

4. QUESTIONS AND CLARIFICATION

Two sheets regarding *Proposed Gross Receipts (Hold Harmless Revenue Replacement)* are incorporated collective herewith to these minutes as Exhibit "4."

A copy of *Land Use Department Impact Fee Tracking: 1/23/12 - 2/26/13*, is incorporated herewith to these minutes as Exhibit "5."

A *Department Sort of affected positions for FY 13/14*, is incorporated herewith to these minutes as Exhibit "6."

A *Division Sort of affected positions for FY 13/14*, is incorporated herewith to these minutes as Exhibit "7."

A *Union/Non-Union Sort of affected positions for FY 13/14*, is incorporated herewith to these minutes as Exhibit "8."

A *Fund Sort of affected positions for FY 13/14*, is incorporated herewith to these minutes as Exhibit "9."

Robert Romero reviewed the information in Exhibit "5." Please see Exhibit "5" for specifics of this presentation.

Councilor Wurzbarger asked if we were to implement the 1/8¢ GRT in either scenario, if we then would be back on a CIP cycle every two years.

Mr. Romero said he understands with \$2 million, we could do bonds every two years until 2020. He said we are still paying some for the Southside Library and the GCCC, and if we could move those out, that would get us back to a CIP bond every two years. This will "make us good until 2026." He said we somehow need to refinance what we have if we can, so we start getting back to the two-year cycle.

Councilor Wurzbarger said we could see this as a constant, a portion of which could be used to fund some of the priorities the Public Works Committee is identifying, rather than a G.O. bond.

Mr. Romero said if we do a G.O. Bond for things that are popular, that would help us to get back on the CIP cycle. He said there definitely "some options with this to fortify that." He said, based on the other work we did this year, we are in pretty good shape.

Councilor Wurzbarger said she is interested in working on doing this.

Mr. Romero said we don't need to do this until next year, because we have sufficient funding until June-July 2014.

Chair Dominguez said he likes this right now, because it resolves the issues we've been having with the Library and GCCC. He said the taxpayers will pay either way we go. He said, however, it doesn't resolve the issue we've had for a long time.

Councilor Dimas arrived at the meeting

Mr. Romero said it gives 10 years to solve that problem, and he believes it can be done.

*[At this time the Chair returned to the beginning of the Agenda for Roll Call to establish a quorum in attendance and approval of the Agenda.
The Chair then returned to the normal order of the agenda]*

Councilor Bushee arrived at the meeting

5. CONTINUATION OF FISCAL YEAR 2013/2014 OPERATING BUDGET REVIEW

A. DEPARTMENT REVIEWS AND REQUEST FOR APPROVAL:

1) MUNICIPAL COURT

This item was moved up on the agenda at the discretion of the Chair because there was not a quorum of the membership at the time the meeting was called to order.

2) UNION PRESENTATIONS

Nick Lovato, President, AFSCME Local 3999. Mr. Lovato said AFSCME has concerns about one position being filled. He said they know the budget is \$7 million short, and every time we have a crisis AFSCME gets the biggest hit, noting morale is low. He said directors and managers haven't taken a hit. He said they are aware that a manager's position at the Library was to be axed, and now they find out it is not. He said we need to fund the labor positions in the field. He said there are 2 streets position and one sign tech position that need to be funded because it is a safety issue. He said taking employees from other departments to do snow and ice removal causes problems, because there is a higher paid classified employee at a different classification making more money on overtime than a heavy equipment operation. He said they aren't at fault because of the \$7 million deficit, and they feel AFSCME is taking a hit every time there is a financial crisis.

Mr. Lovato said we have too many people in one area doing the same job, but it's not the members' fault. The managers have to schedule people correctly, and that's not happening. He said if the manager says somebody isn't qualified, they hire somebody from the outside and bring them on at the maximum pay range, which causes a lot of headaches. He said they are trying to get their people educated, and the only way is on the job training. He said, with regard to the CWA and using it as a stepping stone in getting people qualified and certified as journeymen.

Mr. Lovato said he started from the bottom, worked his way up and got his Journeyman's license as an electrician. He is a signal technician. When he sees people coming in from the State making \$10 more than him, he does have an issue. He said we have to take care of our union members, our labor. It seems to him that the managers are micromanaging, but yet we're not keeping track of the budget or what's going on, and the reason we are in this predicament. If they were watching things closely we wouldn't have this issue. He said they have been asking for negotiations and LMC, and just can't get them going because they need direction. He said we know we lost the 2% increase to FICA. He said we have the members calmed down because the 2% wasn't taken by the City. He said labor is getting harder for us.

Chair Dominguez noted the Committee is asking which positions are being impacted by the proposed changes, and "we will see what happens at the end."

The Committee commented and asked questions as follows:

- Councilor Ives said he is interested in the point made by Mr. Lovato about looking outside when we have someone inside that could be trained and made more capable of doing a position. He asked if he has concrete examples.

Mr. Lovato said if you look at the library positions, we have people who have been working the library system for 23 years and are Assistant Librarians. He said they are saying they prefer them to have Masters in Library Science, but it's not concrete that there is such a need. It is preferred, but experience can take its place, but they don't qualify because they don't have the Master's degree.

Mr. Romero said Mr. Lovato is correct. He gets calls from people who have taught for 15 years, but the Library Director feels very strongly that she has to have people with Library Science degrees. He said he is correct, people filling those positions by people from out of state, and we don't hire local people. He said, "We know how aggressive she is and she says they need to have this degree or they can't work there. He is correct that this has happened in almost every single one of the high level positions come from out of state, because there are not a lot of people here with that degree. I've asked here before, can't you train them. Again, it's very difficult, because if I do, then that will be in the paper that I'm messing with the library again. So, he's correct about this."

- Councilor Ives said this seems to be an area where we could work with the Community College to be sure that there are training programs available to AFSCME if they want to advance that education. He said it is finding the proper balance between experience and education.

Mr. Lovato said they do get a degree, but it's in something else, paralegal, general science and such. And you are never going to find someone to qualify with a degree in traffic signals, so it is in the job training. "But the actual journeyman's license is actually an apprenticeship program now, which you have to do in 6 years."

- Chair Dominguez said, "So before you respond Robert, Councilor Ives we have to be very careful that we don't negotiate here."
- Councilor Ives said he is looking to understand the issue and the parameters involved, so when we look at policy considerations we know what we're trying to address. He said concrete examples helps him understand the issues.

Mr. Romero said this hasn't been a negotiation matter. He said, "I think the City Manager has the authority to adjust job descriptions, but again, that hasn't been popular with the Director. In regard to the high level management position, Nick's right. That was my first recommendation, but as I mentioned earlier this week, every recommendation I made, I went back to the division and department directors and said I'm really concerned. I care more about the bottom line. And Library came back with cutting a bunch of librarians and others and keeping that position. That position has been vacant for about a year because the person was on a retirement contract. So it's something that may be able to happen, but again, the reason I brought it forward like this, is I was trying to work with directors. I figure they know better what their actual needs are, as long as we could save the money, I went with their recommendation. But Nick has brought this concern to me and this is why I brought it forward the way I did.

- Councilor Wurzbarger appreciates him bringing this up. There is a model we can use from the County in terms of growing your own, and it's called succession planning. You sit down and decide where people potentially want to go and then you work to redefine the job descriptions so a career path is created for people who have been working here for 23 years. She is interested in pursuing that with members of the Council.

- Councilor Bushee suggested that a lot of the jobs at the library may have been covered by volunteers that don't have those degrees. She isn't speaking of top jobs where you are in charge of categorizing and cataloging of materials. She said there is a disconnect and there needs to be a better way of doing this so we can keep the level of service we need to have.

Mr. Romero said, "I agree. I have tried to challenge Pat on whether she actually has to have someone with a Library degree, can't you train someone. She gets very aggressive and says we can't."

- Councilor Bushee doesn't want to micromanage the library. She said, "However, you are the City Manager. If there are positions that, by either category through the unions, and what's happening nation wide, I think we can come up with a hybrid."

Mr. Romero said he agrees and he will move forward with that.

Mr. Lovato said they are looking at hiring a high level position at the Library, rather than putting labor on the street where they are needed.

- Councilor Bushee said on the Library, she doesn't know we have to have these higher paying jobs, or even full time jobs, and would like to look at volunteerism, or retired teachers that have all kinds of degrees. She doesn't want to decimate the Library staff, or the domestic violence position, and there are way to fill the gaps with outside sources of funds which, of course are shrinking. She would like those details.

Mr. Lovato said AFSCME thinks all departments are top-heavy, noting there are assistant directors, managers and such. He said the sign tech fabricate their own signs and are saving the City hundreds of thousands of dollars.

- Councilor Bushee disagreed saying said Mr. Snyder is running water, wastewater, all of public untidies, and now Jon Bulthuis is running the Airport and Transportation. She said we are making the directors work for their money. She said we have participated in shrinking the top level.

Mr. Romero said, "Nick, with all due respect, I think I have done that. Even in this budget, we eliminated the planner/supervisor, data base budget analyst, battalion chief, land use engineering division director, office manager, two positions in HR that aren't union. We will be eliminating a position of a top manager in Recreation who is resigning. Go to my office and look at the red boxes, and a lot are at the top. And I tried very hard not to touch labor. I thought there was extra capacity in the sign shop issues that was vacancy, and maybe that's someone we could bring back. I've challenged managers a lot of the years. The Library is the only position that was a manager position that came back to me saying they wanted to fill it. I've done my best and I'll vouch for our managers. We used to have a lot of assistant directors, but none at the GCCC. And I can go on and on. I think I've done my best to eliminate management positions when I can. And you're right. And we have lke doing two departments, and lots of our managers are doing 2 jobs, probably 10 or more."

- Councilor Rivera asked Mr. Lovato if he is aware of the proposed changes, and how those will impact the contract.

Mr. Lovato said it affects the contract, commenting it is the managers that don't know how to schedule. He said we come to a point where he is asked to help them schedule. He said the schedule hasn't been done for years in some sections. And that is a violation of the contract.

- Councilor Rivera asked if we are violating the contract in any way with the proposed changes.

Mr. Lovato said, "If those changes are made, they will be a violation."

- Councilor Rivera asked Mr. Romero if he is working to make sure we aren't violating any of the contracts.

Mr. Romero said, "We will not violate the contract. We have to give AFSCME members 7 days notice. I'm not aware of any violations. Nick and I have talked about this a lot, and if there is one, I will make sure that we don't. There are some areas where employees seem to be more flexible. I have directed management to follow the contract to a 'T.' There are some issues in Recreation specifically. And we have a lot of overlap at the recreation facilities because people don't want to work weekends or nights, so we have a lot of overlap during the day. I have challenged our directors to schedule appropriately."

- Chair Dominguez asked him to keep the discussion general until we get to the departments.

Mr. Romero said we can schedule employees as needed, noting bus drivers have to work weekends. It is up to management to decide when we need the employees.

- Councilor Rivera wants to make sure that we aren't violating the union contractor to make changes/cuts are made in the budget

Mr. Lovato wants to be sure we don't violate the contract before negotiations.

- Councilor Bushee doesn't understand how we could be violating the contract.

Mr. Lovato said, "Because you are approving the finances and stuff prior changes of positions and stuff like that. Because you're looking at a change from a full time classified to a part time seasonal or whatever it's going to be."

- Councilor Rivera pointed out that in eliminating managers there is a chain reaction and things affect labor because you are failing to fill a management position. We need to make sure we are all on the same page in following the contract.

- Councilor Bushee said she doesn't see that many jobs going to part time. She is trying to understand.

- Chair Dominguez said we have information, and we have requested information on union positions and once we get that, then maybe the picture will be a little clearer.

Responding to Councilor Bushee, Mr. Romero said all of the information is before the Committee and he can review it in detail as much as she would like.

Adam Gallegos, President, Police Officers Association. Sergeant Gallegos said it is interesting to hear that the POA is not the only union which is fighting for a merit based promotion system, commenting he didn't know the Library was having those kinds of issues. He will be happy to lend Nick a hand in figuring out to do merit based promotions for the Library. He said there other issues which impact the negotiations and the contract. He said the big issue which has been frustrating to the POA for the past 3 years, is contract negotiations being put on hold until the budget is done. He said there is a school of thought that that is not good faith negotiations, because the contracts are being held up until the budget is done and then the unions are being told this is what is approved and what you have to work with. He said this year the POA attempted to come to the table early and met in November, and then we were stalled for 3-4 months until this process started. Now, we're back at the table.

Sgt. Gallegos said they understand the difficulties with the budget, and the recent discovery of a \$7 million deficit. They understand this, and know what it is like to work with limited resources, noting they have this every day with the vacancies, commenting there is always a vacancy rate of 10-19 people. There is always a difference of what is on paper, and what is stated. He said with the recent changes in PERA, 5 people have made their intent known to retire in June, which will put us 5 more people in the hold. He said we need to look at the future and the long term, noting there is no cushion for annexation in the Police Department. He said we need to start now to address this, noting it takes 2 years to get a police officer on the street. He said he was here for the first meeting when we talked about recruiting and housing. He said the POA likes to hear this, but no one has ever asked to get the Association involved to see what we can do to get our police officers to live in Santa Fe. He said we likely won't get the ones back who are gone, but we need to start now. He said annexation is coming and we want to be properly staffed when that happens, noting full staffing for annexation is their goal.

Mr. Romero said with regard to merit pay raises, there are automatic upgrades at Fire and Police. He said with lifeguards, for example, they have to wait for an opening, as well as at the GCCC. He said we lose a lot of transit operators because of this. He said it is an issue that needs to be addressed City-wide, noting it is expensive but it would be fair to everyone. He said, regarding union negotiations, without direction from the Council, he can't negotiate raises or any other expenditures. He said without money, he can't negotiate anything. He is doing his best and following the contract to the best of our ability, noting there is a process if they don't. He said we try to be as fair as possible all the time.

The Committee commented and asked questions as follows:

- Councilor Bushee said, regarding Transit, the NCTRD did organize and negotiate, and raises were given. It is her understanding that we could boost some of our Drivers' pay, and thinks we've

lagged behind in some areas. She said we need to keep people at Transit. She said Mr. Bulthuis had an issue he thought he could pursue at one point, and asked Mr. Romero to talk to him about that. She said we need to do raises across the board, but there are groups that are more severely impacted.

Mr. Romero said, in regard to Transit operators, if we're not giving them COLA's, there's nowhere for them to go. He said this is an issue City-wide, especially for Transit operators. He said there is a nice career ladder in the sign and signal shop, and there rarely are vacancies, noting the same is true in Water.

Mr. Romero said before he came on Board, the City manager negotiated 4 years of 4% increase, but if we did that now, we would be broke. He said we're having to live within our means, and he can't negotiate more expenses if we don't have the money.

- Councilor Bushee asked if there is a way for Mr. Romero to sit and talk to the unions about policy level issues, prior to negotiations.

Mr. Romero said they did a survey, talked to officers, and if we didn't, we should have talked to the Union leadership. He just spoke to Nick and Adam about it, and being an officer is stressful and most don't want to live here because they are under the microscope. It is an issue, and we've been trying to solve it for a long time.

- Councilor Ives said he reviews a great many contracts with various public agencies, and they all contain provisions on appropriation limitations – if moneys are not appropriated, the contract terminates. He said it may be unfortunate timing, but there's not much we can do about that, and hopes there is no issue of significant violation of contract negotiation. He appreciates Adam's offer to work with the POA to find ways to keep our officers in Santa Fe. He would like to work with him in this regard.

3) CVB

A copy of *Budget Notes for Council presented*, entered for the record by Mr. Luttjohan, is incorporated herewith to these minutes as Exhibit "10."

Mr. Luttjohan reviewed the information in Exhibit "10." Please see Exhibit "10" for specifics of this presentation.

The Committee commented and asked questions as follows:

- Chair Dominguez asked for examples of reduced transfers to other departments.

Mr. Romero said by Ordinance or Resolution there are transfers, noting this was a request, but he didn't accept it because he can't. He said this fund is running in the red and has been for some

time, and transfers would be a way to get it in the black. He noted Police gets \$300,000, Transit gets \$300,000, but he didn't accept those recommendations because he doesn't have the authority to do so.

- Chair Dominguez said it says, "Areas where we have made cuts include reduced transfers to other departments."

Mr. Luttjohan said he believed at the time of writing that it had been the case, based on what he saw in the orange book [Exhibit "2"]. He will defer to Mr. Romero in the final outcome.

- Chair Dominguez said then this is a recommendation, but it's not a part of the budget.

Mr. Romero said one of the transfers which was changed was the CVB transfer to Risk. He said this year they reevaluated the Risk area and the CVB was charged a very high number, and based on the amount of claims we get, it was reduced and moved where it was appropriate. He said another was Arts because they do not have to pay rent. He said the reduction of transfers could be considered in the future so this fund could stay stable, and cover the \$275,000 that goes to Transit and Police.

Mr. Luttjohan said this is one of the biggest areas of change.

- Councilor Bushee asked about the money for landscaping which the Council chose not to spend. She asked about using those funds to put ceilings in the art gallery.

Mr. Romero said he will look at that, and as that comes forward we could dip into the cash to cover those costs, commenting he thinks we can do it in-house.

- Councilor Bushee congratulated Debra Garcia y Griego as the new Director of the Arts Commission.

Ms. Garcia y Griego said she and Levi Higgs have had discussions about the ceiling tiles. And one of the steps they are going to take first is tweaks to the H-Vac system to reduce the noise, noting it is air moving through the system. They think they may be able to get a balance to reduce that noise.

- Councilor Bushee said she likes the ceiling tiles, because it is very tall ceiling.

Mr. Romero thinks we can do with our own crew.

Ms. Garcia y Griego said even with the ceiling tiles, there still be noise due to the amount of air moving through the system, so they want to see how far they can reduce the noise, and evaluate where ceiling tiles might be effective.

- Councilor Bushee said it is a LEED certified building, a big part of which was to create a nice work environment. The gallery is a great addition and she has been very pleased with what is happening there.
- Councilor Bushee said the Council impose a lot of policies on the Convention Center, some of which may not be advisable. She would like a discussion at the Finance Committee about the Resolutions allowing non-profits, and the desires to have free parking when fees are waived. She said she wants to keep our fingers on the pulse of that one.

Mr. Luttjohan said there is a timeline on the waivers, so there is a structure.

- Councilor Wurzbarger said this one of our primary income generators for the City, and she would like to work with Finance to look strategically at the kinds of issues, such as charges for Fire, Police and the fees over time that we have put on the Convention Center for special events. She said if you compare that with money we spend on marketing, this is where we need to put our emphasis, even if it is incremental. She would welcome participating in an analysis of how we might generate more income from the expenses that are being used that may not really, historically or presently and certainly not long-term, be relevant to the raising of income which is the primary function of the facility as well as service to the community..
- Chair Dominguez asked the CVB relationship with Recreation.

Mr. Luttjohan said it is certainly eligible for a significant improvement in that they could work much more closely together than we do now, noting there is nothing wrong with their relationship.

- Chair Dominguez said we had the IMBA Conference here, and that is a recreational activity that has an impact on "your operation." He would like to see more of those kinds of relationship happen. As a tourist destination, recreation is becoming more critical.

Mr. Luttjohan said it often is part of the leisure traveler's intended itinerary, and we saw this great example of a group booking. He said this is put into the category of sports tourism under the focus groups.

- Responding to Councilor Rivera, Mr. Romero said the way personnel costs are input into the budget has changed, and there is a budget analyst responsible for maintaining the spreadsheet. He said when it comes to annual leave, sick leave and such, we put the salary in, and is charged when they use the leave.
- Councilor Rivera noted it doesn't appear much has been used in communication.

Mr. Luttjohan said during the last two fiscal years they looked at the cost of the communication devices provided to staff, radios and phones, and took an average based on the input they got. If it hasn't been allocated that way in the past, he doesn't know.

- Councilor Rivera said year to date only \$1,300 has been spent.

Mr. Luttjohan said he can say that doesn't sound right, and perhaps things were not charged to the appropriate category.

Mr. Romero said he will investigate this and adjust it downward if possible.

- Councilor Rivera noted \$100,000 for repair and maintenance of building structure in 2011-2012, and only \$18,000 in 2012-2013, and then "a whopping \$135,000 budgeted. Is for that for something specific."

Mr. Rivera said this is a request from Levi, noting Levi has been very diligent about what he needs and what he does.

Mr. Luttjohan said there are some very specific failures in terms of lighting as well as ongoing problems with sound equipment which they are trying to address, which are two examples.

- Councilor Rivera said there is \$127,000 remaining in budget and asked the reason those aren't being addressed right now.

Mr. Luttjohan said some are being addressed right now, but he can't say to what detail. He said a stucco crew is working right now, as well as roofing repairs, and staining of the hardwood exterior surfaces, door repairs and such before the end of the fiscal year.

- Councilor Rivera said if you are fixing those issues now, then you don't need the money for next year.

Mr. Luttjohan said they will be fixing different things next year, noting they deferred the lighting and sound to the next fiscal year.

Mr. Romero said he can provide a specific list for next year to Councilor Rivera.

- Councilor Rivera said, "I'll trust you guys to do what you need to do, it's just making sure that we are being as responsible as possible." He said the other is operating supplies which is jumping to \$56,000.

Mr. Luttjohan said there were things which Levi felt needed to move to this category, so there were corresponding reductions in other areas, noting Levi is the Operations Manager at the CCC.

- Councilor River said on page 29 of Exhibit "2," in Communications, we've not been spending as much as has been budgeting for the past 2 years, and we should make the budget closer to what is realistic.

- Mr. Romero said there is a \$700,000 shortfall every year and he challenged Mr. Luttjohan to look at these items closely, and if this something we missed, we can address it. He said when he met with Levi, he moved a lot of things around.
- Councilor Rivera said Registration at the lower part of page 29, was \$14,000 last year, \$11,000 this year and a budget of \$30,000 for the next fiscal year.

Mr. Luttjohan said that reflects turnover in staff and we will have training for some of those new positions. The other is that we have been encouraged to increase efforts on international tourist attraction and we were projecting possibly attending more events that would allow us to do that under that category.

- Councilor Rivera asked about the postage and mail service cut to \$15,000.

Mr. Luttjohan said that change was made later in the process.

Mr. Romero said Mr. Luttjohan emailed him he increased it for a reason. He said they are eliminating a mailroom tech, and they will need more postage. He said we can look at other line items to cover that.

Mr. Luttjohan said they have instigated a new mailing program, and they have changed the mail out of the new Visitors Guide, and only 1/4 of the new mailing program in place, so it will be a significant growth area, and he will work with Mr. Romero to figure out where to move this in the budget.

- Councilor Rivera asked Mr. Romero to look at the line items he mentioned to see if they are on target.
- Councilor Ives what it takes to run events in the black at the Convention Center, and to work toward full utilization of space by carefully looking at costs for the smaller spaces to attract more of the local events.

2) PUBLIC WORKS

a) RECREATION

Mr. Romero reviewed the information behind Tab 14, Section 14(c) in the blue book [Exhibit "1"]. Please see Exhibit "1" for specifics of this presentation.

Mr. Pino said since the new Recreation Division Director came on staff, she has done an exhaustive study of every position, and how it lines up for duty for every half hour of every day of every week, noting she brought the schedule with her. The important thing was to identify the assignment of our resources and to work when people play. And we have chosen to have people play on weekends and

nights. So we took that as a challenge to see how we could use the existing resources, rather to keep it fat in the middle and keep hiring temps and emergency hires for the weekends and nights. They also noticed the ability at GCCC on Saturday to staff less than half of the staff or a normal work day during the week on our highest day of attendance. Our busiest day is Saturday, and somehow we find a way to do with fewer front desk people, fewer lifeguards, fewer techs on the weekend and we do just fine. But during the week we decide we need to start to stack them up. He said they have an exhaustive study, and they are willing to share this with the Committee, noting it covers every employee and every half hour of work they do.

Mr. Pino said they also did work in terms of what fees were changed and that is available, and they can address what the effect of that has been. He said the Committee had questions on the wellness program, which the City Manager already answered, but they have the detail that goes behind that answer

The Committee commented and asked questions as follows:

- Chair Dominguez said Mr. Pino has talked about Ms. Almager's extensive work on accounting for work schedules and such, which is much appreciate. eliminating positions. He asked if she is saying that next year or later in the fiscal year, you will not need additional staff to run an effective, efficient organization.

Debbie Jo Almager, Recreation Complex Manager, said in looking at what have right now, we are middle-heavy, and believes "we can squish it down and elongate it." She said until it is in place, and make sure we're following all of the shift bids, she won't know exactly what they have.

- Chair Dominguez asked if we are eliminating or freezing positions, because it looks like it is frozen until we get the schedule stabilized and then we'll have a better idea.

Mr. Romero said all of the positions are unfunded for the next fiscal year. He said the big changes were made at Ft. Marcy and Salvador Perez, noting there are 4-6 lifeguards scheduled at any time, 3-4 people at the front desk during the week at any time.

- Chair Dominguez said what happens if 8 months from now, Ms. Almager decides she needs another position for whatever reason, and the City Manager agrees – how does that work internally.

Mr. Romero said we would have to come back to the Council at mid-year to see if there is a way to fund it.

Ms. Almager said she will be looking at all of this.

- Chair Dominguez said Mr. Luttjohan talked earlier about how the relationship could get better, and if it does, Ms. Almager may need additional positions. He said, "I just want to make sure that it is clear and it is on the record that you may have to come back for additional positions, and if so there is a process in place to make that happen."

- Chair Dominguez asked if there is a standard, for example, for the minimum number of lifeguards in each facility.
- Ms. Almager said according to the Red Cross, 1 to 25 for recreation swim and 1 to 40 for the public lap swimming. She said they would want to put more, at least in summer, at least 4 lifeguards for the leisure pool.
- Chair Dominguez said then you have a minimum number of lifeguards and asked if it is in the budget.

Ms. Almager said in the current numbers being proposed, yes.

Mr. Romero said the only area where we cut lifeguards was in the summer in Bicentennial which is the number used last year, noting the funded positions weren't use. He reiterated no lifeguard positions were eliminated other than the position held by Ron Robinson, which will not be funded when he retires.

- Chair Dominguez said he is speaking across the board, and he wants to understand there are a minimum number of personnel needed to operate effectively and efficiently, and if Ms. Almager is comfortable with that "then so be it."
- Councilor Rivera asked, on page 206 in the orange book [Exhibit "2"], what is Administrative Operations.

Mr. Romero said this is Debbie Jo, Ivey and probably another administrative person.

- Councilor Rivera asked if they are at a specific location.

Ivy said the fund, 52701, is at GCCC, and Administrative Operations is all front desk staff. She said she, Liza and Rachel are all Administrative Operations.

- Councilor asked about 520300, Repair, Maintenance of Fixtures, Equipment, noting the last two years less than \$3,000 has been spent, but are budgeting \$14,000.

Ivey said that is for the ActiveNet system and she is trying to bring ActiveNet to train staff on a few issues. She was just notified that the new federal law regarding ID theft requires that they purchase new credit card swipers, which have to be in place by June 30, 2013, noting this is the source of ActiveNet fund.

- Councilor Rivera asked about the increase in Operating Supplies.

Ivey said the operating supplies is mostly paper, noting they use a lot of paper at the GCCC, and they will use most of their operating supplies during the summer. She said they had to transfer funds out the last few years in different areas for advertising or credit card processing. She said

they always bring the funds back at the beginning of the year. She said she will check her books and let him know the reason for the recommended \$5,000.

Mr. Romero said that is the year to date budget, and if there is a BAR from the original budget in July, it will show the year to date budget. If it was \$10,000, and they BARed to cover other unforeseen expenses, noted they had to get chemicals for the pool brown-out last year. It is reflected in the budget. He said we don't list the original budget here, but if so, you could see what has been BARed, and he could run that.

Ivey said she did a BAR for \$5,000 out of this line item into Inventory Exempt to purchase a piece of equipment, and they spent \$2,000 in the prior year.

- Councilor Rivera said even if we budgeted \$10,000, it is still much higher than we spent the year before and Mr. Romero said this correct.
- Councilor Rivera said on page 207 [Exhibit "2"], Repair, Maintenance, etc., \$9,000, \$16,000 for the past two fiscal years and the recommended budget for \$30,000.

Ivey said this is for the whole year and last year they utilized a lot of funds from CIP and David's shop to help with certain things that break in the facilities. She doesn't believe they will have the opportunity to do that in the next fiscal year, so they are budgeting to cover all of the expenses, noting the building is 15 years old and a lot of things are beginning to break.

- Councilor Rivera asked about Inventory Exempt, nothing was spent this FY, and the budget is increased to \$26,250.

Ivy said it's always been \$26,250, noting they had to borrow money in two different areas during the annual closure when they BARed money into specific areas. She said if a boiler or a big piece of equipment were to fail, it would come out of this line item.

- Councilor Rivera asked Mr. Romero to look at all the budgets for Repair, Maintenance, Furniture, Fixture, Equipment and Operating Supplies which seem to be growing throughout.

Mr. Romero said he asked these exact same questions and Ivey had answers for everything and the reason she needed the money. These are growing, unfortunately, and we have to cover the actual expenses. He said, in general, the transfers into the GCCC has decreased by \$200,000, so in general the total transfer from CIP GRT is only \$550,000. So because of the revenues, it is getting closer and closer to being self-sufficient. He said Debbie Jo, Ivy and staff did a good job of putting the money where it was needed. He met with them 3 times to try to do this the best we can. They did make some changes based on the actual needs.

- Councilor Rivera asked about the contracts in Ice Arena Operations.

Ivey said it is for the hockey leagues, skating instructors for the referees for the hockey leagues.

Mr. Romero said he asked the exact same question and he understands the hockey leagues are growing and more referees are needed.

Ivey said shipping costs have gone up from the vendors so operating costs are growing higher.

- Councilor River asked the reason the individual managers from each facility are not here to answer questions about their own budgets.
- Chair Dominguez said he knew he was going to ask this question, so he asked both Ms. Almager and Mr. Pino about that.

Mr. Pino said he asked only the division level personnel to attend Recreation because he knew there would be questions. He said Ivy prepares the budget, Ms. Almager runs the division and is deeply involved with all the centers, so he felt it would be adequate for them to be here. He said he only has division staff here from the rest of the Department as well.

- Councilor Rivera said he understands, but in dealing with a tight budget, it is where the "rubber meets the road," and how individual sites will handle the loss of employees, the cuts, the budget hits. He is unsure the numbers people can answer those questions on day to day operations.

Mr. Pino said if he has questions of this nature, he believes Ms. Almager can answer those questions, noting she has been intimately involved in that over the last two months.

- Councilor River said he appreciates that, but she has only been here for 6 months and he hears she was still feeling her way around, so it's probably not a fair position to put her into.
- Councilor Wurzbarger said, on this point, she would like a 2-3 minute presentation on the wellness program – what it is, the scope, what's been accomplished and how we can ratchet it up, and when can we please get the machine in City Hall as promised for healthier food for our meetings.
- Ivy said Sue Perry is the Wellness Coordinator, noting she is working on the vending machines with healthy choices.
- Chair Dominguez said we passed the Resolution about a year ago, but the Council has been talking about it for years.
- Councilor Wurzbarger would like Ms. Perry to come to a later hearing. She said there is a relationship between recreation, wellness and the cost of our insurance. She said there was a huge article in *The Wall Street Journal* about the ability of corporations to reduce insurance cost in providing wellness. She wants an overview of the program and how we can do more, and when do get the vending machine.

- Chair Dominguez asked if legislation is needed to get this done.

Mr. Pino said the wellness program is very new, noting it kicked-off in January. He can provide data on membership and such.

- Chair Dominguez said she is talking about the healthy vending machine.
- Councilor Wurzbarger said that is the last piece, and Ms. Perry has that information. She said if there is the potential for decreasing insurance cost as well as making people healthier, she wants to hear about it. She wants a big picture of the wellness program and she does want the vending machine

Ms. Almager said she was working with Ms. Perry last week, and she is working with the local vendor to get a machine.

- Councilor Wurzbarger said that is a minor portion of her request.

Ivey said there are 152 employees in the wellness program, and out of that, approximately 339 people are participating in the wellness program.

- Councilor Wurzbarger asked the effect of the program, have they lost weight – how are we measuring the success of that program.

Ivey said it take time to gather that information.

- Councilor Wurzbarger asked for a timeline on hearing the measures of success.

Mr. Romero said he doesn't think we can weigh everybody, and we are requiring them to be tested. If they do have high blood pressure or diabetes they know. He said the insurance advisor said once we get to a 42% participation rate, then you'll see a decrease in the rates.

- Chair Dominguez asked the magic number.

Mr. Romero said if 1,200 employees are eligible, with 1 dependent, you would need 40% or 800 or 900 people participating.

- Councilor Wurzbarger wants the action plan for ratcheting up the numbers.
- Chair Dominguez asks who funds Sue Perry.

Mr. Romero said she is funded from the health fund. He said if all members were paying the family rate, GCCC would earn \$75,000, so the health fund is paying the \$75,000 to the GCCC.

Responding to the Chair, Mr. Romero said all employees of the City pay into the health fund.

- Councilor Dimas referred to the Chart on 14(C) [Exhibit "1"], asked if the yellow boxes are vacant positions, and how long they have been vacant.

Mr. Pino said a lot of the vacancies are tied to the summer programs, and the yellow positions will be filled for the summer. He said the ones spread throughout the organization depends on when someone resigns or leaves and we are in the process of looking at a rehire.

- Councilor Dimas how critical are the positions that haven't been filled, how long have they been vacant, and what is the importance of these positions.

Mr. Romero said they have been advertising the positions as quickly as possible, noting this is indicative of the City in general – people leave, we advertise and it takes time to fill the position. He said if it's funded we feel it's important and we're filling them as quickly as possible. He said the time to fill the position depends on the situation and the position to be filled.

- Councilor Dimas said there is a big turnover in lifeguards.

Mr. Romero said the two areas where there are big turnovers are Transit and lifeguards, and he has talked with the Union about this. He said we have been drug testing lifeguards after we were told it is a risk issue and we have lost a few more because of that, and we have a lesser applicant pool, so they feel they need to be compensated at a higher rate, noting it is the same with Transit which is paid very low. He said he has challenged H.R. to process the applications more quickly.

- Councilor Rivera asked what if we lost a lifeguard to a drug test, for example, how would the front line manager handle the sudden loss of personnel.

Mr. Romero said there are plenty of positions at Ft. Marcy and Salvador Perez so they are able to bring on temps as needed. He said except for early morning and late afternoon there are at least 4-6 lifeguards on duty. He said the requirement for recreational swimming, it is 1 for every 25, and for lap swimming, 1 for every 40. They have been counting the numbers in the pool every hour in an effort to use our resources better. He said Ms. Almager can answer that question. He said they are working with the union to reassign people from other places as long as we transport them to and from. He said we had to close once this year because someone called in sick. He challenged Ms. Almager to communicate across the whole division to use existing resources.

- Councilor Rivera asked how the situation would be handled at GCCC which is much larger.

Ms. Almager said she has also asked the supervisors and section managers to sit on the guard stand. So if there is a vacancy, she is requiring the supervisor to fill that gap rather than pay overtime.

- Councilor River asked if the union would have difficulty with this, because you are using a supervisor to sit in a union position.

Mr. Romero said every supervisor is on rotation with the lifeguards. He said the supervisors should be more like lead workers because they are part of the rotation.

- Councilor Rivera said he just heard this is something new.

Ms. Almager said in Salvador Perez and Ft. Marcy they already get on the lifeguard stand. She said GCCC is a little different and the supervisors tend to supervise versus being on the lifeguard stand. It is what she calls lead by example.

- Councilor Bushee said she has no problem with the concept, but wants to be sure they are certified lifeguards.

Mr. Romero said everybody is certified up to natatorium manager.

- Councilor Dimas asked the turnaround time for filling these positions.

Vicki Gage said one things which slows the process, but is very important, is the background for those individuals over 18 who are working youth, and it does cover swim instructors and lifeguards. She said they do meet every morning to triage every request to advertise and get those our first – transit operators, swim instructors, parks maintenance, the ones doing the front line work – and work to speed those through that will be held up in the background check process.

- Responding to Councilor Dimas, Ms. Gage said they have contracted with a company that specializes in doing background requests, and they look for convictions for arrests and such. She said as the City Manager mentioned, they also are subject to drug testing which takes about two days.

- Councilor Dimas asked how much we are paying for the testing.

Mr. Romero said it is required by the risk fund in several areas – Police, Fire, Recreation, Seniors personnel, and estimates it costs \$80,000 to \$100,000 annually, and Ms. Gage agreed.

- Councilor Dimas asked if this could be done in-house.

Ms. Gage said they looked at this two years ago, but if we were to do it in-house there was a concern, for example about the background checks being done by the P.D. She said the P.D. has whatever data banks they can look at, and that also would be City employees vetting other City employees. She said they contracted with Safe Hiring Solutions which were the best in terms of the ability to search throughout the whole United State, and can look at more data banks. She said after discussion, it was determined that this would be the best way to go in view of all of the concerns raised at the time.

- Councilor Bushee said she has a concern about the lifeguard situation, noting there are a lot of yellow boxes for Bicentennial which is open for a very short window, and the issue is not enough lifeguards. And at the "end of the year, you shrink that season on me because they all go back to college." She said, "I want assurances not due to budget purposes that we're not going to try to cut that season down. It is the one outdoor pool that families live at it until they can't. The weather is always good. We get past Labor Day and they still think they can use it, and I also have lap swimmers who use it. I do not want to see the season cut short for budgetary reasons or for lack of lifeguards. I don't want to see hours shrunk, or shifted, or lap swim reduced on the earlier side. They go early and swim outdoors, they love it."

Mr. Romero said nothing is being changed. He said by the time school starts there is a demand in the morning for early swimmers and noon swimmers, but there's not really a demand in the afternoon. This year we'll use all of our resources across the division to make sure we don't cut those hours. Responding to Councilor Bushee, Mr. Romero said it isn't closed.

- Councilor Bushee said you have limited the season for several years in a row, and Mr. Romero said he was unaware of that.

Ms. Almager said there are 4 temporary lifeguards at Sal Perez and Ft. Marcy that overlap, which could be used at Bicentennial for those hours, especially the last two weeks. She said it is a challenge to get lifeguards, but she can pull from other centers, and "I will try to do my best to get that out there. If I've got to get certified, I'll do that as well to make sure to keep that pool open."

- Councilor Bushee asked, with regard to the wellness program, we did talk about incentives. She said wellness programs aren't doing what it was hoped they would do at the national level. She doesn't want us doing something half-way. She said it shouldn't be about a free gym membership and a \$75 check at sign-up, commenting there should be some measurables.

Ivy said they are getting them in place, and spoke about the requirements for the first year and the second year, including attending seminars which increase every year. She said they will be tracking every individual who enters the facility by usage.

- Councilor Bushee would like to see regular check-ins, and thinks we should look at it, and talked about the increase in health insurance premiums saying we need to get a better pulse on this.

Mr. Romero said the program is set up so that in the first year they have to do certain things, even more in year 2, and that is what Sue Perry is working on. He said we are just in the first year, and we can ask her to make a presentation to the Committee in this regard, noting she is tracking the information. He said Ivey can run a usage report for the Committee.

- Responding to Councilor Bushee, Mr. Romero said the numbers he received during the budget process are that the people are only going in 100 times and using it. They are signing up and not using it, but it is a personal choice. The incentive is they get to use the facility free, and there is no monetary incentive until year 3-4 and we can track all the data.
- Councilor Bushee wants to track the usage, as well as how it is done in other place, because we want to see results.
- Responding to the Chair, Mr. Romero understood from the insurance company, once 40% of the active employees and their dependents are insured, we would see a difference.
- Mr. Romero said Ms. Perry sends out emails every week to City employees.

c) FACILITIES

[Mr. Romero's remarks here were inaudible because his microphone was turned off.]

Mr. Pino reviewed the organizational chart behind Tab 14(A) in the blue book [Exhibit "1"].

The Committee commented and asked questions as follows:

- Chair Dominguez said then you are actively in a discussion with the Public Works Committee to talk about facilities about upgrades and improvements that need to be made. He asked if any of that has been quantified to look into the future.

Mr. Pino said they have been touring all of the facilities for several months, and are almost at the end of a tour of all City facilities. They have been keeping track via a matrix for health and safety issues, cost and the types of improvements needed. He said they will be preparing a comprehensive report after finishing the tours to let the Council know the cost to deal with any or all of the facilities identified at all of the facilities. He said the quantifying has been based primarily about what they know about current prices and such. He said Councilor Wurzbarger initiated this process several months ago.

- Chair Dominguez asked if they have been able to anticipate a 5-10 year program.

Mr. Pino said that will be part of the report. He said part of Councilor Wurzbarger's strategy has been to investigate the possibility of a General Obligation Bond to cover some of the improvements. However, she will need all of the information to see what makes sense in terms of a G.O. bonds. He said G.O. bonds for facilities can be difficult, because much of the taxpaying public goes to Siler Road or visits the wastewater treatment plant which are facilities we have to maintain but have a very low profile on the public's radar.

- Chair Dominguez said GCCC has lots of issues, and asked if there are identified needs.

Mr. Pino said there was the pigeon problem, pump issues, and asked Mr. Pfeifer to speak about the pigeons in more detail.

Dave Pfeifer said the pigeon problem hasn't been addressed completely, noting they have not repaired the holes in the net at this time. He said there is a roof to be repaired first.

- Chair Dominguez asked if they allocated funds for that specifically.

Mr. Romero said this issue hasn't surfaced in the past 4-5 years, and knows someone is watching those 3 recreational facilities closely from a maintenance standpoint. He asked if it is an issue currently.

Mr. Pfeifer said it is an issue, but it isn't one of the larger issues.

- Chair Dominguez said at one point funds were earmarked.
- Councilor Dimas asked how the pigeon issue can be resolved.

Mr. Pfeifer said keeping the net together is an on-going issue, because it degrades in the UV light and breaks, so it's constant. He said they are trying out one solution called "birth control." They are putting out pellets to keep the eggs sterile. It doesn't kill the birds.

- Councilor Bushee said the roof has become like Ft. Marcy's basketball court – it's always needing something. She asked if it is still leaking.

Mr. Romero said he has had no complaints about that roof in about two years.

- Councilor Bushee asked if the City allocated funds for the roof.

Mr. Pfeifer said yes, but it's for the flat roof over the ice arena, which has to be redone. He said currently they are working on the RFP. He said we have to put the mechanical equipment somewhere, and it's difficult to put it on slanted roofs.

d) TRAFFIC

Mr. Pino presented the information behind Tab 14(f) [Exhibit "1"]

Chair Dominguez asked about the sign shop position Mr. Lovato spoke about earlier.

John Romero said the sign crews place new signs at our request, and replace deteriorated signs. He said the signs they are replacing for now are critical signs, such as stop signs. These are on a rotation and they look at the sheeting to be sure they are visible. If not, they pull them down and put new ones up. He said he thinks they can still maintain that service without that position.

Councilor Dimas said the wind is causing the signs in his area to fall down, off Governor Miles.

Mr. Romero said he will look at this, commenting he is unsure that development has been accepted by the City, noting if it isn't, he will get with the developer to have those signs repaired. If it has been accepted, the City will repair the signs.

e) ROADWAYS

Mr. Pino presented information behind Tab 14(d) Roadways and Trails in the blue book [Exhibit "1"]

The Committee commented and asked questions as follows:

- Councilor Bushee said Parks and Recreation over the years gets split up and asked if there is thought about putting it back together.
- Chair Dominguez said he hasn't been able to come up with a proposal for consideration by the administration, and he would be happy to talk to her about it.
- Councilor Bushee said, with regard to the new Parks person, she wants programming and not just rearranging staff.

Mr. Romero said Ms. Almager has that message loud and clear, noting she is an expert at that.

Mr. Pino said Ms. Almager has looked at it preliminarily and sees a lot of outdoor programs that can be facilitated very easily, noting it was her specialty in Ruidoso. He is looking forward to additional programming using the people we have. He said with regard to coordination with the parks, they view and treat parks primarily as a maintenance operation, except at the MRC where we do get into programming and the golf program. He said in the City the parks are heavy on maintenance. We are talking about bringing Barbara Lopez who does the leagues into a different part of the organization to help with some of the programming. There are a lot of opportunities, and hasn't been considered significantly in the past, but we are taking a much closer look in using the coordination between the available parks and the capabilities Ms. Almager brings, and her thoughts on things nobody has thought about which would bring events to Santa Fe.

- Councilor Bushee reads about what other communities are doing and she wants to see programs associated with the Parks. She said when we have a drought we close down trails, and they have been talking with the Fire Marshal about that. She said many people come to Santa Fe for the recreation piece, and there are proven economics, and we need to do more to keep that exciting and vibrant and engaging. It's not just about maintenance for. She gets that it makes sense logistically, but she wants to be sure we're not giving short shrift to the programmatic side.

Mr. Pino understands, and believes we have that opportunity now with Ms. Almager's experience.

- Councilor Bushee wants to be sure she has the resources to do things.
- Chair Dominguez said he is familiar with these issues, and they need to be engaged and then married. He said last year there were fly fishing classes in some of our parks. These are things which are hard to quantify, but they're valuable to the quality of life for people in Santa Fe. He sees in outdoor recreation we are losing a part time employee. He said if we want to increase opportunities we need to be careful where we cut. He said recreation reduces crime, creates a healthier community so our health insurance costs aren't so high – it touches everybody and everything in one way or another. He said he is on the same page with Councilor Bushee, and he is prepared to propose what she wants.
- Councilor Bushee said she isn't ready to propose anything right now. She was very critical of the former director. She is okay with the suggestion we become more efficient with existing staff, and isn't concerned about the one position which isn't filled right now. We have opportunities to underwrite programs and do collaborative efforts and she wants to see us to be creative. She said her idea of entertaining youth isn't to give them money to go to a local restaurant and a movie, reiterating she wants exciting and engaging programs. Santa Fe has a great potential for outdoor recreation for our citizens and visitors. She wants the bike paths kept clean, basic maintenance. It's time to get excited and get things going. She doesn't know what budget is available, or the difficulty in making changing, if so, she wants to look at. She said they just gave them a chunk of money for facilities and graffiti, and wants to see good things happen.
- Chair Dominguez said we spent a lot of money on park improvements and supports programming those parks.

f) STREETS

Mr. Pino said Dave Catanach and the streets crews will be working on the summer pavement overlay projects, and will continue to rebuild gravel roads in Santa Fe.

3) LUNCH BREAK

Lunch break 12:00 noon to 1:00 p.m.

The meeting was reconvened at approximately 1:00 p.m. by Chair Dominguez.

b) PARKS

Isaac Pino presented the information behind Tab 14, page 14(b) from the blue book [Exhibit "1"].

Mr. Pino said a significant amount of money is needed for watering the parks, noting 13 new parks have been added over the years. Systems have been updated, medians are watered. They have a high demand for more water throughout the City and the reason for the request. He said other than this, there isn't much else that is out of the norm for parks.

The Committee commented and asked questions as follows:

- Councilor Ives noted the red boxes are positions previously eliminated, and asked the reason these are kept in the organizational charts.

Mr. Romero said he leaves them there so when AFSCME says we haven't deleted any management positions, we have a record of what we've done for the past 3-4 years.

- Chair Dominguez said it is good to leave them there, because we get criticized for having fat government, and this shows we're doing what we're doing to slim it down.
- Councilor Ives said he really has no other questions, noting he understands the seasonal nature of the business. He said Mr. Gurule has been involved in updating the water usage in the various parks which is a good step, with electronic ground monitoring of moisture levels. He asked Mr. Gurule to talk about the implementation these processes are going across City parks.

Ben Gurule said in 2008[?], the public approved a \$20 million bond, which was earmarked to renovate all of the parks they let go in 2008 [?] drought. He said there were irrigation systems built in the 1950s and 1960s and most of those systems were upgraded, including a central controller that shuts down the system if a high flow is registered. He talked about how this system works, noting it turns off the high flow after the second alarm so it doesn't shut down the entire system for the night. He said there are 16 new locations where turf has been added so there is an expansion of water use. Additionally, there are arterial landscape medians and roadside beautification which are additional areas of water use.

- Councilor Ives said he understood the City also was putting in moisture systems to control, based on ground moisture, when watering would take place and how much.

Mr. Gurule said this is correct and they try to keep up with the latest technology, including weather stations, moisture sensors, and there are formulas which are equated with evapotranspiration. So if we have precipitation, it will register the moisture in the soil and allow us to adjust the controller at our location on Siler.

- Councilor Ives said this is wonderful evidence of the City's leadership in water conservation issues, and we are taking a realistic approach in assessing water needs in watering the parks. .
- Councilor Trujillo said he thought the Council passed a Resolution providing that any turf would be taken out of another park. He said we cannot increase the square footage of turf.

Mr. Gurule said the turf was expanded in Galisteo Court, Calle Lorca, GCCC. We did a roadside beautification at the base of the Cross of the Martyrs, as well as median and roadside beautifications on Cerrillos. He said Adam Armijo has an orchard and future community garden and the infrastructure is in place. He said Sunny Slope Villa Linda is a park that was shut down in 2002 and wasn't reactivated until post 2008.

- Councilor Trujillo said he wants to know if we have expanded turf in parks.

Mr. Romero when the 5-year plan was done, a lot of turf was eliminated, and if we were to add it all up, we haven't added additional square footage of turf. All we have done is take from one park and give it to another park.

- Councilor Trujillo suggested looking at artificial turf and other options for the SWAN park to eliminate some of the costs to water the parks. He hopes we will keep an open mind to this in the future.
- Chair Dominguez said there is a meeting on the SWAN park next week, and the preliminary idea is to have artificial turf, at least in phase 1. He wants the City to retrofit old parks for ADA, and that new parks have ADA and playground equipment. He asked if this has been considered.

Mr. Gurule said the accessible access ways to playground equipment is included in the drawings, and we have to include equipment and amenities on the playground which are fully accessible. So there are portions of the playground that include fully accessible ADA equipment. Responding to the Chair, Mr. Gurule said the ADA rules and regulations require the park to be accessible and to have a certain percentage of ADA equipment, but he doesn't know the percentage but it is a Federal mandate.

- Chair Dominguez asked, regarding the Southwest Area Master Plan, if a needs assessment has been done.

Mr. Romero said POSAC for the 2008 and 2012 bonds looked closely at what we have. He said the amount of open space and parks is listed in the blue book [Exhibit "1"], but he is unsure if there is a standard.

- Chair Dominguez asked if funds were budgeted for planning these kinds of things, and Mr. Romero said no.
- Councilor Ives notes he works for the Trust for Public Lands, and in late winter/early spring they promulgated a program called ParkScore designed to measure park accessibility, initially looking at the largest 40 cities in the nation, and then expanded to the top 400. The metric used was 10 minutes from where people live to parks or open space, noting some are looking at time from a residence to a green space. He said it would be an easy thing for City GIS to generate.

- Chair Dominguez asked if there is a definition between park space and field area/space, and if we have an inventory of those.

Mr. Gurule said there are 94 park locations, and the designations are regional parks such as Ragle, with ball fields, basketball and tennis courts, passive parks such as Herb Martinez without organized league play scheduled and then pocket parks which are under 1 acre such as Sunny Slope, Young, John Griego and such.

- Chair Dominguez said then each kind of park has a different funding cost, and Mr. Gurule said it does in terms of maintenance.
- Chair Dominguez asked if he has that breakdown, and Mr. Gurule said no.
- Chair Dominguez asked if we have a breakdown of the acreage of the fields in regional parks, and the cost of maintenance as opposed to passive parks.

Mr. Gurule said there is no such breakdown, but they would work on those numbers.

- Chair Dominguez said that would be important for 2014/2015 and future budgets. He said it is an issue of equity in the community.
- Councilor Trujillo said in terms of a breakdown of fields, additionally there are places all around the fields for picnicking.
- Chair Dominguez said it is up to the division to decide how to do that. He wants to quantify the difference between the costs of maintaining a baseball field or a football field versus a picnic area.
- Mr. Gurule said some of this has been done in the past, and he will look at the records to see what would be useful in this exercise.
- Chair Dominguez said the amount of park space in his District is skewed compared to other parts of the community, and there are things that need to be balanced to satisfy all of the constituency needs. It's something to keep in mind as we move forward.
- Councilor Trujillo asked Mr. Gurule, regarding the \$600,000 which was allocated for Ragle, if he has a timeframe on dealing with the basketball court and the skate park.

Mr. Gurule said this is part of the implementation plan for the 2012 bond, and he understands they are selling those bonds, and they are moving forward with bidding out that project, so it will happen in this year.

- Chair Dominguez asked if they are comfortable with the staffing level for that park.

Mr. Pino said the construction will start at the very end of this calendar year, and you'll probably see that in the next budget request.

- Chair Dominguez would like a discussion on the possibility of separating the playing fields from the golf course. He understands the golf course generates the necessary revenue to operate, but the sports fields, to which it is linked, are not generating revenues therefore a transfer in is necessary.

Mr. Romero said those positions are part of Parks and not the MRC, noting the transfer-in is to cover the debt service. The MRC can cover its own cost, so if we continue with the water loan payback covering the debt at the MRC, then we don't have to worry about the additional \$1.2 to \$1.4 million every year.

- Chair Dominguez said then the sports fields are being funded from the General Field, and Mr. Romero said this is correct, noting most of the personnel are funded out of Parks.

Mr. Gurule said personnel at the MRC are funded from Parks, and temporary and part time are funded through the CIP. The Golf Course superintendent, personnel and temporary help are funded from CIP, and operations are funded through CIP.

- Chair Dominguez said then there probably is no need for legislation to separate the two.

Mr. Romero said they have the solution to fund the debt service, noting they had a bad year last year because of construction on the interchange. There is construction on the road this year, and hopes things improve, but think the revenues will cover the expenses.

- Chair Dominguez said then the golf course is covering its expenses and the transfer-in is to cover the balance of debt service, and Mr. Romero said yes.
- Chair Dominguez asked if temporary positions have the same benefits as full time, classified positions.

Mr. Romero said Parks has full time and temporary part time. Parks has full time employees that don't get benefits, and we've had to do that over the years because we couldn't afford it.

- Responding to the Chair, Mr. Romero doesn't recall not funding any temporary full time employees.
- Chair Dominguez asked if a full time temporary a union position and Mr. Romero said no.

Mr. Romero said most are full time temps, but they are seasonal, because we can't afford to keep them on. If they stay longer than 9 months, we pay PERA, and he can provide a list of those.

Mr. Romero presented the information in Exhibit "8."

Responding to Councilor Ives, Mr. Romero said these are just this year's non-funded and the red positions aren't included, and he can get those if he would like.

4) LAND USE

Matthew O'Reilly, Director, said the Land Use budget is simple, and mostly personnel costs. The City Manager requested that the Land Use Department submit a flat budget which was done. He said the City Manager is working hard to close the budget gap and has asked us to come up with additional savings from the department which were submitted, and most have been accepted and are in the packet before the Committee. The Land Use Department consists of 52 FTEs, approximately 13% vacancy at this point. The good news is that revenues are up \$600,000 to \$700,000 over last year, which is the highest revenue they have had since 2006-2007. There are 172 new single-family residential structures which is up 105% over last year. We had the first market rate apartment project built in years. There is a great increase in building permits, and for all residential construction including apartments and new homes we are up 111% over the previous 13 months.

Mr. O'Reilly talked about cases before the Planning Commissions, which will exceed the average of 72 cases, and Summary Committee cases will be about the same, and cases before the Board of Adjustment will exceed the average over the past 3 years. The H-Board averages 115 cases per year, and that should be at the same level. He said staff is issuing about 300 administrative approvals annually for projects in the Historic Districts.

Mr. O'Reilly said, regarding the temporary waiving of impact fees, we will exceed the amount in new GRT and permit fees, than we didn't collect in impact fees for that period. He said this is primary GRTs estimated on evaluation of the construction and doesn't include secondary GRTs for furnishing the homes built.

Mr. O'Reilly reviewed the information in Exhibit "5." Please see Exhibit "5" for specifics of this presentation. Mr. O'Reilly said he is not saying that the increase in building activity is related to the waiving of impact fees.

The Committee commented and asked questions as follows:

- Councilor Ives said we estimated annual fees from the waived impact fees at \$350,000 per year, and asked if this figure was used here.

Mr. O'Reilly said there was an estimate at the time of the amount of impact fees we wouldn't collect. However, no one could predict residential permits would double in the past 13 months. He said because of that there were more impact fees we didn't collect. A big factor you can see in the spreadsheet [Exhibit "5"] is the building of a large apartment complex, and the impacts for that alone were \$470,000. He said these two things contributed to the total of impact fees not collected

of \$1,052,000. We still have another 10 months under this Ordinance. He would guess we would be in the neighborhood of \$1.5 million impact fees not collected over the term of the ordinance, but based on this, he anticipates the impact fees to be less than the City-shared GRT and the building permit fees received. He said at that point, the Governing Body will have a discussion about whether to continue with the impact fees at those levels.

- Councilor Ives said the economy is a significant factor and asked if there is an educated guess if we were to introduce a new level of impact fees, if it would curtail construction activities. Or if we can do it in a way to balance that so as not to put the building industry back into a tailspin.

Mr. O'Reilly said it is hard to predict the future. He was asked the reason for the increase in building permits by *The Las Cruces Sun*, and it probably is due to changes in the financial industry. In 2010 and 2011 was to pass sunset Ordinances to suspend the expiration date of approved projects, which are still okay and people are building houses in those projects right now. If raise again, do so gradually. He said if he was asked his opinion, he would recommend if we were to start raising impact fees gradually so as not to shock the industry.

Councilor Bushee returned to the meeting after the lunch break

- Councilor Ives asked if the State or feds come back on the extended special use permits to renew those, and Mr. O'Reilly said no.
- Councilor Dimas asked Mr. O'Reilly if he keeps statistics on what is happening in the rest of New Mexico, in terms of building permits.

Mr. O'Reilly said no, although he does have conversations with other Land Use Directors, and everyone is seeing an increase in construction, noting cities have done different things, including reducing impact fees and such. He said Albuquerque, Bernalillo County, Rio Ranch are taking steps to streamline their processes, keep permit fees relatively low and do everything possible to move construction quickly through the process.

- Councilor Dimas said it was a good plan to drop the impact fees for residential construction. He said this report indicates it really helped to do that. And if the numbers are better without the impact fees, or better than we would have made with the impact fees, he would hope we would take a really close look at that in January. He would support continuing with that if it's working that well. We can look at again if there are issues. He thanked Mr. O'Reilly for the presentation and the handout.
- Chair Dominguez asked Mr. O'Reilly if he is able to absorb the impacts of potential cuts.

Mr. O'Reilly said yes, the proposed personnel cuts in the City Manager's budget can be absorbed. However, he does have other vacancies they really need to fill and hopefully will be requesting to

fill those 4 vacancies, and described those positions and the need to be replaced. He said we need to build some redundancy into the personnel and to improve customer service and turnaround time.

- Councilor Ives said landscaping watering systems are an area of concern to the Water Conservation Committee and others in the community, with regard to people putting in systems without understanding the engineering. He asked what inspections are done in connection with landscaping irrigation systems.

Mr. O'Reilly said there is a license issued by the State Construction Industries Division for irrigation installations, and someone does need to be licensed to do that. The City requires a permit, and inspections would be done by our plumbing and mechanical inspectors. He noted a permit is required for rainwater harvesting systems because of issues of contamination with the domestic water supply in doing a combined system. He said they do inspections for those when they are aware that they are happening, noting people don't always submit for permits.

- Councilor Ives asked what happens if someone has put one in without a permit.

Mr. O'Reilly said they follow the standard procedure, which is to issue a red tag to stop the construction, and require them to come in and get permits. We will work with them until they do. If they continue to refuse to do that, they will wind up in Municipal Court.

- Councilor Ives said perhaps an insert could be put into the water bills to be sure people are aware of the permit requirements. He was not fully aware that they existed, noting he will discuss this with the Water Conservation Committee and ask them to "have that conversation back towards you."

Mr. O'Reilly said he wants to make it clear he is speaking of permanent, hard pipe systems which require permits.

- Councilor Ives asked Mr. O'Reilly to send him the statute citations and regulations in this area.

5) MAYOR'S OFFICE, CITY COUNCIL

Robert Romero said the City Council budget is on page 57 of the orange book [Exhibit "2"], noting there were no changes this area. He said there was in-state and out-of-state travel that wasn't used which he deleted, but everything else remained the same. He said if travel is needed, he is sure he could find the funds somewhere.

The Committee commented and asked questions as follows:

- Chair Dominguez asked about the City Council Cost, the Print/Publish of \$1,000, is that for business cards.

Celeste Valentine said it for the business cards, as well as magazines.

- Councilor Bushee said she thought we stopped paying for magazines.

Ms. Valentine said she doesn't do magazines or newspaper anymore, it is strictly for the business cards. However, if you do want a publication or something like that, there is money in the budget for that.

- Councilor Bushee said she thinks we should set some hard and fast rules that don't have to be listed year after year. If we want a subscription, we pay for it ourselves.

Mr. Romero said we haven't done that for years.

- Chair Dominguez said someone could say to give me an allowance and I'll spend it how I choose.

- Councilor Bushee said it is important. She noted there is a new newsletter out of District 2, and she has had people write to her about it. We need policies about how we do things. She personally doesn't feel Councilors should have credit cards. She said for a while each Councilor had a \$3,000 budget apiece. And there were Councilors who are no longer here, giving those funds to their favorite causes in the end, whatever was there. Or others traveling way beyond the money available. She said the money is there for sundry things, whatever. She said at the County they have \$40,000 apiece of discretionary funds, and have their own staff person and their own office. She think it helps not to put extra burdens on staff. She reiterated policy is needed.

Ms. Valentine said she is the one that took away the subscription to the Journal last year, because she was told to cut the budget, and that's all you had, noting the Council doesn't have much of a budget.

- Councilor Dimas said he has never been told what we get, commenting he has a phone and a laptop. He doesn't know what we get in terms of travel expenses. He said he has never spent any money, nor does he plan on doing so.

Celeste Valentine said she is doing things the way they were done before she came on board. She said, "If you all need more of a budget, you feel you need travel, or whatever, then that's your decision."

- Councilor Bushee said she is bringing this up because during one austere budget time, we made it a rule, let's not travel, as setting sort of an example, because there were staff that needed certifications and they weren't being allowed travel. And then that wasn't followed by everybody.

Ms. Valentine said, "No. But some of the Councilors that are traveling, actually it's getting paid by the person by another group. It's not coming out of our budget."

- Councilor Bushee said we're offering credit cards and we're doing things.

Ms. Valentine said there is only one Councilor with a credit card.

- Chair Dominguez said if we look at the budget as presented or recommended by the City Manager, he doesn't see much in there for anything.
- Councilor Bushee agreed, but said she is trying to say it may stay flat, and she thinks we should be clear with regard to the parameters.
- Chair Dominguez said there is a whole section in the Code talking about Governing Body do's and don'ts.
- Councilor Bushee said she has heard from colleagues and constituents, so she thought we should discuss it. She said it has evolved, and it used to be a hard and fast \$3,000 per Councilor. Then it got crazy because people were treating it as if it was their own money.

Ms. Valentine said when she started here 5 years ago, is when they put all of the money in one bunch. And then that's how she puts that in each line item for the Councilors. She said whatever they asked for, she gave them with what money we had. She if she couldn't give it to you, she would tell you, and then we would figure out where to get the money if you really needed it. Ms. Valentine said she is unaware of any policies for the Councilors.

- Councilor Bushee said no City Manager wants to try to manage the Governing Body and she doesn't think they should have to do so. She is just trying to talk about policies that we should have in place which are "hard and fast," so we don't have to run into any situations.
- Chair Dominguez said each member of the Governing Body wants to do the best they can with the existing resources, noting some may feel they need more than others to do their job, whatever they feel their job is. He doesn't mind debating policy to govern us, but as we look at the budget "it is what it is," and he can't predict or anticipate what others may or may not do. He said when you at the benefits/departments assessments, it's not a lot, \$1,900. He doesn't know what that means.
- Councilor Bushee said we have Governing Body Rules of Procedure that control how we proceed, and we were looking to amend it to tighten it. But then we have this gray area around resources, whether human resources or financial resources. She thinks it should be clear that "this is what your job is, this is how you... and I don't think we are that clear." She can bring something forward.
- Chair Dominguez said he understands what she is saying and he doesn't necessarily disagree. However, if you have a Councilor who is more technologically advanced than another, then they may feel they need more resources to do their job than someone who doesn't. He can provide her big list if she wants. He said, "My point is that some of us do business a little bit differently, so we may need different resources than one another. Again, I'm not disagreeing with you. If we can make it crystal clear, that's fine, but we just have to be cognizant of that. What was the answer."

Mr. Romero said it is charged to everyone. It's an assessment that every budget is charged to do personnel costs.

Ms. Valentine said, we don't touch anything to do with personnel issues, salaries. All she does is the basic office supplies and equipment, reiterating that we don't touch anything that has to do with benefits, PERA, any thing. That's H.R. She said every department has that charge.

Ms. Valentine said, "I would like to ask, since I do take care of your budget, is if the Councilors would go through me, instead of calling staff, to get any equipment or anything like that. That way, I can control it more. Because there will be times where I think I have money for, say, office equipment, and I hear from IT that, oh no, a certain Councilor or someone called me and got this, and like I didn't know that. So I would kind of like to have a little bit more control of that."

- Chair Dominguez said fair enough. He asked Mr. Romero, if he agrees, to send a memo or an email to the Governing Body.

Mr. Romero told Celeste to go ahead and do that since it is her request. He said, "You can call anybody you want as far as I'm concerned. I'm not going to send them a memo."

- Ms. Valentine said, "I'm just saying, since I take care of your budget, because sometime IT will call me and say, this person is asking for this, is it okay. And I'm like, well yes, you can give them what they want, but I want to make sure I have the money for it also."
- Councilor Bushee said then everything that comes to Councilors, goes through Celeste. Is that the deal.

Mr. Romero said, "We'll find you what you need, regardless. Your budget is small. Like Councilor Dominguez said there are some who have internet service at home, some don't. Some who have a laptop, a small laptop, a big laptop, a phone app, an iPhone, all kinds of stuff. We will get you what you need and we will find what you need. This budget is small, there's no way we could afford to get you what you need out of it."

- Councilor Bushee said it makes staff uncomfortable if there's no real definition sometimes. She said with regard to the newsletter, people have said to her it's the duplicate of what the Mayor is sending out. She thinks we should talk about this.

Mr. Romero said he very seldom says no to any of the Councilors about anything, and if you want to set a policy to govern it's fine. He said, "If you ask me for something I'm going to get it for you. So if you want to set a policy on that. If you want me to, I guess I will, I don't really feel comfortable. You have different needs."

- Chair Dominguez said we need to concentrate on the budget. He said, if you look at the numbers, it is what it is. The City Manager and staff do what they can to get us what we need. It is up to us to be responsible in this regard to determine what resources we need. He said, for example, he asked for ink toner for his printer at home, because he got tired of spending so much on ink.
- Councilor Bushee said we were about to sit down and say we can only have 5 minutes apiece to talk, and yet there are some big things, and I want to put them out on the table and talk about them, so I'm doing that, so you can react and respond.
- Councilor Dimas said he thinks the proper place to do this is in a study session with the Council and talk about these things in an open meeting.
- Councilor Ives said the newsletter he and Councilor Wurzbarger decided to do, is the cause of the angst, and he is happy to discuss such things any time, and in any context. He said efforts by Councilors to keep their constituents informed about what happens at City Hall and what they are doing are generally all laudable. "I'm sorry if we were the first out of the gate and not necessarily trying to let everybody know. We certainly weren't trying to hide anything with a publicly issued document. That said, I along with Bill, certainly have received no instruction about what resources we have available or don't have available. And Celeste I'm happy to go through you for anything I might need. I appreciate that clarify because it wasn't something I was ever aware of. I won't be needing a car, so no worries there."

6) CITY MANAGER

Councilor Dominguez asked about staff, supplies and operating costs.

Mr. Romero said the Internal Auditor and Public Defender were added, noting the Public Defender previously was through a contract. He said the Internal Auditor asked for a lot of stuff, but we couldn't afford it, and he will try to figure another way. He said there is software that can be funded this year.

Councilor Dominguez asked about accreditations which are needed for the Internal Auditor.

Mr. Romero said he believes that can be funded through H.R. He said he will make sure she gets what she needs, he just didn't want there to be expansion, but it probably can be found in the budget of the City Manager.

Chair Dominguez asked about the Office of Homeland Security and such.

Mr. Romero said those are the grants that Andrew Phelps gets, and those could go away, and the reason those were listed in the sequestration issue.

Mr. Romero said we have worked with KSFR for years on broadcasting, and we are asking for bids, noting KSFR is unhappy about it. He said we're just trying to get some competition. He doesn't believe it is a sole source issue.

Councilor Bushee said there was a Resolution adopted by a previous Council which was to try to help public radio.

Mr. Romero said he will look into this, but if there is a Resolution that says we have to go with them, then he will do so.

Responding to Councilor Bushee, Joe Abeyta said the City still funds the public access channel.

Mr. Romero said there was a position in the City Manager's budget which was eliminated. In past years there was a legal contract for the Public Defender for \$72,000, and this fiscal year we hired someone, noting there is a net decrease. He said it is working well for the public and keeping the Municipal Judge busy.

1) CITY ATTORNEY

Geno Zamora said his budget is very short, very bland and incredibly similar to last year, and there are no substantive changes. The majority of the budget is personnel-related – salary and benefits, and then some supplies and associated costs. He said there is also a legal contract at \$32,000, which is for a part time prosecutor for conflicts as well as over-runs on prosecutions.

Chair Dominguez asked if Alfred Walker is part of his organization.

Mr. Zamora said yes, and Mr. Romero can provide clarity for what the future brings, what the past has brought.

Responding to the Chair, Mr. Romero said Mr. Walker is funded through a DUI Forfeiture grant which is going away. He is now being funded through the DWI Forfeiture Program, STOP Program and the Alarm Program.

Mr. Zamora said Mr. Walker is listed on the organizational charge as a Assistant City Attorney. He said there is an unfunded Legislative Liaison Assistant and they have been without that for years.

Chair Dominguez asked Mr. Romero if he is going to bring this back.

Mr. Romero said he didn't bring back anything. He said they were asked to do the Legislative Liaison, parks rangers and a trail coordinator, and as he mentioned in his Memo, those aren't included.

Mr. Zamora said, "That's fine with us, we're making do. We're even having attorneys assist Melissa to get through some of the drafting."

Councilor Bushee asked how many paralegals are in the Legal office.

Mr. Zamora said there are 3 paralegals and an office manager/paralegal. He said, "Besides prosecutions.... actually prosecutions/paralegal handles 1 ½ attorneys. That is Louella Pacheco. She's out at the Municipal Court. Forgive me, I actually added a paralegal because we lost one paralegal role when we converted it to the IPRA, the Public Records Custodian. So we have 3 paralegals, one at prosecutions serving 1 ½ attorney. We have a half office manager, half paralegal which is Irene serving myself and Judy. We have Jeri Bowen who is the litigation paralegal who serves 3 attorneys and all of their litigation responsibilities. In addition, we have the Public Records Custodian who was intended to be a half time paralegal and half time Public Records Custodian, but she is more like 90-95% Public Records Custodian. It was necessary. The Governing Body added that position last year starting June 1, and that has becoming full time. Our requests keep going up and up and up. That's one of the line items that is in there on Printing and Publishing. We're showing actual revenue to date, because they are paying for copies, but because of changes in the law that 25¢ per page charge that we are able to recover will go away over time, because electronic copies are to be provided free. So everyone is just making request for electronic copies."

Councilor Bushee said then there is not a paralegal with spare time to help Melissa.

Mr. Zamora said, "Really, no. Where we have been able to identify ways to help Melissa is in the actual drafting of legislation or doing research on legislative Code. She is more than capable of doing that herself. She's an incredible Legislative Liaison, but we have had to have other lawyers with that same level of skill to jump in and do drafting and research."

Councilor Bushee said when Jeanne was here, we had Melissa as well. Why didn't they fill Jeanne's position.

Mr. Zamora said, "When Jeanne left we were really in the midst of a real budget crunch back then, so we moved Melissa into Jeanne's position, but chose not to re-fill Melissa's old position and not fund it."

Councilor Bushee said the attorneys helping Melissa may have to go away for Court. She said she would rather have any resources allotted to the Council, she would rather those be used to hire another Legislative Liaison, because that's where the work gets done.

Mr. Zamora said the City Attorney's Office is well aware of the budgetary conditions we're under and the reason they aren't advocating to fill that position. He said, "We're doing the best we can. I can't say that Melissa does not remain overwhelmed. She's just not as overwhelmed as she was previously."

Councilor Bushee asked if there is contract money to find someone like Jeanne who wanted to work part time.

Mr. Zamora said there aren't funds in his budget to do this.

2) CITY CLERK

Yolanda Vigil, City Clerk, said one of the vacant positions will be filled within the next two weeks, noting there is a temporary person filling that position now.

Councilor Bushee asked if there is a plan to fill the Assistant Clerk position.

Ms. Vigil said possibly by the election, and she is leaving the position open to do that.

Ms. Vigil said things will start to get busy in June and July, and with the release of Candidates packets the first part of September.

Councilor Bushee said she doesn't know the status of ranked choice voting, the need for money and such.

Ms. Vigil said she understands from Irene Romero or the Stenographer that John Otter withdrew his request at the last meeting on Tuesday. She will follow up to see if the Charter Review Commission is considering any part of it. She said Mr. Otter was trying to get hand tabulation of ballots approved, and she understood he removed that request as well on Tuesday.

Councilor Ives said the staff in the City Clerk's office do a great job. He asked if the office is working smoothly, functioning well and is there anything that they need.

Ms. Vigil said she agrees that her office does function well, and everything requested in the budget is all she needs at this time.

Councilor Ives said he knows she needs the 11th Edition of Robert's Rules.

Ms. Vigil said she can pay for that out of the Office Supplies line item.

7) WRAP UP

Chair Dominguez thanked Robert Romero for the 3 days of hearings. He reviewed the list of things which have been requested.

Chair Dominguez asked if there is anything the Committee would like Robert to look at. He said, in light of the potential annexation, and the unwritten agreement in the Governing Body which indicates that revenue generated from Las Soleras is supposed to offset the cost for Phase 2 Annexation, are there any ideas to make it happen.

Mr. Romero said they can track what we earn in the General Fund in permits and such, and we can't get information from the State on the GRTs, but we could take a guess a fund and siphon off so much money for that.

Chair Dominguez said there is no legislation which has been approved or even introduced that would do that. But he doesn't want to miss out what needs to be done in this budget cycle in terms of the structure of the budget and our opportunity to do that later on and not having that in the budget. He asked Mr. Romero to work with Matthew O'Reilly about that.

Mr. Romero said we could create a fund number, put money in it and then transfer it to outdoors being spent.

At the Request of Councilor Bushee, Mr. Romero reviewed the information in Exhibit "4," the *Proposed Gross Receipts (Hold Harmless Revenue Replacement)*. Please see Exhibit "4," for specifics of this presentation.

Councilor Bushee said, "I was just surprised at the high amount and given that it doesn't really start kicking in, it is hard to imagine that the fees are close to a million dollars."

Mr. Romero said we'll try to figure that out, we just know what we're getting.

Councilor Bushee asked if he also looked at what property tax increase would produce.

Mr. Romero said this has nothing to do with property tax.

Councilor Bushee understands, but Mr. Romero is talking about a new GRT increment, and she is asking if we have looked at the alternative of using a property tax increment.

Mr. Romero said he can run numbers like that.

Councilor Bushee said she would like to see what kinds of funds would be generated by the County.

Mr. Romero said if the County implemented it, they would earn more than the City.

Councilor Bushee wants those numbers.

Mr. Romero said he can run a few options.

Chair Dominguez reviewed the information which was requested by this Committee and other Councilors:

1. Councilor Wurzbarger requested a gross number of reduced positions. Mr. Romero said he can run the totals of the red and green boxes on the spreadsheets.
2. More details on the life insurance plan benefits. Mr. Romero said this will take some time, noting this isn't for this budget cycle, and he will provide that information as soon as possible.

3. Information on annexation. Mr. Romero said the BBER Report shows we will earn an additional \$1.7 million in GRTs. Chair Dominguez asked Mr. Romero if he wants the Committee to refer to the BBER on all of this. Mr. Romero said the additional revenue will cover Police and we'll have to figure out something for Fire over the next 5 years.
4. Detail on what positions were grant funded and which ones weren't, in the context of how many positions we are losing that were grant funded. Mr. Romero said he can get this information.
5. Request for an analysis of the parking garages, especially at the Railyard. Mr. Romero spoke with Mr. Czoski about Councilor Bushee's request that they pay \$1 instead of \$3 and he has agreed that they will do that. He said this can't be done administratively and will have to be approved by the Council, so he will be coming forward for an amendment to their operating agreement. He said it will be positive for the Parking Enterprise Fund, \$1 for every person who goes to the movies. He said we won't know if he will ask for another deferral when time comes to pay the City. He said we can ask all these questions when Mr. Czoski comes forward with the request for the amendment. Councilor Bushee asked how it becomes a deferral if the movie theater or patrons are paying. Mr. Romero said he is unsure whether the Railyard will pay it or if he will charge them extra to pay it, reiterating we can ask these questions when he comes forward with the amendment.
6. Numbers of apprenticeship pipefitters. Mr. Romero said Mr. Snyder is working on a memorandum for that.
7. Discussion about non-profit use of the CVB. Mr. Romero said he can get those numbers.
8. Look at positions at the Library. Mr. Romero said he is looking at options.
9. Clarification on the Domestic Violence position. Mr. Romero said he believes there is capacity in the Police Property Tax and GRT Fund to fund this.
10. Request with regard to the Legislative Liaison and Park Rangers. Mr. Romero said as he mentioned in the original memo, he didn't fund any of these positions. However, he believes there is capacity in the General Fund for the Legislative Liaison without changing the budget.
11. Councilor Bushee said the area that needs most relief is the City Attorney's Office for the Legislative Liaison. He said we do enough utility ordinances that perhaps the enterprise funds could support paying for a Legislative Liaison, and he will develop that proposal.

12. Mr. Romero said we discussed about a department director for IT, noting this could be funded by the enterprise funds, a little from each fund. He said there is a vacant position in IT funded by water and that could be converted to a department director with not much cost. Councilor Bushee asked about funding the Open Space Coordinator this way. Mr. Romero said that would be General Fund and would be hard to fund those right now.

Chair Dominguez would like the outstanding issues presented on Monday and then we can start approving things.

Councilor Bushee said, with regard to the Trails person, the initial idea was to see if the County has COLTPAC funds, because they already have an "open space thing," and we could put together a cooperative where the City could contribute an office.

Mr. Romero said he can looking at this. He said he has been contacted by Solace and some of those who don't want the position to go away. He said perhaps we could provide \$50,000 and work with them to keep it alive. Mr. Romero said he will look into this.

Councilor Bushee suggested contacting Charlie O'Leary from the Conservation Trust.

Chair Dominguez will work on the process for Monday's Finance Committee, noting we will be receiving information from the Police Department on Monday, and it's possible there could be budget implications following that discussion.


Chair Dominguez said Item #6 is postponed to the Finance Committee meeting on Monday.

6. REQUEST FOR APPROVAL OF OPERATING BUDGET AND ORGANIZATIONAL CHART FOR FISCAL YEAR 2013/2014.

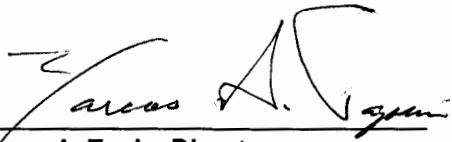
No action.

7. ADJOURN

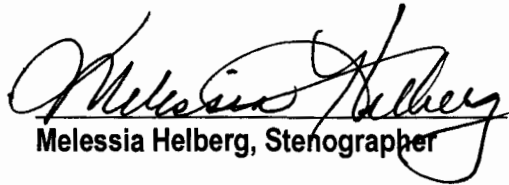
The meeting was adjourned at approximately 3:30 pm.


Carmichael A. Dominguez, Chair

Reviewed by:

Handwritten signature of Marcos A. Tapia in black ink, written over a horizontal line.

Marcos A. Tapia, Director
Department of Finance

Handwritten signature of Melessia Helberg in black ink, written over a horizontal line.

Melessia Helberg, Stenographer

Proposed Gross Receipts (Hold Harmless Revenue Replacement)						
GRT Increase With Reduction Debt Service Using Revenue Based on GRT Revenue Beginning FY14						
	Potential Rate Increase Schedule (HB 461)	Beginning Cash Balance	Revenue	State Loss	Net Revenue	Cash Balance (Net Rev + PY Net Cash Balance)
2014	GRT Issue 1/8	\$0	\$3,500,000		\$3,500,000	\$3,500,000
2015		\$3,500,000	\$3,500,000	(\$630,000)	\$2,870,000	\$6,370,000
2016		\$6,370,000	\$3,500,000	(\$1,260,000)	\$2,240,000	\$8,610,000
2017		\$8,610,000	\$3,500,000	(\$1,890,000)	\$1,610,000	\$10,220,000
2018		\$10,220,000	\$3,500,000	(\$2,520,000)	\$980,000	\$11,200,000
2019	GRT Issue 1/8	\$11,200,000	\$7,000,000	(\$3,150,000)	\$3,850,000	\$15,050,000
2020		\$15,050,000	\$7,000,000	(\$3,885,000)	\$3,115,000	\$18,165,000
2021		\$18,165,000	\$7,000,000	(\$4,620,000)	\$2,380,000	\$20,545,000
2022		\$20,545,000	\$7,000,000	(\$5,355,000)	\$1,645,000	\$22,190,000
2023		\$22,190,000	\$7,000,000	(\$6,090,000)	\$910,000	\$23,100,000
2024	GRT Issue 1/8	\$23,100,000	\$10,500,000	(\$6,825,000)	\$3,675,000	\$26,775,000
2025		\$26,775,000	\$10,500,000	(\$7,560,000)	\$2,940,000	\$29,715,000
2026		\$29,715,000	\$10,500,000	(\$8,295,000)	\$2,205,000	\$31,920,000
2027		\$31,920,000	\$10,500,000	(\$9,030,000)	\$1,470,000	\$33,390,000
2028		\$33,390,000	\$10,500,000	(\$9,765,000)	\$735,000	\$34,125,000
2029		\$34,125,000	\$10,500,000	(\$10,500,000)	\$0	\$34,125,000
Totals			\$115,500,000	(\$81,375,000)	\$34,125,000	

Exhibit "4"

Proposed Gross Receipts (Hold Harmless Revenue Replacement)									
GRT Increase With Reduction Debt Service Using Revenue Based on GRT Revenue Beginning FY14									
	Potential Rate Increase Schedule (HB 461)	Beginning Cash Balance	Revenue	State Loss	Net Revenue	Cash Balance (Net Rev + PY Net Cash Balance)	Potential Reduction of Debt Service		Net Cash Balance
2014	GRT Issue 1/8	\$0	\$3,500,000		\$3,500,000	\$3,500,000			\$3,500,000
2015		\$3,500,000	\$3,500,000	(\$630,000)	\$2,870,000	\$6,370,000	(\$2,000,000)		\$4,370,000
2016		\$4,370,000	\$3,500,000	(\$1,260,000)	\$2,240,000	\$6,610,000	(\$2,000,000)		\$4,610,000
2017		\$4,610,000	\$3,500,000	(\$1,890,000)	\$1,610,000	\$6,220,000	(\$2,000,000)		\$4,220,000
2018		\$4,220,000	\$3,500,000	(\$2,520,000)	\$980,000	\$5,200,000	(\$2,000,000)		\$3,200,000
2019	GRT Issue 1/8	\$3,200,000	\$7,000,000	(\$3,150,000)	\$3,850,000	\$7,050,000	(\$2,000,000)		\$5,050,000
2020		\$5,050,000	\$7,000,000	(\$3,885,000)	\$3,115,000	\$8,165,000	(\$2,000,000)		\$6,165,000
2021		\$6,165,000	\$7,000,000	(\$4,620,000)	\$2,380,000	\$8,545,000	(\$2,000,000)		\$6,545,000
2022		\$6,545,000	\$7,000,000	(\$5,355,000)	\$1,645,000	\$8,190,000	(\$2,000,000)		\$6,190,000
2023		\$6,190,000	\$7,000,000	(\$6,090,000)	\$910,000	\$7,100,000	(\$2,000,000)		\$5,100,000
2024	GRT Issue 1/8	\$5,100,000	\$10,500,000	(\$6,825,000)	\$3,675,000	\$8,775,000	(\$2,000,000)		\$6,775,000
2025		\$6,775,000	\$10,500,000	(\$7,560,000)	\$2,940,000	\$9,715,000	(\$2,000,000)		\$7,715,000
2026		\$7,715,000	\$10,500,000	(\$8,295,000)	\$2,205,000	\$9,920,000	(\$2,000,000)		\$7,920,000
2027		\$7,920,000	\$10,500,000	(\$9,030,000)	\$1,470,000	\$9,390,000	(\$2,000,000)		\$7,390,000
2028		\$7,390,000	\$10,500,000	(\$9,765,000)	\$735,000	\$8,125,000	(\$2,000,000)		\$6,125,000
2029		\$6,125,000	\$10,500,000	(\$10,500,000)	\$0	\$6,125,000	(\$2,000,000)		\$4,125,000
Totals			\$115,500,000	(\$81,375,000)	\$34,125,000		(\$30,000,000)		\$4,125,000

LAND USE DEPARTMENT

IMPACT FEE TRACKING: 1/23/12 - 2/26/13



SINGLE-FAMILY RESIDENTIAL CONSTRUCTION

SINGLE-FAMILY CONSTRUCTION CODE	PERMIT#	UNITS	VALUATION	PERMIT FEE	HEATED SF	\$/SF	IMPACT FEES (If Collected)				
							ROADS	PARKS	FIRE	POLICE	TOTAL
TOTAL Single-Family (This Period)	172	172	\$ 38,869,987	\$ 433,948	314,460	\$ 130.96	\$ 345,722	\$ 205,287	\$ 23,073	\$ 8,144	\$ 582,226
TOTAL Single-Family (Prev. Period)	84	(Prev. 13 Mo.: 12/10 to 1/12)				(AVG. \$/SF)					
Change	88	105% INCREASE				(Not Incl. MHP)					
City Share GRT	3.5375%										
ESTIMATED New Net GRT	\$ 703,502										
BLDG. PERMIT FEES (Net New)	\$ 222,020	← ADJUSTED FOR NET INCREASE									
IMPACT FEES (Not Collected)	\$ (582,226)	←									
NET TO CITY (+/-)	\$ 343,295										

MULTI-FAMILY RESIDENTIAL CONSTRUCTION

MULTI-FAMILY CONSTRUCTION CODE	PERMIT#	UNITS	VALUATION	PERMIT FEE	HEATED SF	\$/SF	IMPACT FEES (If Collected)				
							ROADS	PARKS	FIRE	POLICE	TOTAL
1 New 5 or more Family Building (FAM5	11-2582	54	2,907,656	25,055	58,878	49.38	83,916	52,434	5,940	2,106	144,396
2 New 5 or more Family Building (FAM5	11-2583	42	2,327,539	20,589	42,840	54.33	65,268	40,782	4,620	1,638	112,308
3 New 5 or more Family Building (FAM5	11-2584	7	488,110	5,986	11,792	41.39	10,878	6,797	770	273	18,718
4 New 5 or more Family Building (FAM5	11-2585	20	1,092,615	11,080	20,038	54.53	31,080	19,420	2,200	780	53,480
5 New 5 or more Family Building (FAM5	11-2586	53	2,713,583	23,561	50,082	54.18	82,362	51,463	5,830	2,067	141,722
TOTAL Multi-Family (This Period)	5	176	\$ 9,529,503	\$ 86,271	183,630	\$ 50.76	\$ 273,504	\$ 170,896	\$ 19,360	\$ 6,864	\$ 470,624
TOTAL Multi-Family (Prev. Period)	-	(Prev. 13 Months)				(AVG. \$/SF)					
Change	5	176 UNIT INCREASE									
City Share GRT	3.5375%										
ESTIMATED New Net GRT	\$ 337,106										
BLDG. PERMIT FEES (Net New)	\$ 86,271	← ADJUSTED FOR NET INCREASE									
IMPACT FEES (Not Collected)	\$ (470,624)	←									
NET TO CITY (+/-)	\$ (47,247)										

SUMMARY - ALL RESIDENTIAL CONSTRUCTION

ALL CONSTRUCTION	PERMITS	UNITS	VALUATION	PERMIT FEE	HEATED SF	\$/SF	IMPACT FEES (If Collected)				
							ROADS	PARKS	FIRE	POLICE	TOTAL
TOTAL All Construction (This Period)	177	348	\$ 48,399,490	\$ 520,219	498,090	N/A	\$ 619,226	\$ 376,183	\$ 42,433	\$ 15,008	\$ 1,052,850
TOTAL All Construction (Prev. Period)	84	(Prev. 13 Months)									
Change	93	111% INCREASE									
City Share GRT	3.5375%										
ESTIMATED New Net GRT	\$ 1,040,608										
BLDG. PERMIT FEES (Net New)	\$ 308,291	← ADJUSTED FOR NET INCREASE									
IMPACT FEES (Not Collected)	\$ (1,052,850)	←									
NET TO CITY (+/-)	\$ 296,048										

Exhibit 15

DEPARTMENT SORT

Schedule of Affected Positions FY 13/14										
FY 13/14 Non Funded Positions	Tab #	Page	Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
Administrative Secretary	14	1	2003	\$ 41,676.00	CLSPT	1001	12004	None/Mgmt	CM	CM
Total per Dept. - CM				\$ 41,676.00						
Librarian	14	8B	654	\$ 17,921.00	TMPPT	1001	12100	none/temp	Comm Svcs	Library / Main
Librarian	14	8B	1860	\$ 16,936.00	TMPPT	1001	12100	none/temp	Comm Svcs	Library / Main
Library Supervisor	14	8B	666	\$ 62,303.00	CLSFT	1001	12102	None/Mgmt	Comm Svcs	Library / Main
Library Technician	14	8B	674	\$ 46,111.00	CLSFT	1001	12102	AFSCME	Comm Svcs	Library / Main
Library Technician	14	8B	677	\$ 28,696.00	CLSPT	1001	12102	none/temp	Comm Svcs	Library / Main
Librarian	14	8B	2089	\$ 63,476.00	CLSFT	1001	12102	AFSCME	Comm Svcs	Library / Main
Planner Supervisor	14	8A	702	\$ 101,294.00	CLSFT	1001	12175	None/Mgmt	Comm Svcs	Youth & Family
Senior Services Driver	14	8C	1836	\$ 66,245.00	TRMGF	2520	22780	AFSCME	Comm Svcs.	Senior Services
Total per Dept. - Comm Svcs				\$ 402,982.00						
Database Budget Analyst	14	9	60	\$ 93,154.00	CLSFT	1001	12016	None/Mgmt	FIN	BUD
Application Software Specialist	14	9	2015	\$ 86,574.00	CLSFT	1001	12029	AFSCME	FIN	IT
Financial Analyst	14	9	2013	\$ 87,962.00	CLSFT	1001	12185	AFSCME	FIN	Accounting
Battalion Chief	14	10	535	\$ 91,729.00	CLSFT	1001	12089	None/Mgmt	FIR	Emergency Services
Total per Dept. - Finance				\$ 359,419.00						
EEO/HR Compliance Administrator	14	5	1857	\$ 69,900.00	CLSFT	1001	12025	None/Mgmt	HR	HR
Total per Dept. - HR				\$ 69,900.00						
Building Plan Reviewer	14	11	504	\$ 82,994.00	CLSFT	1001	12079	AFSCME	LU	Building Permits Div
Land Use Engineering Development Rev. Div. Director	14	11	496	\$ 111,125.00	CLSFT	1001	12179	None/Mgmt	LU	Eng Develop Rvw
Planner Tech Senior	14	11	521	\$ 87,012.00	CLSFT	3102	32135	AFSCME	LU	Technical Review
Total per Dept. - LU				\$ 281,131.00						
Domestic Violence & S.A.P. Coordinator	14	12	1916	\$ 104,601.00	CLSFT	1001	12189	AFSCME	PD	Investigations Support
Total per Dept. - PD				\$ 104,601.00						
Office Manager	14	14A	168	\$ 103,982.00	EXEMPT	1001	12038	None/Mgmt	PW	Adm
Paint Technician Sr.	14	14F	216	\$ 73,357.00	CLSFT	1001	12051	AFSCME	PW	Traffic Div
Fitness Technician	14	14C	809	\$ 21,846.00	CLSFT	1001	12119	AFSCME	PW	Recreation / Ft. Marcy
Swim Pool Lifeguard	14	14C	870	\$ 20,757.00	TMPPT	1001	12123	none/temp	PW	Recreation/Bicent.
Swim Pool Lifeguard	14	14C	871	\$ 20,757.00	TMPPT	1001	12123	none/temp	PW	Recreation/Bicent.
Swim Pool Lifeguard	14	14C	869	\$ 20,757.00	TMPPT	1001	12123	none/temp	PW	Recreation / Bicent.
Total per Dept. - PW				\$ 261,456.00						
FY 13/14 Positions Funded by another source			Position #	Position Budget	Position	Fund	Business Unit	Union Status	DEPT	DIV
DWI & Stop Program Asst. Attorney	14		2147	\$ 124,328.00	CLSFT	2724	22798	None/Mgmt	CAO	CAO
Total per Dept. - CAO				\$ 124,328.00						
Public Information Multimedia	14	1	1448	\$ 106,675.00	EXEMPT	1001	12004	None/Mgmt	CM	Office of Public Affairs
Multimedia Prod. Design	14		2004	\$ 87,700.00	CLSFT	1001	12004	AFSCME	CM	Office of Public Affairs
Total per Dept. - CM				\$ 194,375.00						

Exhibit "C"

DEPARTMENT SORT

Planner Tech. Sr.	14	11	1786	\$ 78,336.00	CLSFT	1001	12169	AFSCME	LU	Water Budget Admn
Administrative Assistant	14	11	1789	\$ 48,427.00	TRMCF	1001	12169	AFSCME	LU	Water Budget Admn
Total per Dept. - LU				\$ 126,763.00						
Police Officer III	14	12	370	\$ 80,853.00	CLSFT	1001	12059	POA	PD	Patrol
Records Technician	14	12	443	\$ 64,418.00	CLSFT	1001	12187	AFSCME	PD	Admin Support
Police Program Administrator	14	12	2163	\$ 100,572.00	CLSFT	1001	12187	None/Mgmt	PD	Admin Support
Police Program Coordinator	14	12	2166	\$ 66,025.00	CLSFT	1001	12187	AFSCME	PD	Admin Support
Total per Dept. - PD				\$ 311,868.00						
Construction Supervisor	14	14A	1528	\$ 77,324.00	TRMCF	3102	32108	AFSCME	PW	CIP
Construction Laborer	14	14A	2019	\$ 35,605.00	TRMCF	3102	32108	AFSCME	PW	CIP
Parks Equipment Operator	14	14B	2021	\$ 29,850.00	TRMCF	3102	32108	AFSCME	PW	CIP
Grant Writer	14		1910	\$ 93,092.00	TRMCF	3102	32108	None/Mgmt	PW	CIP
GIS Analyst	14		1080	\$ 62,287.00	TRMCF	3102	32110	AFSCME	PW	CIP
PW Projects Administrator	14	14B	1068	\$ 110,024.00	TRMCF	4300	423000	AFSCME	PW	Parks Bond
Project Specialist	14	14B	1399	\$ 60,478.00	CLSFT	4300	423000	AFSCME	PW	Parks Bond
ADA Coordinator	14	9	205	\$ 86,150.00	TRMCF	3102	32133	AFSCME	PW/FIN	CIP/ADA Compliance
Total per Dept. - PW				\$ 554,810.00						
FY 13/14 Positions Transferred to comparable position										
			Position #	Position Budget	Position	Fund	Business Unit	Union Status	DEPT	DIV
Mail Duplicating Technician	14	6	899	\$ 58,986.00	CLSFT	2115	22108	AFSCME	CVB	CVB
Total per Dept. - CVB				\$ 58,986.00						
Database Specialist	14	9	90	\$ 73,342.00	CLSFT	1001	12023	AFSCME	FIN	Purchasing
Total per Dept. - FIN				\$ 73,342.00						
Human Resources Administrator	14	5	110	\$ 83,098.00	CLSFT	1001	12025	None/Mgmt	HR	HR
Total per Dept. - HR				\$ 83,098.00						
Traffic Technician Supervisor	14	14F	226	\$ 80,228.00	CLSFT	1001	12054	AFSCME	PW	Traffic Engineer
Marketing Special Events	14	14C	639	\$ 72,329.00	CLSFT	1001	12135	AFSCME	PW	Rec / Sports Sect.
Administrative Assistant	14	14A	1065	\$ 58,557.00	TRMCF	3102	32108	AFSCME	PW	Admin
Total per Dept. - PW				\$ 211,114.00						

DEPARTMENT SORT

			Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
FY 13/14 Positions Not funded after retirement										
Librarian	14	8B	653	\$ 68,257.00	CLSFT	1001	12103	AFSCME	Comm Svcs	Library / La Farge
Total per Dept. - Comm Svcs				\$ 68,257.00						
Recreation Section Manager	14	14C	873	\$ 94,058.00	CLSFT	1001	12135	None/Mgmt	PW	Rec / Sports Sect.
Total per Dept. - PW				\$ 94,058.00						
FY 13/14 Not funded due to loss of grant										
Probation Officer Supervisor			n/a	0	TRMGF	2226	22769	n/a	PD	Investigations Support
Probation Officer			n/a	0	TRMGF	2226	22769	n/a	PD	Investigations Support
Probation Officer			n/a	0	TRMGF	2226	22769	n/a	PD	Investigations Support
Total per Dept. - PD										
FY 13/14 Changed from Clsfd Part Time to Temp Part Time										
Library Technician	14	8B	697	\$ 30,890.00	CLSPT	1001	12103	AFSCME	Comm Svcs	Library/La Farge
Total per Dept. - Comm Svcs				\$ 30,890.00						
Swim Pool Lifeguard	14	14C	825	\$ 11,657.00	CLSPT	1001	12120	AFSCME	PW	Recreation / Sal Perez
Swim Pool Lifeguard	14	14C	1485	\$ 10,680.00	CLSPT	1001	12120	AFSCME	PW	Recreation / Sal Perez
Custodian	14	14C	1458	\$ 22,000.00	CLSPT	5700	52702	AFSCME	PW	Recreation / GCCC
Custodian	14	14C	1459	\$ 47,391.00	CLSPT	5700	52702	AFSCME	PW	Recreation / GCCC
Custodian	14	14C	1461	\$ 47,391.00	CLSPT	5700	52702	AFSCME	PW	Recreation / GCCC
Custodian	14	14C	1462	\$ 30,710.00	CLSPT	5700	52702	AFSCME	PW	Recreation / GCCC
Swim Instructor	14	14C	820	\$ 31,504.00	CLSPT	5700	52704	AFSCME	PW	Recreation / GCCC
Swim Pool Lifeguard	14	14C	839	\$ 36,880.00	CLSPT	5700	52704	AFSCME	PW	Recreation / GCCC
Total per Dept. - PW				\$ 238,213.00						
FY 13/14 Temporary Positions not funded										
Meals on Wheels Driver	14	8C	1837	\$ 28,354.00	TMPPT	2528	22707	n/a	Comm. Svcs.	Senior Services
Summer Youth Program Aide	14	8A	995	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	996	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1001	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1010	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1015	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1016	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1017	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1018	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Asst. Supervisor	14	8A	1590	\$ 4,500.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Supervisor	14	8A	966	\$ 5,969.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Supervisor	14	8A	968	\$ 5,969.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Supervisor	14	8A	1582	\$ 5,969.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Supervisor	14	8A	1583	\$ 5,969.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Transit Oper.	14	8A	1689	\$ 3,738.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Total per Dept. - Comm Svcs				\$ 92,684.00						
Recreation Supervisor	14	14C		\$ 21,065.00	TMPPT	1001	12123	n/a	PW	Recreation / Bicent.
Total per Dept. - PW				\$ 21,065.00						

DEPARTMENT SORT

			Position #	Position Budget	Position	Fund	Business Unit	Union Status	DEPT	DIV
FY 13/14 Transferred to like vacancy										
Custodian	14	14C	161	\$ 43,569.00	CLSFT	1001	12119	AFSCME	PW	Recreation /Ft. Marcy
Custodian	14	14C	151	\$ 28,914.00	CLSFT	1001	12120	AFSCME	PW	Recreation /Sal Perez
Account Technician	14	14C	826	\$ 6,427.00	CLSPT	1001	12119	AFSCME	PW	Recreation / Ft. Marcy
Account Technician	14	14C	815	\$ 23,126.00	CLSFT	1001	12120	AFSCME	PW	Recreation /Sal Perez
Total per Dept. - PW				\$ 102,036.00						
Grand Total all Departments				\$ 3,907,052.00						

Division Sort

Schedule of Affected Positions FY 13/14										
FY 13/14 Non Funded Positions	Tab	Page	Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
Financial Analyst	14	9	2013	\$ 87,962.00	CLSFT	1001	12185	AFSCME	Fin	Accounting
Total Division - Accounting				\$ 87,962.00						
Office Manager	14	14A	168	\$ 103,982.00	EXEMPT	1001	12038	None/Mgmt	PW	Adm
Total Division - Admin				\$ 103,982.00						
Database Budget Analyst	14	9	60	\$ 93,154.00	CLSFT	1001	12016	None/Mgmt	FIN	BUD
Total Division - Budget				\$ 93,154.00						
Building Plan Reviewer	14	11	504	\$ 82,994.00	CLSFT	1001	12079	AFSCME	LU	Building Permits Div
Total Division - Building Permits Division				\$ 82,994.00						
Administrative Secretary	14	1	2003	\$ 41,676.00	CLSPT	1001	12004	None/Mgmt	CM	CM
Total Division - CM				\$ 41,676.00						
Battalion Chief	14	10	535	\$ 91,729.00	CLSFT	1001	12089	None/Mgmt	FIR	Emergency Services
Total Division - Emergency Services				\$ 91,729.00						
Land Use Engineering Development Rev. Div. Director	14	11	496	\$ 111,125.00	CLSFT	1001	12179	None/Mgmt	LU	Eng Develop Rvw
Total Division - Engineering Development Review				\$ 111,125.00						
EEO/HR Compliance Administrator	14	5	1857	\$ 69,900.00	CLSFT	1001	12025	None/Mgmt	HR	HR
Total Division - HR				\$ 69,900.00						
Domestic Violence & S.A.P. Coordinator	14	12	1916	\$ 104,601.00	CLSFT	1001	12189	AFSCME	PD	Investigations Support
Total Division - Investigations Support				\$ 104,601.00						

Exhibit "7"

Division Sort

Application Software Specialist	14	9	2015	\$ 86,574.00	CLSFT	1001	12029	AFSCME	FIN	IT
				\$ 86,574.00						
Total Division - IT										
Librarian	14	8B	654	\$ 17,921.00	TMPPT	1001	12100	none/temp	Comm Svcs	Library / Main
Librarian	14	8B	1860	\$ 16,936.00	TMPPT	1001	12100	none/temp	Comm Svcs	Library / Main
Library Supervisor	14	8B	666	\$ 62,303.00	CLSFT	1001	12102	None/Mgmt	Comm Svcs	Library / Main
Library Technician	14	8B	674	\$ 46,111.00	CLSFT	1001	12102	AFSCME	Comm Svcs	Library /Main
Library Technician	14	8B	677	\$ 28,696.00	CLSPT	1001	12102	none/temp	Comm Svcs	Library /Main
Librarian	14	8B	2089	\$ 63,476.00	CLSFT	1001	12102	AFSCME	Comm Svcs	Library /Main
Total Division - Library				\$ 235,443.00						
Swim Pool Lifeguard	14	14C	869	\$ 20,757.00	TMPPT	1001	12123	none/temp	PW	Recreation / Bicent.
Fitness Technician	14	14C	809	\$ 21,846.00	CLSFT	1001	12119	AFSCME	PW	Recreation / Ft. Marcy
Swim Pool Lifeguard	14	14C	870	\$ 20,757.00	TMPPT	1001	12123	none/temp	PW	Recreation/Bicent.
Swim Pool Lifeguard	14	14C	871	\$ 20,757.00	TMPPT	1001	12123	none/temp	PW	Recreation/Bicent.
Total Division - Recreation				\$ 84,117.00						
Senior Services Driver	14	8C	1836	\$ 66,245.00	TRMGF	2520	22780	AFSCME	Comm Svcs.	Senior Services
Total Division - Senior Services				\$ 66,245.00						
Planner Tech Senior	14	11	521	\$ 87,012.00	CLSFT	3102	32135	AFSCME	LU	Technical Review
Total Division - Technical Review				\$ 87,012.00						
Paint Technician Sr.	14	14F	216	\$ 73,357.00	CLSFT	1001	12051	AFSCME	PW	Traffic Div
Total Division - Traffic Division				\$ 73,357.00						
Planner Supervisor	14	8A	702	\$ 101,294.00	CLSFT	1001	12175	None/Mgmt	Comm Svcs	Youth & Family
Total Division - Youth & Family				\$ 101,294.00						

Division Sort

FY 13/14 Positions Funded by another source			Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
Records Technician	14	12	443	\$ 64,418.00	CLSFT	1001	12187	AFSCME	PD	Admin Support
Police Program Administrator	14	12	2163	\$ 100,572.00	CLSFT	1001	12187	None/Mgmt	PD	Admin Support
Police Program Coordinator	14	12	2166	\$ 66,025.00	CLSFT	1001	12187	AFSCME	PD	Admin Support
Total Division - Admin Support				\$ 231,015.00						
DWI & Stop Program Asst. Attorney	14		2147	\$ 124,328.00	CLSFT	2724	22798	None/Mgmt	CAO	CAO
Total Division - CAO				\$ 124,328.00						
ADA Coordinator	14	9	205	\$ 86,150.00	TRMCF	3102	32133	AFSCME	PW/FIN	CIP/ADA Compliance
Construction Supervisor	14	14A	1528	\$ 77,324.00	TRMCF	3102	32108	AFSCME	PW	CIP
Construction Laborer	14	14A	2019	\$ 35,605.00	TRMCF	3102	32108	AFSCME	PW	CIP
Parks Equipment Operator	14	14A	2021	\$ 29,850.00	TRMCF	3102	32108	AFSCME	PW	CIP
Grant Writer	14		1910	\$ 93,092.00	TRMCF	3102	32108	None/Mgmt	PW	CIP
GIS Analyst	14		1080	\$ 62,287.00	TRMCF	3102	32110	AFSCME	PW	CIP
Total Division - CIP				\$ 384,308.00						
Public Information Multimedia	14	1	1448	\$ 106,675.00	EXEMPT	1001	12004	None/Mgmt	CM	Office of Public Affairs
Multimedia Prod. Design	14		2004	\$ 87,700.00	CLSFT	1001	12004	AFSCME	CM	Office of Public Affairs
Total Division - Office of Public Affairs				\$ 194,375.00						
PW Projects Administrator	14	14B	1068	\$ 110,024.00	TRMCF	4300	423000	AFSCME	PW	Parks Bond
Project Specialist	14	14B	1399	\$ 60,478.00	CLSFT	4300	423000	AFSCME	PW	Parks Bond
Total Division - Parks Bond				\$ 170,502.00						
Police Officer III	14	12	370	\$ 80,853.00	CLSFT	1001	12059	POA	PD	Patrol
Total Division - Patrol				\$ 80,853.00						
Planner Tech. Sr.	14	11	1786	\$ 78,336.00	CLSFT	1001	12169	AFSCME	LU	Water Budget Admn
Administrative Assistant	14	11	1789	\$ 48,427.00	TRMCF	1001	12169	AFSCME	LU	Water Budget Admn
Total Division - Water Budget Admin				\$ 126,763.00						
FY 13/14 Positions Transferred to comparable position			Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
Administrative Assistant	14	14A	1065	\$ 58,557.00	TRMCF	3102	32108	AFSCME	PW	Admin
Total Division - Admin				\$ 58,557.00						

Division Sort

Mail Duplicating Technician	14	6	899	\$ 58,986.00	CLSFT	2115	22108	AFSCME	CVB	CVB
Total Division - CVB				\$ 58,986.00						
Human Resources Administrator	14	5	110	\$ 83,098.00	CLSFT	1001	12025	None/Mgmt	HR	HR
Total Division - HR				\$ 83,098.00						
Database Specialist	14	9	90	\$ 73,342.00	CLSFT	1001	12023	AFSCME	FIN	Purchasing
Total Division - Purchasing				\$ 73,342.00						
Marketing Special Events	14	14C	639	\$ 72,329.00	CLSFT	1001	12135	AFSCME	PW	Rec / Sports Sect.
Total Division - Recreation / Sports Section				\$ 72,329.00						
Traffic Technician Supervisor	14	14F	226	\$ 80,228.00	CLSFT	1001	12054	AFSCME	PW	Traffic Engineer
Total Division - Traffic Engineer				\$ 80,228.00						
FY 13/14 Positions Not funded after retirement			Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
Librarian	14	8B	653	\$ 68,257.00	CLSFT	1001	12103	AFSCME	Comm Svcs	Library / La Farge
Total Division - Library				\$ 68,257.00						
Recreation Section Manager	14	14C	873	\$ 94,058.00	CLSFT	1001	12135	None/Mgmt	PW	Rec / Sports Sect.
Total Division - Recreation / Sports Section				\$ 94,058.00						

Division Sort

			Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
FY 13/14 Not funded due to loss of grant										
Probation Officer Supervisor			n/a	0	TRMGF	2226	22769	n/a	PD	Investigations Support
Probation Officer			n/a	0	TRMGF	2226	22769	n/a	PD	Investigations Support
Probation Officer			n/a	0	TRMGF	2226	22769	n/a	PD	Investigations Support
FY 13/14 Changed from Classified Part Time to Part Time Temp			Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
Library Technician	14	8B	697	\$ 30,890.00	CLSPT	1001	12103	AFSCME	Comm Svcs	Library/La Farge
Total Division - Library				\$ 30,890.00						
Custodian	14	14C	1458	\$ 22,000.00	CLSPT	5700	52702	AFSCME	PW	Recreation / GCCC
Custodian	14	14C	1459	\$ 47,391.00	CLSPT	5700	52702	AFSCME	PW	Recreation / GCCC
Swim Pool Lifeguard	14	14C	825	\$ 11,657.00	CLSPT	1001	12120	AFSCME	PW	Recreation / Sal Perez
Swim Pool Lifeguard	14	14C	1485	\$ 10,680.00	CLSPT	1001	12120	AFSCME	PW	Recreation / Sal Perez
Custodian	14	14C	1461	\$ 47,391.00	CLSPT	5700	52702	AFSCME	PW	Recreation /GCCC
Custodian	14	14C	1462	\$ 30,710.00	CLSPT	5700	52702	AFSCME	PW	Recreation /GCCC
Swim Instructor	14	14C	820	\$ 31,504.00	CLSPT	5700	52704	AFSCME	PW	Recreation /GCCC
Swim Pool Lifeguard	14	14C	839	\$ 36,880.00	CLSPT	5700	52704	AFSCME	PW	Recreation/GCCC
Total Division - Recreation				\$ 238,213.00						
FY 13/14 Temporary Positions not funded			Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
Recreation Supervisor	14	14C	856	\$ 21,065.00	TMPPT	1001	12123	n/a	PW	Recreation / Bicent.
Total Division - Recreation				\$ 21,065.00						
Meals on Wheels Driver	14	8C	1837	\$ 28,354.00	TMPPT	2528	22707	n/a	Comm. Svcs.	Senior Services
Total Division - Senior Services				\$ 28,354.00						
Summer Youth Program Aide	14	8A	995	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	996	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1001	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1010	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1015	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1016	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1017	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1018	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Asst. Supervisor	14	8A	1590	\$ 4,500.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Supervisor	14	8A	966	\$ 5,969.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Supervisor	14	8A	968	\$ 5,969.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Supervisor	14	8A	1582	\$ 5,969.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Supervisor	14	8A	1583	\$ 5,969.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family

Division Sort

Summer Youth Program Transit Oper.	14	8A	1689	\$ 3,738.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Total Division - Youth & Family				\$ 64,330.00						
FY 13/14 Transferred to like vacancy			Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
Account Technician	14	14C	826	\$ 6,427.00	CLSPT	1001	12119	AFSCME	PW	Recreation / Ft. Marcy
Custodian	14	14C	161	\$ 43,569.00	CLSFT	1001	12119	AFSCME	PW	Recreation /Ft. Marcy
Custodian	14	14C	151	\$ 28,914.00	CLSFT	1001	12120	AFSCME	PW	Recreation /Sal Perez
Account Technician	14	14C	815	\$ 23,126.00	CLSFT	1001	12120	AFSCME	PW	Recreation /Sal Perez
Total Division - Recreation				\$ 102,036.00						
Grand Total all Divisions				\$ 3,907,052.00						

UNION / NON-UNION SORT

Schedule of Affected Positions FY 13/14										
FY 13/14 Non Funded Positions	Tab #	Page	Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
Library Technician	14	8B	674	\$ 46,111.00	CLSFT	1001	12102	AFSCME	Comm Svcs	Library /Main
Librarian	14	8B	2089	\$ 63,476.00	CLSFT	1001	12102	AFSCME	Comm Svcs	Library /Main
Senior Services Driver	14	8C	1836	\$ 66,245.00	TRMGF	2520	22780	AFSCME	Comm Svcs.	Senior Services
Application Software Specialist	14	9	2015	\$ 86,574.00	CLSFT	1001	12029	AFSCME	FIN	IT
Financial Analyst	14	9	2013	\$ 87,962.00	CLSFT	1001	12185	AFSCME	FIN	Accounting
Building Plan Reviewer	14	11	504	\$ 82,994.00	CLSFT	1001	12079	AFSCME	LU	Building Permits Div
Planner Tech Senior	14	11	521	\$ 87,012.00	CLSFT	3102	32135	AFSCME	LU	Technical Review
Domestic Violence & S.A.P. Coordinator	14	12	1916	\$ 104,601.00	CLSFT	1001	12189	AFSCME	PD	Investigations Support
Paint Technician Sr.	14	14F	216	\$ 73,357.00	CLSFT	1001	12051	AFSCME	PW	Traffic Div
Fitness Technician	14	14C	809	\$ 21,846.00	CLSFT	1001	12119	AFSCME	PW	Recreation / Ft. Marcy
		AFSCME Total:		\$ 720,178.00						
Administrative Secretary	14	1	2003	\$ 41,676.00	CLSPT	1001	12004	None/Mgmt	CM	CM
Library Supervisor	14	8B	666	\$ 62,303.00	CLSFT	1001	12102	None/Mgmt	Comm Svcs	Library / Main
Planner Supervisor	14	8A	702	\$ 101,294.00	CLSFT	1001	12175	None/Mgmt	Comm Svcs	Youth & Family
Database Budget Analyst	14	9	60	\$ 93,154.00	CLSFT	1001	12016	None/Mgmt	FIN	BUD
Battalion Chief	14	10	535	\$ 91,729.00	CLSFT	1001	12089	None/Mgmt	FIR	Emergency Services
EEO/HR Compliance Administrator	14	5	1857	\$ 69,900.00	CLSFT	1001	12025	None/Mgmt	HR	HR
Land Use Engineering Development Rev. Div. Director	14	11	496	\$ 111,125.00	CLSFT	1001	12179	None/Mgmt	LU	Eng Develop Rvw
Office Manager	14	14A	168	\$ 103,982.00	EXEMPT	1001	12038	None/Mgmt	PW	Adm
Librarian	14	8B	654	\$ 17,921.00	TMPPT	1001	12100	none/temp	Comm Svcs	Library / Main
Librarian	14	8B	1860	\$ 16,936.00	TMPPT	1001	12100	none/temp	Comm Svcs	Library / Main
Library Technician	14	8B	677	\$ 28,696.00	CLSPT	1001	12102	none/temp	Comm Svcs	Library /Main
Swim Pool Lifeguard	14	14C	870	\$ 20,757.00	TMPPT	1001	12123	none/temp	PW	Recreation/Bicent.
Swim Pool Lifeguard	14	14C	871	\$ 20,757.00	TMPPT	1001	12123	none/temp	PW	Recreation/Bicent.
Swim Pool Lifeguard	14	14C	869	\$ 20,757.00	TMPPT	1001	12123	none/temp	PW	Recreation / Bicent.
		Non-Union Total:		\$ 800,987.00						

UNION / NON-UNION SORT

Police Program Coordinator	14	12	2166	\$ 66,025.00	CLSFT	1001	12187	AFSCME	PD	Admin Support
Construction Supervisor	14	14A	1528	\$ 77,324.00	TRMCF	3102	32108	AFSCME	PW	CIP
Construction Laborer	14	14A	2019	\$ 35,605.00	TRMCF	3102	32108	AFSCME	PW	CIP
Parks Equipment Operator	14	14B	2021	\$ 29,850.00	TRMCF	3102	32108	AFSCME	PW	CIP
GIS Analyst	14		1080	\$ 62,287.00	TRMCF	3102	32110	AFSCME	PW	CIP
PW Projects Administrator	14	14B	1068	\$ 110,024.00	TRMCF	4300	423000	AFSCME	PW	Parks Bond
Project Specialist	14	14B	1399	\$ 60,478.00	CLSFT	4300	423000	AFSCME	PW	Parks Bond
ADA Coordinator	14	9	205	\$ 86,150.00	TRMCF	3102	32133	AFSCME	PW/FIN	CIP/ADA Compliance
		AFSCME Total:		\$ 806,624.00						
DWI & Stop Program Asst. Attorney	14		2147	\$ 124,328.00	CLSFT	2724	22798	None/Mgmt	CAO	CAO
Public Information Multimedia	14	1	1448	\$ 106,675.00	EXEMPT	1001	12004	None/Mgmt	CM	Office of Public Affairs
Police Program Administrator	14	12	2163	\$ 100,572.00	CLSFT	1001	12187	None/Mgmt	PD	Admin Support
Grant Writer	14		1910	\$ 93,092.00	TRMCF	3102	32108	None/Mgmt	PW	CIP
		Non-Union Total:		\$ 424,667.00						
Police Officer III	14	12	370	\$ 80,853.00	CLSFT	1001	12059	POA	PD	Patrol
		POA Total:		\$ 80,853.00						
FY 13/14 Positions Transferred to comparable position			Position #	Position Budget	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
Mail Duplicating Technician	14	6	899	\$ 58,986.00	CLSFT	2115	22108	AFSCME	CVB	CVB
Database Specialist	14	9	90	\$ 73,342.00	CLSFT	1001	12023	AFSCME	FIN	Purchasing
Traffic Technician Supervisor	14	14F	226	\$ 80,228.00	CLSFT	1001	12054	AFSCME	PW	Traffic Engineer
Marketing Special Events	14	14C	639	\$ 72,329.00	CLSFT	1001	12135	AFSCME	PW	Rec / Sports Sect.
Administrative Assistant	14	14A	1065	\$ 58,557.00	TRMCF	3102	32108	AFSCME	PW	Admin
		AFSCME Total:		\$ 343,442.00						
Human Resources Administrator	14	5	110	\$ 83,098.00	CLSFT	1001	12025	None/Mgmt	HR	HR
		Non-Union Total:		\$ 83,098.00						

UNION / NON-UNION SORT

			Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
FY 13/14 Positions Not funded after retirement										
Librarian	14	8B	653	\$ 68,257.00	CLSFT	1001	12103	AFSCME	Comm Svcs	Library / La Farge
		AFSCME Total:		\$ 68,257.00						
Recreation Section Manager	14	14C	873	\$ 94,058.00	CLSFT	1001	12135	None/Mgmt	PW	Rec / Sports Sect.
		Non-Union Total:		\$ 94,058.00						
FY 13/14 Not funded due to loss of grant										
Probation Officer Supervisor			n/a	0	TRMGF	2226	22769	n/a	PD	Investigations Support
Probation Officer			n/a	0	TRMGF	2226	22769	n/a	PD	Investigations Support
Probation Officer			n/a	0	TRMGF	2226	22769	n/a	PD	Investigations Support
Total per Dept. - PD										
FY 13/14 Changed from Clsfd Part Time to Temp Part Time										
			Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
Library Technician	14	8B	697	\$ 30,890.00	CLSPT	1001	12103	AFSCME	Comm Svcs	Library/La Farge
Swim Pool Lifeguard	14	14C	825	\$ 11,657.00	CLSPT	1001	12120	AFSCME	PW	Recreation / Sal Perez
Swim Pool Lifeguard	14	14C	1485	\$ 10,680.00	CLSPT	1001	12120	AFSCME	PW	Recreation / Sal Perez
Custodian	14	14C	1458	\$ 22,000.00	CLSPT	5700	52702	AFSCME	PW	Recreation / GCCC
Custodian	14	14C	1459	\$ 47,391.00	CLSPT	5700	52702	AFSCME	PW	Recreation / GCCC
Custodian	14	14C	1461	\$ 47,391.00	CLSPT	5700	52702	AFSCME	PW	Recreation /GCCC
Custodian	14	14C	1462	\$ 30,710.00	CLSPT	5700	52702	AFSCME	PW	Recreation /GCCC
Swim Instructor	14	14C	820	\$ 31,504.00	CLSPT	5700	52704	AFSCME	PW	Recreation /GCCC
Swim Pool Lifeguard	14	14C	839	\$ 36,880.00	CLSPT	5700	52704	AFSCME	PW	Recreation/GCCC
		AFSCME Total:		\$ 269,103.00						
FY 13/14 Temporary Positions not funded										
			Position #	Position Budget	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
Meals on Wheels Driver	14	8C	1837	\$ 28,354.00	TMPPT	2528	22707	None/Temp	Comm. Svcs.	Senior Services
Summer Youth Program Aide	14	8A	995	\$ 4,027.00	TMPPT	2705	22710	None/Temp	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	996	\$ 4,027.00	TMPPT	2705	22710	None/Temp	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1001	\$ 4,027.00	TMPPT	2705	22710	None/Temp	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1010	\$ 4,027.00	TMPPT	2705	22710	None/Temp	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1015	\$ 4,027.00	TMPPT	2705	22710	None/Temp	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1016	\$ 4,027.00	TMPPT	2705	22710	None/Temp	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1017	\$ 4,027.00	TMPPT	2705	22710	None/Temp	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1018	\$ 4,027.00	TMPPT	2705	22710	None/Temp	Comm. Svcs.	Youth & Family
Summer Youth Program Asst. Supervisor	14	8A	1590	\$ 4,500.00	TMPPT	2705	22710	None/Temp	Comm. Svcs.	Youth & Family
Summer Youth Program Supervisor	14	8A	966	\$ 5,969.00	TMPPT	2705	22710	None/Temp	Comm. Svcs.	Youth & Family
Summer Youth Program Supervisor	14	8A	968	\$ 5,969.00	TMPPT	2705	22710	None/Temp	Comm. Svcs.	Youth & Family
Summer Youth Program Supervisor	14	8A	1582	\$ 5,969.00	TMPPT	2705	22710	None/Temp	Comm. Svcs.	Youth & Family
Summer Youth Program Supervisor	14	8A	1583	\$ 5,969.00	TMPPT	2705	22710	None/Temp	Comm. Svcs.	Youth & Family
Summer Youth Program Transit Oper.	14	8A	1689	\$ 3,738.00	TMPPT	2705	22710	None/Temp	Comm. Svcs.	Youth & Family
Recreation Supervisor	14	14C		\$ 21,065.00	TMPPT	1001	12123	None/Temp	PW	Recreation / Bicent.
		Non-Union Total:		\$ 113,749.00						

UNION / NON-UNION SORT

FY 13/14 Transferred to like vacancy			Position #	Position Budget	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
Custodian	14	14C	161	\$ 43,569.00	CLSFT	1001	12119	AFSCME	PW	Recreation /Ft. Marcy
Custodian	14	14C	151	\$ 28,914.00	CLSFT	1001	12120	AFSCME	PW	Recreation /Sal Perez
Account Technician	14	14C	826	\$ 6,427.00	CLSPT	1001	12119	AFSCME	PW	Recreation / Ft. Marcy
Account Technician	14	14C	815	\$ 23,126.00	CLSFT	1001	12120	AFSCME	PW	Recreation /Sal Perez
		AFSCME Total:		\$ 102,036.00						
Grand Totals:	AFSCME:	\$ 2,309,640.00		Non-Union:	\$ 1,516,559.00		POA:	\$ 80,853.00		

FUND SORT

Schedule of Affected Positions FY 13/14										
FY 13/14 Non Funded Positions	Tab	Page	Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
Administrative Secretary	14	1	2003	\$ 41,676.00	CLSPT	1001	12004	None/Mgmt	CM	
Librarian	14	88	654	\$ 17,921.00	TMPPT	1001	12100	none/temp	Comm Svcs	Library / Main
Librarian	14	88	1860	\$ 16,936.00	TMPPT	1001	12100	none/temp	Comm Svcs	Library / Main
Library Supervisor	14	88	666	\$ 62,303.00	CLSFT	1001	12102	None/Mgmt	Comm Svcs	Library / Main
Library Technician	14	88	674	\$ 46,111.00	CLSFT	1001	12102	AFSCME	Comm Svcs	Library / Main
Library Technician	14	88	677	\$ 28,696.00	CLSPT	1001	12102	none/temp	Comm Svcs	Library / Main
Librarian	14	88	2089	\$ 63,476.00	CLSFT	1001	12102	AFSCME	Comm Svcs	Library / Main
Planner Supervisor	14	8C	702	\$ 101,294.00	CLSFT	1001	12175	None/Mgmt	Comm Svcs	Youth & Family
Database Budget Analyst	14	9	60	\$ 93,154.00	CLSFT	1001	12016	None/Mgmt	FIN	BUD
Application Software Specialist	14	9	2015	\$ 86,574.00	CLSFT	1001	12029	AFSCME	FIN	IT
Financial Analyst	14	9	2013	\$ 87,962.00	CLSFT	1001	12185	AFSCME	Fin	Accounting
Battalion Chief	14	10	535	\$ 91,729.00	CLSFT	1001	12089	None/Mgmt	FIR	Emergency Services
EEO/HR Compliance Administrator	14	5	1857	\$ 69,900.00	CLSFT	1001	12025	None/Mgmt	HR	
Building Plan Reviewer	14	11	504	\$ 82,994.00	CLSFT	1001	12079	AFSCME	LU	Building Permits Div
Land Use Engineering Development Rev. Div. Director	14	11	496	\$ 111,125.00	CLSFT	1001	12179	None/Mgmt	LU	Eng Develop Rvw
Domestic Violence & S.A.P. Coordinator	14	11	1916	\$ 104,601.00	CLSFT	1001	12189	AFSCME	PD	Investigations Support
Office Manager	14	14A	168	\$ 103,982.00	EXEMPT	1001	12038	None/Mgmt	PW	Adm
Paint Technician Sr.	14	14F	216	\$ 73,357.00	CLSFT	1001	12051	AFSCME	PW	Traffic Div
Fitness Technician	14	14C	809	\$ 21,846.00	CLSFT	1001	12119	AFSCME	PW	Recreation / Ft. Marcy
Swim Pool Lifeguard	14	14C	870	\$ 20,757.00	TMPPT	1001	12123	none/temp	PW	Recreation/Bicent.
Swim Pool Lifeguard	14	14C	871	\$ 20,757.00	TMPPT	1001	12123	none/temp	PW	Recreation/Bicent.
Swim Pool Lifeguard	14	14C	869	\$ 20,757.00	TMPPT	1001	12123	none/temp	PW	Recreation / Bicent.
Total Fund 1001				\$ 1,367,908.00						
Senior Services Driver	14	8C	1836	\$ 66,245.00	TRMGF	2520	22780	AFSCME	Comm Svcs.	Senior Services
Total Fund 2520				\$ 66,245.00						
Planner Tech Senior	14	11	521	\$ 87,012.00	CLSFT	3102	32135	AFSCME	LU	Technical Review
Total 3102				\$ 87,012.00						

SUBJECT TO CHANGE - Minor changes may occur based on AFSCME Bargaining Agreement

EXHIBIT "9"

FUND SORT

FY 13/14 Positions Funded by another source	Tab	Page	Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
Public Information Multimedia	14	1	1448	\$ 106,675.00	EXEMPT	1001	12004	None/Mgmt	CM	Office of Public Affairs
Multimedia Prod. Design	14		2004	\$ 87,700.00	CLSFT	1001	12004	AFSCME	CM	Office of Public Affairs
Planner Tech. Sr.	14	11	1786	\$ 78,336.00	CLSFT	1001	12169	AFSCME	LU	Water Budget Admn
Administrative Assistant	14	11	1789	\$ 48,427.00	TRMCF	1001	12169	AFSCME	LU	Water Budget Admn
Police Officer III	14	12	370	\$ 80,853.00	CLSFT	1001	12059	POA	PD	Patrol
Records Technician	14	12	443	\$ 64,418.00	CLSFT	1001	12187	AFSCME	PD	Admin Support
Police Program Administrator	14	12	2163	\$ 100,572.00	CLSFT	1001	12187	None/Mgmt	PD	Admin Support
Police Program Coordinator	14	12	2166	\$ 66,025.00	CLSFT	1001	12187	AFSCME	PD	Admin Support
Total Fund 1001				\$ 633,006.00						
DWI & Stop Program Asst. Attorney	14		2147	\$ 124,328.00	CLSFT	2724	22798	None/Mgmt	CAO	
Total Fund 2724				\$ 124,328.00						
Construction Supervisor	14	14A	1528	\$ 77,324.00	TRMCF	3102	32108	AFSCME	PW	CIP
Construction Laborer	14	14A	2019	\$ 35,605.00	TRMCF	3102	32108	AFSCME	PW	CIP
Parks Equipment Operator	14	14B	2021	\$ 29,850.00	TRMCF	3102	32108	AFSCME	PW	CIP
Grant Writer	14		1910	\$ 93,092.00	TRMCF	3102	32108	None/Mgmt	PW	CIP
GIS Analyst	14		1080	\$ 62,287.00	TRMCF	3102	32110	AFSCME	PW	CIP/GIS
ADA Coordinator	14	9	205	\$ 86,150.00	TRMCF	3102	32133	AFSCME	PW/FIN	CIP/ADA Compliance
Total Fund 3102				\$ 384,308.00						
PW Projects Administrator	14	14B	1068	\$ 110,024.00	TRMCF	4300	423000	AFSCME	PW	Parks Bond
Project Specialist	14	14B	1399	\$ 60,478.00	CLSFT	4300	423000	AFSCME	PW	Parks Bond
Total Fund 4300				\$ 170,502.00						
FY 13/14 Positions Transferred to comparable position			Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
Database Specialist	14	9	90	\$ 73,342.00	CLSFT	1001	12023	AFSCME	FIN	Purchasing
Human Resources Administrator	14	5	110	\$ 83,098.00	CLSFT	1001	12025	None/Mgmt	HR	
Traffic Technician Supervisor	14	14F	226	\$ 80,228.00	CLSFT	1001	12054	AFSCME	PW	Traffic Engineer
Marketing Special Events	14	14C	639	\$ 72,329.00	CLSFT	1001	12135	AFSCME	PW	Rec / Sports Sect.
Total Fund 1001				\$ 308,997.00						
Mail Duplicating Technician	14	6	899	\$ 58,986.00	CLSFT	2115	22108	AFSCME	CVB	
Total Fund 2115				\$ 58,986.00						
Administrative Assistant	14	14A	1065	\$ 58,557.00	TRMCF	3102	32108	AFSCME	PW	Admin
Total Fund 3102				\$ 58,557.00						

SUBJECT TO CHANGE - Minor changes may occur based on AFSCME Bargaining Agreement

FUND SORT

			Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
FY 13/14 Positions Not funded after retirement										
Librarian	14	8B	653	\$ 68,257.00	CLSFT	1001	12103	AFSCME	Comm Svcs	Library / La Farge
Recreation Section Manager	14	14C	873	\$ 94,058.00	CLSFT	1001	12135	None/Mgmt	PW	Rec / Sports Sect.
Total Fund 1001				\$ 162,315.00						
FY 13/14 Not funded due to loss of grant										
Probation Officer Supervisor			n/a	0	TRMGF	2226	22769	n/a	PD	Investigations Support
Probation Officer			n/a	0	TRMGF	2226	22769	n/a	PD	Investigations Support
Probation Officer			n/a	0	TRMGF	2226	22769	n/a	PD	Investigations Support
FY 13/14 Changed from Clsfd Part Time to Part Time Temp										
Library Technician	14	8B	697	\$ 30,890.00	CLSPT	1001	12103	AFSCME	Comm Svcs	Library/La Farge
Swim Pool Lifeguard	14	14C	825	\$ 11,657.00	CLSPT	1001	12120	AFSCME	PW	Recreation / Sal Perez
Swim Pool Lifeguard	14	14C	1485	\$ 10,680.00	CLSPT	1001	12120	AFSCME	PW	Recreation / Sal Perez
Total Fund 1001				\$ 53,227.00						
Custodian	14	14C	1458	\$ 22,000.00	CLSPT	5700	52702	AFSCME	PW	Recreation / GCCC
Custodian	14	14C	1459	\$ 47,391.00	CLSPT	5700	52702	AFSCME	PW	Recreation / GCCC
Custodian	14	14C	1461	\$ 47,391.00	CLSPT	5700	52702	AFSCME	PW	Recreation / GCCC
Custodian	14	14C	1462	\$ 30,710.00	CLSPT	5700	52702	AFSCME	PW	Recreation / GCCC
Swim Instructor	14	14C	820	\$ 31,504.00	CLSPT	5700	52704	AFSCME	PW	Recreation / GCCC
Swim Pool Lifeguard	14	14C	839	\$ 36,880.00	CLSPT	5700	52704	AFSCME	PW	Recreation / GCCC
Total Fund 5700				\$ 215,876.00						

SUBJECT TO CHANGE - Minor changes may occur based on AFSCME Bargaining Agreement

FUND SORT

			Position #	Position Budget Amt.	Position Status	Fund	Business Unit	Union Status	DEPT	DIV
FY 13/14 Temporary Positions not funded										
Recreation Supervisor	14	14C	856	\$ 21,065.00	TMPPT	1001	12123	n/a	PW	Recreation / Bicent.
Total Fund 1001				\$ 21,065.00						
Meals on Wheels Driver	14	8C	1837	\$ 28,354.00	TMPPT	2528	22707	n/a	Comm. Svcs.	Senior Services
Total Fund 2528				\$ 28,354.00						
Summer Youth Program Aide	14	8A	995	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	996	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1001	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1010	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1015	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1016	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1017	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Aide	14	8A	1018	\$ 4,027.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Asst. Supervisor	14	8A	1590	\$ 4,500.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Supervisor	14	8A	966	\$ 5,969.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Supervisor	14	8A	968	\$ 5,969.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Supervisor	14	8A	1582	\$ 5,969.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Supervisor	14	8A	1583	\$ 5,969.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Summer Youth Program Transit Oper.	14	8A	1689	\$ 3,738.00	TMPPT	2705	22710	n/a	Comm. Svcs.	Youth & Family
Total Fund 2705				\$ 64,330.00						
FY 13/14 Transferred to like vacancy										
Custodian	14	14C	161	\$ 43,569.00	CLSFT	1001	12119	AFSCME	PW	Recreation /Ft. Marcy
Custodian	14	14C	151	\$ 28,914.00	CLSFT	1001	12120	AFSCME	PW	Recreation /Sal Perez
Account Technician	14	14C	826	\$ 6,427.00	CLSPT	1001	12119	AFSCME	PW	Recreation / Ft. Marcy
Account Technician	14	14C	815	\$ 23,126.00	CLSFT	1001	12120	AFSCME	PW	Recreation /Sal Perez
Total Fund 1001				\$ 102,036.00						
Grand Total				\$ 3,907,052.00						
</										



CONVENTION & VISITORS BUREAU

Budget Notes for council presentation

Some significant accomplishments....

Hotel Occupancy up

- Rocky Mountain Lodging for March says.....YTD Occupancy is up nearly 7 points with an average of 53.7% city wide. For the month of March, Downtown properties had an occupancy rate of just over 70%.

Lodgers Tax up

- Lodging tax collection is up by 7.54% over last year at this time @ \$3.6 million in the general collections and \$2.7 million in the Convention Center funds.

Travel Planner Redesigned

- Visitor Guide redesigned and renamed a Travel Planner and we have a new distribution plan in place getting majority of guides out of market.

Website Revamped

- Re-skinned plus ongoing enhancements
- Mobile site launched

Community Convention Center/Group Sales improved

- Highest Occupancy first quarter in its history of CCC
- Streamlining the CCC booking process
- Book For Good promotion (revenue neutral to CVB) incentive for groups booking meetings at the CCC

Strategic Planning & Focus Groups including incorporation of Radcliffe recommendations

- Destination Marketing
- Visitor Experience
- Community Convention Center
- Group Sales
- Film Tourism
- Sports Tourism

Film activity is way up

- Longmire
- Lone Ranger

Exhibit "10"

- Girl with a Gun

Arts Commission under strong leadership

- Director's position filled by Debra Garcia y Griego

- Opportunities for Film Tourism

- Search to fill second tier position soon
- Offices being moved to CCC

International tourism

- Outreach is focused on Mexican & Canadian media while being responsive to groundwork laid previously in Asia and we are meeting new opportunities as they arise

Creative Tourism

- Marketing and promotional efforts stepped up, with highest enrollment in history of program

RFPs being launched

- Website
- Travel Planner
- Ad Agency
- Public Relations

OTAB Stepped up processes

- Revamped grant program
- LTAB outreach

Community Relationship Building

- Downtown Santa Fe
- Railyard
- Canyon Road
- Gallery Association
- Lodgers Association
- Hospitality Networking Group
- Chamber of Commerce
- Hotel Directors of Sales

National Travel and Tourism Week

- Celebrate Santa Fe @ CCC May 9th 10 am to 7 pm
- Santa Fe New Mexican
- Chamber of Commerce
- Over 60 businesses and nonprofits
- Behind the scenes tours
- Frontline training

Financial Controls

- CCC Contracts scaled back
- Accounting position being added
- Looking at real cost of free events
- Careful use of human resources

With all of these significant accomplishments and ongoing efforts, we bring to you today a proposed budget that reflects a hard analysis of how to economize against a shrinking reserve with only a mild recovery in U.S. business travel. While Santa Fe's mainstay of leisure travelers seems to be rebounding, the continuing slow economic recovery will likely not allow for any huge swing in the coming year as far as rate or occupancy of area hotels is concerned. We have taken great pains to look at reduced dependence upon contractors for facilities maintenance and where we can carefully schedule manpower to avoid excessive overtime when accommodating groups at the CCC. We continue to be staffed at a level that sometimes challenges our ability to compensate for vacations and sick days, but we are willing to continue doing so in the spirit of economizing that will allow for maximum return on minimal outlays.

Areas where we have made cuts include:

- Reduced contract services at CCC by \$37,760
- Reduced Fuel costs \$3,000
- Reduced transfers to other departments
- Answering service \$6,000
- Repair and Maintenance \$6,000
- Lower total wages and benefits

Cash reserves estimated @ \$2,525,238 for FY 2012-13 and \$2,536,239 for next year

New funding allocations to Fiesta, Lensic and Bandstand...for this year most of that will come from the funds in Arts Commission reserves, however we will need to look each year at the availability of funds going forward.

Revenue from Lodgers tax is anticipated to be up from \$2.6 million to \$2.8 million in the marketing allocation and a reduction by nearly \$1 million in draw against reserves year over year is also accounted for.