

HUMAN RESOURCES

Mission

The Human Resources Division is dedicated to maximizing the quality of public service by providing recruitment, development and retention programs and services in support of the County of El Dorado's commitment to a highly qualified, productive and service oriented workforce. The Risk Management Division is dedicated to providing and administering cost effective self-insurance and employee benefit programs in accordance with Federal, State and local laws.

Program Summaries

Human Resources

Personnel Operations Support

Positions: 2.75 FTE

Extra Help: \$30,000

Total Appropriations: \$336,707

Total Revenues: \$0

Net County Cost: \$336,707

Responsible for administrative and business support functions to include the preparation and monitoring of the department's budget, accounting operations, payroll, purchasing and contract coordination, computer services and support. Responds to all public and departmental contacts; processes and verifies all payroll/personnel changes; maintains official personnel files; develops and modifies personnel policies and systems; maintains and revises official position allocation lists, salary tables, class descriptions; and develops and/or revises Countywide personnel programs and policies.

Labor Relations

Positions: 1.34 FTE

Extra Help: \$0

Total Appropriations \$176,952

Total Revenues: \$0

Net County Cost: \$176,952

Under the Meyers-Millias-Brown Act, negotiate and administer all labor contracts; interpret MOU and policy provisions; investigate and respond to grievances; meet and confer on the development and modification of all Countywide and departmental policies affecting wages, hours, terms and conditions of employment. Includes responsibility for overseeing all bargaining unit modifications. The department utilizes the services of a third party administrator on an "as needed" basis to provide legal advice and representation in employment and labor relation matters involving the California Public Employment Relations Board

Employee Benefits

Positions: 2.40 FTE

Extra Help: \$0

Total Appropriations \$240,420

Total Revenues: \$0

Net County Cost: \$240,420

Recruitment and Testing: Administers appropriate advertising and outreach criteria to maximize reasonable competition and ensure compliance with Civil Service rules; identifies critical dimensions for testing; select appropriate testing devices and content through a third party administrator that specializes in public sector testing; administers tests and prepare departmental certifications consistent with Federal, State and local laws and ordinances.

Classification/Salary Administration: Conducts analytical studies to ensure that employees are working within stated classifications; maintains and revises the classification plan to

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appropriately reflect span of responsibility, typical duties, and required qualifications in accordance with Federal, State and local laws, local ordinances, rules and policies. Includes responsibility for interpretation and correct implementation of wage and hour requirements mandated by the Fair Labor Standards Act and labor contracts.

Discipline, EEO, Discrimination Complaints: Assists departments in the preparation of disciplinary actions; investigates discrimination complaints; interprets laws, rules and procedures, and maintains Equal Employment Opportunity (EEO) policies and standards to ensure compliance with Federal, State and local laws and regulations; and prepares Equal Employment Opportunity Plans (EEOPs) required by the Federal and State governments for receipt of Federal and State program funding. A third party administrator provides investigative services on an “as needed” basis for discipline and discrimination complaints.

Training and Orientation: Conducts orientation sessions for new hires; develops, coordinates and provides training on topics which have applicability across departmental lines; and as appropriate within budgetary limitations.

Risk Management

Operations Support
Positions: 1.22 FTE
Extra Help: \$0

Total Appropriations: \$402,848
Total Abatements: \$402,848
Net County Cost: \$0

Responsible for administrative and business support functions to include the preparation and monitoring of the department’s budget, accounting operations, payroll, purchasing and contract coordination, computer services and support. Responds to all public and departmental contacts. This function does not generate revenue; the costs are offset by intrafund abatements from all programs within the Risk Management special revenue fund.

Loss Control
Positions: .7 FTE
Extra Help: \$0

Total Appropriations: \$231,770
Total Abatements: \$231,770
Net County Cost: \$0

This program focuses on identifying El Dorado County’s exposure to accidental losses, analyzing the risk factors associated with those losses, and development of programs to reduce or prevent losses to both the County’s assets and its employees. Program elements include contract review, property insurance, and attention to ergonomics, industrial hygiene, and violence prevention. This function does not generate revenue. The costs are offset by intrafund abatements from all programs within the Risk Management special revenue fund.

Liability Programs
Positions: .22 FTE
Extra Help: \$0

Total Appropriations: \$2,889,000
Total Revenues: \$2,889,000
Net County Cost: \$0

Manages general liability self-insured retention program, processes claims through compromise, appraisal, arbitration, negotiations or courts. Identifies trends in losses and manages their reduction. This program coordinates procurement of outside insurance programs such as excess insurance, airport liability and medical malpractice. Liability management also focuses on identifying El Dorado County’s exposure to accidental losses, analyzes the risk factors

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associated with those losses, and develops programs to reduce or prevent losses to both the County's assets and its employees. Program elements include contract review, property insurance, pre-employment hiring and fitness-for-duty procedures, ergonomics, safety, privacy compliance and (Health Insurance Portability and Accountability Act (HIPAA) implementation, and violence prevention. The Liability Program is funded by revenues from cost applied charges to the departments.

Medical Leave Management

Positions: 1.76 FTE

Extra Help: \$0

Total Appropriations: \$3,260,008

Total Revenues: \$3,260,008

Net County Cost: \$0

Administration of all employee disability benefit programs such as sick leave, workers' compensation, return to work, long term disability, life insurance, Family & Medical Leave Act, California Family Rights Act, and CalPERS disability retirements. Management of claims and litigation is conducted through a third party administrator, and cost containment through loss control, claimant contact, investigation, and training. Early return to work is promoted through consistent contact with the employees on medical leaves and their departments. The Medical Leave Management Program is funded by revenues from cost applied charges to the departments.

Employee Medical Benefits

Positions: 1.92 FTE

Extra Help: \$0

Total Appropriations: \$29,426,189

Total Revenues: \$29,426,189

Net County Cost: \$0

County-sponsored Health Benefits are provided for employees and their family members and eligible retirees. Benefits are delivered through a number of contracts establishing and administering both fully insured and self-insured health plans and add-in programs. Major vendors and contractors include Blue Shield of California, Caremark, PacifiCare, Kaiser, Delta Dental, and Vision Service Plans. The Employee Benefit Program supports the Retiree Health program. The Employee Benefit Program is funded by revenues from cost applied charges to the departments and premium payments from retirees.

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Financial Charts

Source of Funds

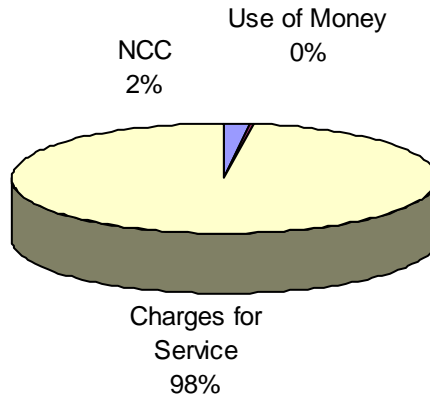
Use of Money & Property (\$50,000): Interest revenue is generated by the cash reserves held in the Risk Management special revenue fund.

Charge for Services (\$35,500,197): Revenues to fund the Liability Programs (\$2,889,000), the Medical Leave Program (\$3,260,008), and the Employee Benefits programs (\$29,426,189)

are generated through cost-applied charges to departments, employee payroll deductions, and payments from retirees.

Miscellaneous (\$25,000): Reimbursement to Risk Management for deductibles paid on behalf of departments for property claims and payments from responsible parties for damages to the County post here.

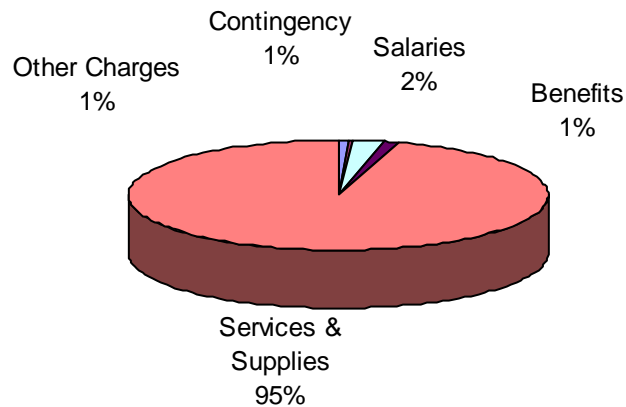
Net County Cost (\$754,079): The Human Resources division of the department is funded with discretionary General Fund tax dollars. These revenues are collected in Department 15 – General Fund Other Operations.



Use of Funds

Salaries & Benefits (\$1,260,135): Primarily comprised of general salaries and benefits (\$979,938), retirement (\$162,306), health insurance (\$97,739), retiree health (\$11,371), and workers' compensation (\$8,781).

Services & Supplies (\$34,614,699): Primarily comprised of insurance premiums and claims



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payments in the Liability programs (\$1,476,000), Medical Leave programs (\$1,896,000), and

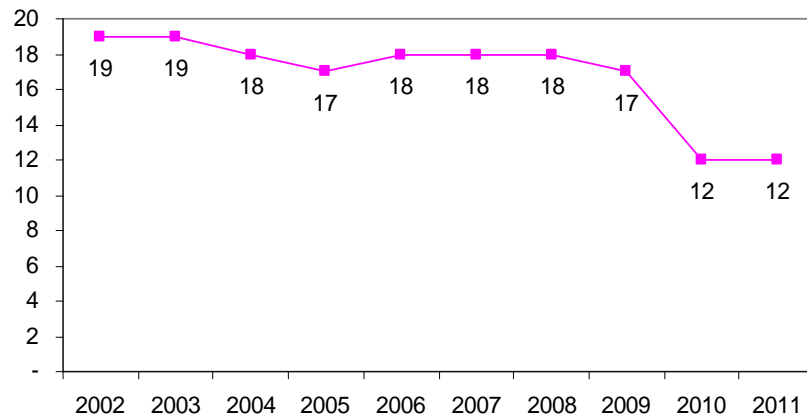
Employee Benefits programs (\$18,406,120). Professional & specialized services (\$331,735) include amounts for personnel investigations, legal services related to the Civil Service Commission, and benefits consulting services for the Health Benefits programs. Third party administrator fees for Liability, Medical Leave, and Health Benefits programs are budgeted at \$1,185,672. Insurance (\$11,067,386) includes premium payments for the fully-insured health plans, and the employee assistance program, as well as stop loss insurance for the self-insured health plan and excess insurance for the worker's compensation and liability programs.

Other Charges/Intrafund Transfers (\$2,478,894): The largest portion of the appropriations in this character (\$1,790,000) is the transfer from the Retiree Health sub-fund into the health benefits sub-fund to cover the County's contribution for retiree health insurance. The Risk Management funds' A-87 Cost Allocation Plan charges (\$119,861) post here, as well as payments to County Counsel for legal services, and transfers from the Benefits and Medical Leave programs to cover the cost of operations (\$402,848). Charges from other departments for services such as mainframe support (\$10,433), telephone (\$11,600), network support (\$27,470) are also included here.

Appropriation for Contingencies (\$187,329): Amounts in excess of the funds needed to fund the Liability and Medical Leave programs in order to achieve desired confidence levels and fund reserves are included here.

Staffing Trend

Staffing for the Human Resources Department has declined over the past ten years. The proposed staff allocation for FY 2010-11 is 12 FTE's. All staff are located on the West Slope.



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Chief Administrative Office Comments

The budget for the Human Resources Division fully funds all allocated positions and includes funding for extra-help to provide clerical and reception support to the division. The deletion of one Sr. Risk Management Analyst and the addition of one Principal Risk Management Analyst is recommended to reconcile the personnel allocation to actual staffing in the Human Resources Division. The CAO approved an overfill of the Sr. Risk Management Analyst with a Principal in the current fiscal year in order to provide higher level management for the whole Risk Management Division.

Funding for the Liability and Worker's Compensation programs in the Risk Management special revenue fund is based on actuarial analysis and recommendations of Bickmore Risk Services and Consulting. Both programs are currently funded above the 85% confidence level. Based on previous Board direction, the funding for these programs has been at the 70% confidence level. By returning a portion of the surplus each year for the next three years, it is expected that the programs will reach 70% confidence level funding by June 30, 2013.

The budget for the Health Benefits program is increasing based on projections by Alliant Insurance Services, the County's health benefits consultant, of growth in total program costs of approximately 11.2%. It should be noted, however, that due to reduced enrollment, the per employee health rates increased by 14.5%. Funding for the County's contribution for retiree health insurance is on a "pay as you go" basis, as in the previous fiscal year. Actual costs for the current year are projected to be \$1,790,000 and will be paid through cost-applied charges to the departments. An additional \$50,000 is included in the budget for professional services for the completion of an actuarial valuation of the retiree health fund.

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Financial Information by Fund Type

FUND TYPE: 10 GENERAL FUND
 DEPARTMENT: 08 HR - HUMAN RESOURCES

		MID-YEAR	CURRENT YR	DEPARTMENT	CAO	
		PROJECTION	APPROVED	REQUEST	RECOMMENDED	DIFFERENCE
			BUDGET		BUDGET	
TYPE: E EXPENDITURE						
SUBOBJ SUBOBJ TITLE						
3000	PERMANENT EMPLOYEES / ELECTED	396,585	396,585	436,769	418,134	21,549
3001	TEMPORARY EMPLOYEES	0	0	0	30,000	30,000
3004	OTHER COMPENSATION	5,325	2,000	9,290	9,290	7,290
3020	RETIREMENT EMPLOYER SHARE	83,419	83,419	82,181	78,472	-4,946
3022	MEDI CARE EMPLOYER SHARE	6,170	6,170	6,333	6,063	-107
3040	HEALTH INSURANCE EMPLOYER SHARE	51,742	51,742	48,137	44,235	-7,506
3041	UNEMPLOYMENT INSURANCE EMPLOYER	3,677	3,191	5,224	4,822	1,630
3042	LONG TERM DISABILITY EMPLOYER SHARE	1,531	1,531	1,572	1,505	-26
3043	DEFERRED COMPENSATION EMPLOYER	1,600	1,600	1,600	1,600	0
3046	RETIREE HEALTH: DEFINED CONTRIBUTIONS	5,552	5,552	5,552	6,199	647
3060	WORKERS' COMPENSATION EMPLOYER	2,904	2,904	2,904	2,583	-321
3080	FLEXIBLE BENEFITS	37,080	37,080	38,940	35,940	-1,140
CLASS: 30	SALARY & EMPLOYEE BENEFITS	595,584	591,774	638,502	638,843	47,070
4041	COUNTY PASS THRU TELEPHONE CHARGES	1,000	1,000	500	500	-500
4060	FOOD AND FOOD PRODUCTS	600	600	600	600	0
4080	HOUSEHOLD EXPENSE	200	200	100	100	-100
4100	INSURANCE: PREMIUM	8,485	8,485	8,485	6,337	-2,148
4141	MAINT: OFFICE EQUIPMENT	400	400	250	250	-150
4220	MEMBERSHIPS	6,925	6,925	6,040	6,040	-885
4260	OFFICE EXPENSE	4,000	4,000	3,000	3,000	-1,000
4261	POSTAGE	1,000	1,000	750	750	-250
4263	SUBSCRIPTION / NEWSPAPER / JOURNALS	895	895	500	500	-395
4264	BOOKS / MANUALS	1,500	1,500	1,700	1,700	200
4300	PROFESSIONAL & SPECIALIZED SERVICES	65,000	65,000	65,000	35,000	-30,000
4400	PUBLICATION & LEGAL NOTICES	5,000	5,000	5,000	5,000	0
4420	RENT & LEASE: EQUIPMENT	4,000	4,000	4,000	4,000	0
4461	EQUIP: MINOR	500	500	500	500	0
4502	EDUCATIONAL MATERIALS	0	0	0	10,000	10,000
4503	STAFF DEVELOPMENT	1,900	1,900	2,500	2,500	600
4529	SOFTWARE LICENSE	2,135	2,135	2,735	2,735	600
4600	TRANSPORTATION & TRAVEL	250	250	250	250	0
4602	MILEAGE: EMPLOYEE PRIVATE AUTO	1,500	1,500	1,500	1,500	0
CLASS: 40	SERVICE & SUPPLIES	105,290	105,290	103,410	81,262	-24,028
7220	INTRAFND: TELEPHONE EQUIPMENT &	7,200	7,200	8,200	8,200	1,000
7223	INTRAFND: MAIL SERVICE	856	856	2,311	2,311	1,455
7224	INTRAFND: STORES SUPPORT	510	510	746	746	236
7225	INTRAFND: CENTRAL DUPLICATING	1,500	1,500	750	750	-750
7227	INTRAFND: MAINFRAME SUPPORT	3,026	3,026	2,664	2,664	-362
7229	INTRAFND: PC SUPPORT	1,500	1,500	750	750	-750
7231	INTRAFND: IS PROGRAMMING SUPPORT	1,000	1,000	1,000	1,000	0
7232	INTRAFND: MAINT BLDG & IMPROVMNTS	500	500	500	500	0

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Financial Information by Fund Type

FUND TYPE: 10 GENERAL FUND
 DEPARTMENT: 08 HR - HUMAN RESOURCES

		MID-YEAR	CURRENT YR	DEPARTMENT	CAO	
		PROJECTION	APPROVED	REQUEST	RECOMMENDED	DIFFERENCE
			BUDGET		BUDGET	
7234	INTRAFND: NETWORK SUPPORT	15,667	15,667	17,053	17,053	1,386
CLASS: 72	INTRAFUND TRANSFERS	31,759	31,759	33,974	33,974	2,215
TYPE: E SUBTOTAL		732,633	728,823	775,886	754,079	25,257
FUND TYPE: 10	SUBTOTAL	732,633	728,823	775,886	754,079	25,257

Financial Information by Fund Type

FUND TYPE: 32 INTERNAL SERVICE FUND
 DEPARTMENT: 08 HR - HUMAN RESOURCES

		MID-YEAR	CURRENT YR	DEPARTMENT	CAO	
		PROJECTION	APPROVED	REQUEST	RECOMMENDED	DIFFERENCE
			BUDGET		BUDGET	
TYPE: R REVENUE						
SUBOBJ	SUBOBJ TITLE					
0400	REV: INTEREST	659,557	659,557	50,000	50,000	-609,557
CLASS: 04	REV: USE OF MONEY & PROPERTY	659,557	659,557	50,000	50,000	-609,557
1760	RISK MANAGEMENT PROGRAM SERVICES	33,622,295	33,622,295	35,500,197	35,500,197	1,877,902
CLASS: 13	REV: CHARGE FOR SERVICES	33,622,295	33,622,295	35,500,197	35,500,197	1,877,902
1942	MISC: REIMBURSEMENT	25,000	25,000	25,000	25,000	0
CLASS: 19	REV: MISCELLANEOUS	25,000	25,000	25,000	25,000	0
TYPE: R SUBTOTAL		34,306,852	34,306,852	35,575,197	35,575,197	1,268,345

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Financial Information by Fund Type

FUND TYPE: 32 INTERNAL SERVICE FUND
DEPARTMENT: 08 HR - HUMAN RESOURCES

	MID-YEAR PROJECTION	CURRENT YR APPROVED BUDGET	DEPARTMENT REQUEST	CAO RECOMMENDED BUDGET	DIFFERENCE	
TYPE: E EXPENDITURE						
SUBOBJ SUBOBJ TITLE						
3000	PERMANENT EMPLOYEES / ELECTED	363,248	363,248	422,914	422,914	59,666
3004	OTHER COMPENSATION	721	721	4,150	4,150	3,429
3020	RETIREMENT EMPLOYER SHARE	71,082	71,082	80,125	80,125	9,043
3022	MEDI CARE EMPLOYER SHARE	5,477	5,477	6,132	6,132	655
3040	HEALTH INSURANCE EMPLOYER SHARE	42,800	42,800	49,603	49,603	6,803
3041	UNEMPLOYMENT INSURANCE EMPLOYER	2,833	2,833	5,240	5,240	2,407
3042	LONG TERM DISABILITY EMPLOYER SHARE	1,359	1,359	1,522	1,522	163
3043	DEFERRED COMPENSATION EMPLOYER	5,486	5,486	850	850	-4,636
3046	RETIREE HEALTH: DEFINED CONTRIBUTIONS	7,203	7,203	5,819	5,819	-1,384
3060	WORKERS' COMPENSATION EMPLOYER	12,614	12,614	5,877	5,877	-6,737
3080	FLEXIBLE BENEFITS	34,920	34,920	39,060	39,060	4,140
CLASS: 30	SALARY & EMPLOYEE BENEFITS	547,742	547,742	621,292	621,292	73,550
4041	COUNTY PASS THRU TELEPHONE CHARGES	0	0	100	100	100
4100	INSURANCE: PREMIUM	35,789	35,789	34,022	34,022	-1,767
4101	INSURANCE: ADDITIONAL LIABILITY	11,320,694	11,320,694	11,092,386	11,092,386	-228,308
4104	INSURANCE: CY CLAIMS CURRENT YEAR	19,092,750	19,634,342	21,777,120	21,777,120	2,142,778
4140	MAINT: EQUIPMENT	750	750	750	750	0
4220	MEMBERSHIPS	530	530	1,429	1,429	899
4221	MEMBERSHIPS: LEGISLATIVE ADVOCACY	30,000	30,000	25,000	25,000	-5,000
4260	OFFICE EXPENSE	3,250	3,250	2,250	2,250	-1,000
4261	POSTAGE	3,100	3,100	3,700	3,700	600
4263	SUBSCRIPTION / NEWSPAPER / JOURNALS	1,200	1,200	1,200	1,200	0
4300	PROFESSIONAL & SPECIALIZED SERVICES	239,101	239,101	266,735	266,735	27,634
4304	AGENCY ADMINISTRATION FEE	60,000	60,000	75,000	75,000	15,000
4324	MEDICAL,DENTAL,LAB & AMBULANCE SRV	35,000	35,000	35,000	35,000	0
4338	THIRD PARTY ADMINISTRATOR: RISK	1,289,580	1,289,580	1,185,672	1,185,672	-103,908
4400	PUBLICATION & LEGAL NOTICES	0	0	400	400	400
4420	RENT & LEASE: EQUIPMENT	4,000	4,000	3,750	3,750	-250
4461	EQUIP: MINOR	1,250	1,250	900	900	-350
4503	STAFF DEVELOPMENT	2,000	2,000	2,750	2,750	750
4529	SOFTWARE LICENSE	1,600	1,600	1,600	1,600	0
4536	RETIREMENT BENEFIT	541,592	0	0	0	0
4600	TRANSPORTATION & TRAVEL	350	350	750	750	400
4602	MILEAGE: EMPLOYEE PRIVATE AUTO	550	550	775	775	225
CLASS: 40	SERVICE & SUPPLIES	32,663,086	32,663,086	34,511,289	34,511,289	1,848,203
5300	INTERFND: SERVICE BETWEEN FUND TYPES	98,327	98,327	129,861	129,861	31,534
5301	INTERFND: TELEPHONE EQUIPMENT &	3,400	3,400	3,400	3,400	0
5304	INTERFND: MAIL SERVICE	219	219	0	0	-219
5305	INTERFND: STORES SUPPORT	764	764	373	373	-391
5306	INTERFND: CENTRAL DUPLICATING	5,700	5,700	5,000	5,000	-700
5308	INTERFND: MAINFRAME SUPPORT	8,797	8,797	8,169	8,169	-628

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Financial Information by Fund Type

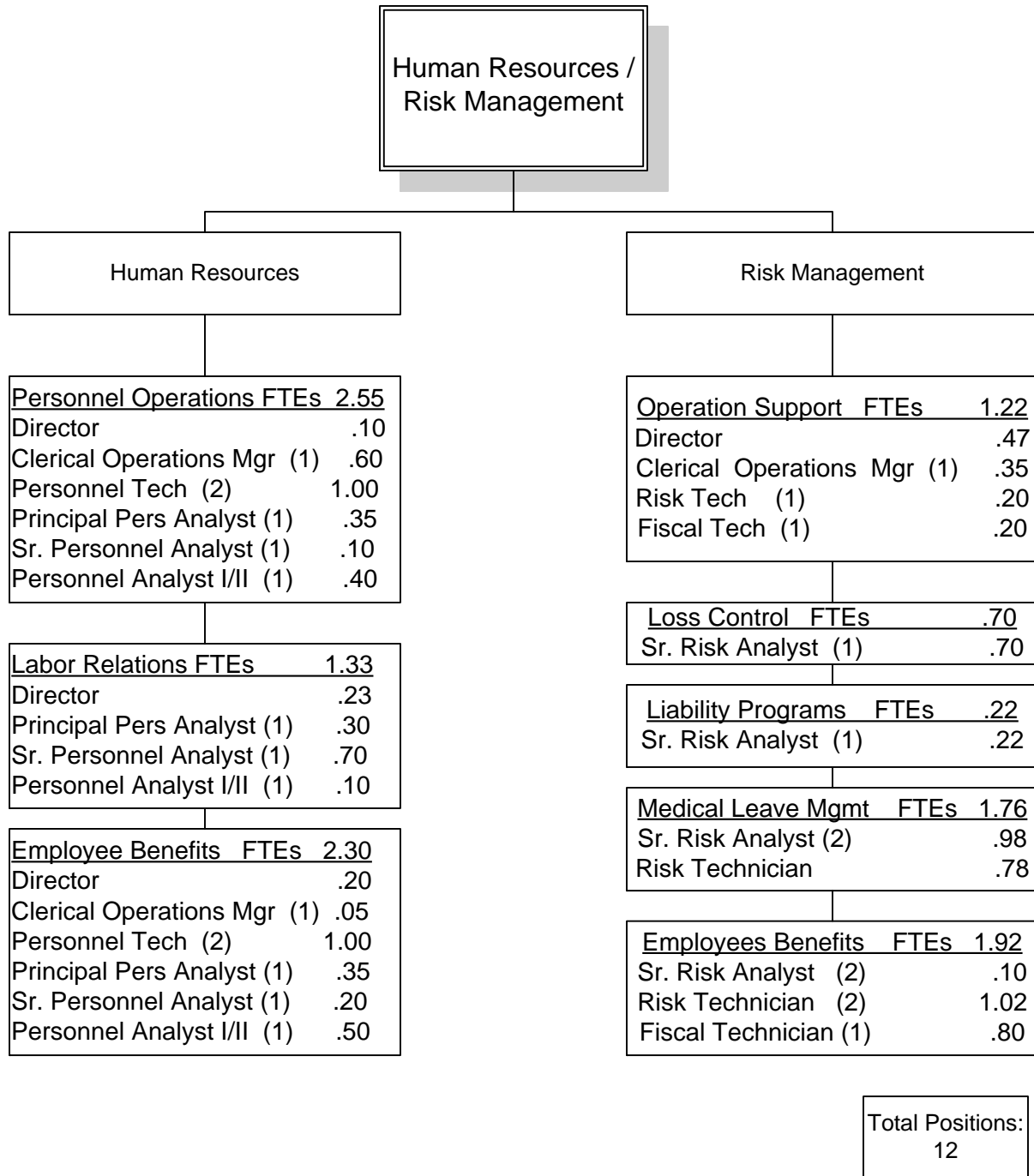
FUND TYPE: 32 INTERNAL SERVICE FUND
DEPARTMENT: 08 HR - HUMAN RESOURCES

		CURRENT YR		CAO		DIFFERENCE
		MID-YEAR PROJECTION	APPROVED BUDGET	DEPARTMENT REQUEST	RECOMMENDED BUDGET	
5310	INTERFND: COUNTY COUNSEL	84,610	84,610	84,610	84,610	0
5314	INTERFND: PC SUPPORT	750	750	1,000	1,000	250
5315	INTERFND: IS SOFTWARE TRAINING	500	500	250	250	-250
5316	INTERFND: IS PROGRAMMING SUPPORT	19,000	19,000	15,000	15,000	-4,000
5320	INTERFND: NETWORK SUPPORT	9,841	9,841	10,417	10,417	576
CLASS: 50	OTHER CHARGES	231,908	231,908	258,080	258,080	26,172
7250	INTRAFND: NOT GEN FUND / SAME FUND	1,501,963	2,043,555	2,352,457	2,584,227	540,672
CLASS: 72	INTRAFUND TRANSFERS	1,501,963	2,043,555	2,352,457	2,584,227	540,672
7380	INTRFND ABATEMENTS: NOT GENERAL	-1,501,963	-2,043,555	-2,355,249	-2,587,020	-543,465
CLASS: 73	INTRAFUND ABATEMENT	-1,501,963	-2,043,555	-2,355,249	-2,587,020	-543,465
7700	APPROPRIATION FOR CONTINGENCIES	714,116	714,116	187,329	187,329	-526,787
CLASS: 77	APPROPRIATION FOR CONTINGENCIES	714,116	714,116	187,329	187,329	-526,787
7804	DESIGNATION RETIREE HEALTH PREFUNDING	150,000	150,000	0	0	-150,000
CLASS: 78	RESERVES: BUDGETARY ONLY	150,000	150,000	0	0	-150,000
TYPE: E SUBTOTAL		34,306,852	34,306,852	35,575,198	35,575,197	1,268,345
FUND TYPE: 32	SUBTOTAL	0	0	1	0	0
DEPARTMENT: 08	SUBTOTAL	732,633	728,823	775,887	754,079	25,257

Personnel Allocation

Classification Title	2009-10 Adjusted Allocation	2010-11 Dept Request	2010-11 CAO Recm'd	Diff from Adjusted
Director of Human Resources	1.00	1.00	1.00	0.00
Administrative Secretary	0.00	1.00	0.00	0.00
Clerical Operations Manager	1.00	1.00	1.00	0.00
Fiscal Technician	1.00	1.00	1.00	0.00
Personnel Technician	2.00	2.00	2.00	0.00
Principal Personnel Analyst	1.00	1.00	1.00	0.00
Principal Risk Management Analyst	0.00	1.00	1.00	1.00
Risk Management Technician	2.00	2.00	2.00	0.00
Sr. Personnel Analyst	2.00	2.00	2.00	0.00
Sr. Risk Management Analyst	2.00	1.00	1.00	-1.00
Department Total	12.00	13.00	12.00	0.00

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Human Resources Ten Year History

	01/02 Actual	02/03 Actual	03/04 Actual	04/05 Actual	05/06 Actual
Charges for Service	8,270	7,170	33,315		-
Misc.	957	1,456	100		-
Total Revenue	9,227	8,626	33,415	-	-
Salaries	541,404	602,532	455,237	<i>Division</i>	<i>Division</i>
Benefits	124,178	144,210	172,221	<i>of</i>	<i>of</i>
Services & Supplies	167,158	227,590	240,121	CAO	CAO
Other Charges	534	280	25		-
Fixed Assets	25,723	-	-		
Intrafund Transfers	(3,158)	(15,231)	(62,019)		-
Total Appropriations	855,839	959,381	805,585	-	-
NCC	846,612	950,755	772,170	-	-
FTE's	6	6	6	6	6

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Human Resources Ten Year History

	06/07 Actual	07/08 Actual	08/09 Actual	09/10 Projected	10/11 Budget
Charges for Service	-	60	60	83	-
Misc.	-	(598)	174	-	-
Total Revenue	-	(538)	234	83	-
Salaries	<i>Division</i>	630,119	538,461	398,503	457,424
Benefits	<i>of</i>	290,443	240,183	193,189	181,419
Services & Supplies	<i>CAO</i>	120,133	91,602	105,192	81,262
Other Charges	-	230	-	-	-
Intrafund Transfers	-	30,401	29,470	31,755	33,974
Total Appropriations	-	1,071,326	899,716	728,639	754,079
NCC	-	1,071,864	899,482	728,556	754,079
FTE's	6	6	6	6	6

10 Year Variance		
	\$ Change	% Change
Charges for Service	(8,270)	-100%
Misc.	(957)	-100%
Total Revenue	(9,227)	-100%
Salaries	(83,980)	-16%
Benefits	57,241	46%
Services & Supplies	(85,896)	-51%
Other Charges	(534)	-100%
Fixed Assets	(25,723)	-100%
Intrafund Transfers	37,132	-1176%
Total Appropriations	(101,760)	-12%
NCC	(92,533)	-11%
FTE's	-	0%

Notes

HUMAN RESOURCES

Risk Management Ten Year History

	01/02 Actual	02/03 Actual	03/04 Actual	04/05 Actual	05/06 Actual
Use of Money	510,224	165,166	149,492	365,088	1,055,925
State	-	-	-	-	-
Federal	10,000	6,300	5,727	-	-
Charges for Service	17,837,262	22,402,051	28,004,039	29,010,249	29,154,624
Misc.	136,341	1,477,436	899,516	720,679	716,012
Other Financing Sources	1,500	1,500	401,500	842,631	1,060,768
Use of Fund Balance	-	-	-	-	-
Total Revenue	18,495,327	24,052,453	29,460,274	30,938,647	31,987,329
Salaries	356,941	370,181	378,857	423,296	430,988
Benefits	84,193	98,527	140,176	181,905	206,114
Services & Supplies	18,711,111	21,877,170	23,565,447	22,675,949	24,339,049
Other Charges	129,210	128,095	230,725	244,870	323,468
Fixed Assets	3,001	3,247	406,700	3,122	-
Operating Transfers	11,111	7,000	-	841,744	1,060,768
Intrafund Transfers	2,867	-	-	248	1,473
Contingency	-	-	-	-	-
Reserve	-	-	-	-	-
Total Appropriations	19,298,434	22,484,220	24,721,905	24,371,134	26,361,860
Change in Fund Balance	(803,107)	1,568,233	4,738,369	6,567,513	5,625,469
FTE's	6	6	5	5	5
Fund Balance	12,437,555	14,067,190	18,807,096	25,413,526	30,991,274

HUMAN RESOURCES

Risk Management Ten Year History

	06/07 Actual	07/08 Actual	08/09 Actual	09/10 Projected	10/11 Budget
Use of Money	1,697,876	1,409,111	630,855	150,000	50,000
State	-	-	-	-	-
Federal	-	-	-	-	-
Charges for Service	30,115,260	32,076,357	34,037,830	33,622,295	35,500,197
Misc.	630,498	881,039	566,011	843,728	25,000
Other Financing Sources	-	-	-	-	-
Use of Fund Balance	-	-	-	-	-
Total Revenue	32,443,634	34,366,507	35,234,696	34,616,023	35,575,197
Salaries	454,957	497,863	407,773	410,806	427,064
Benefits	238,467	202,273	210,131	136,935	194,228
Services & Supplies	26,150,721	28,158,739	30,073,372	32,694,586	34,511,289
Other Charges	124,115	274,174	274,157	231,908	258,080
Fixed Assets	-	-	-	-	-
Operating Transfers	-	-	-	-	-
Intrafund Transfers	-	-	-	714,116	(2,793)
Contingency	-	-	-	150,000	187,329
Reserve	-	-	-	-	-
Total Appropriations	26,968,260	29,133,049	30,965,433	34,338,351	35,575,197
Change in Fund Balance	5,475,374	5,233,458	4,269,263	277,672	-
FTE's	5	5	6	6	6
Fund Balance	36,507,863	41,830,473	47,147,570	46,105,052	45,827,380

10 Year Variance		
	\$ Change	% Change
Use of Money	(460,224)	-90%
State	-	#DIV/0!
Charges for Service	17,662,935	99%
Misc.	(111,341)	-82%
Other Financing Sources	(1,500)	-100%
Total Revenue	17,079,870	N/A
Salaries	70,123	20%
Benefits	110,035	131%
Services & Supplies	15,800,178	84%
Other Charges	128,870	100%
Contingency	187,329	N/A
Reserve	-	N/A
Total Appropriations	16,276,763	84%
NCC	803,107	-100%
FTE's	-	0%

Notes

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