

# HUMAN RESOURCES

## Mission Statement

To hire, retain and develop quality employees to achieve the City's organizational goals, reduce the City's liability costs through proactive, sound administrative measures and serve as a valuable resource to both internal and external customers.

## Overview

The Human Resources (HR) Department provides professional customer service and support to the City Council, Civil Service Board, City management, employees, and the public. We provide organizational strategy and analytical information to the City Manager in order to accomplish key Council goals, promote organizational transparency and plan for future workforce demands.

We are committed to offering sound, diversified training opportunities to our employees. This not only aids staff in meeting and anticipating community needs, but continues to make the City of Newport Beach a highly desirable place to work. HR is committed to hiring capable, versatile and high-qualified talent within budgetary parameters.

In its efforts to minimize the City's risk exposure, HR continues to be a valuable resource for assistance with employment law and best practices matters, including such areas as workers' compensation, safety, liability prevention, risk management, employee discipline, hiring protocols and benefits administration. By keeping abreast of employment law changes, we are able to adjust processes accordingly and remain legally compliant. HR Director Barbara J. Salvini is the Secretary to the Civil Service Board. She works collaboratively with the Office of the City Attorney to help the Board comply with the City Charter, Civil Service Board Rules, Procedural Hearing Rules, City Policies, Memoranda of Understanding (labor contracts) and Employer-Employee Relations Resolution.

Report: AUTHORIZED POSITIONS BY ORG  
 Year: JUL To JUN 2020  
 Division: 01025005 - HUMAN RESOURCES



Position	Type of Employee	FTE	Base Wages	Special Pays	Retirement Contrib (City)	Other Benefits	Total Salaries and Benefits
ADMIN ASST-HR DIR	Full Time	1.00	\$76,695	\$960	\$1,422	\$26,598	\$105,676
ASSISTANT - DEPT	Full Time	1.00	\$59,613		\$1,105	\$25,753	\$86,471
HR ANALYST PT	Part Time	0.75	\$78,515	\$960	\$1,147	\$949	\$81,571
HR ANALYST, SENIOR	Full Time	1.00	\$89,256	\$960	\$1,655	\$27,220	\$119,091
HR ANALYST, SENIOR	Full Time	1.00	\$98,457	\$960	\$4,287	\$27,702	\$131,405
HR DIRECTOR	Full Time	1.00	\$224,749	\$5,760	\$7,538	\$33,997	\$272,044
HR SPECIALIST II	Full Time	1.00	\$95,305	\$960	\$4,149	\$29,290	\$129,704
HR SPECIALIST II	Full Time	1.00	\$67,724	\$960	\$1,256	\$26,154	\$96,094
HR SPECIALIST II	Full Time	1.00	\$67,724		\$1,256	\$26,154	\$95,134
HR SPECIALIST II	Full Time	1.00	\$67,724		\$1,256	\$26,154	\$95,134
HUMAN RESOURCES MGR	Full Time	1.00	\$157,791	\$960	\$6,870	\$32,622	\$198,244
HUMAN RESOURCES MGR	Full Time	1.00	\$129,816	\$960	\$2,407	\$29,228	\$162,411
STUDENT AIDE	Part Time	0.50	\$13,640		\$511	\$205	\$14,357
<b>Total</b>		<b>12.25</b>	<b>\$1,227,009</b>	<b>\$13,440</b>	<b>\$34,860</b>	<b>\$312,026</b>	<b>\$1,587,334</b>

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City of Newport Beach  
NEXT YEAR / CURRENT YEAR BUDGET ANALYSIS

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PROJECTION: 20201 FY 20 EXPENDITURE - ANNUAL FUNDS

FOR PERIOD 99

ACCOUNTS FOR:

HUMAN RESOURCES		2018 ACTUAL	2019 ORIG BUD	2019 REVISED BUD	2019 ACTUAL	2019 PROJECTION	2020 ADOPTED	PCT CHANGE
70	REGULAR SALARIES							
01025005	711001 SALRY MISC	.00	.00	2,153.89	.00	.00	1,134,853.62	.0%
01025005	711003 SALRY P/T	.00	.00	.00	.00	.00	92,154.92	.0%
	TOTAL REGULAR SALARIES	.00	.00	2,153.89	.00	.00	1,227,008.54	.0%
72	BENEFITS							
01025005	721001 CAF ALW FT	.00	.00	.00	.00	.00	245,872.00	.0%
01025005	722001 PERS MBR M	.00	.00	201.47	.00	.00	89,902.02	.0%
01025005	723002 NRML MISC	.00	.00	163.33	.00	.00	102,183.90	.0%
01025005	723004 RET P/T	.00	.00	.00	.00	.00	511.42	.0%
01025005	724001 EE CNTRB M	.00	.00	-280.01	.00	.00	-157,737.50	.0%
01025005	725001 UAL MISC	.00	.00	.00	.00	.00	265,769.00	.0%
01025005	725003 DISC UAL M	.00	.00	.00	.00	.00	85,522.00	.0%
01025005	727001 CAR ALLOW	.00	.00	.00	.00	.00	4,800.00	.0%
01025005	727003 CELLPHONE	.00	.00	.00	.00	.00	8,640.00	.0%
01025005	727004 RHS \$2.50	.00	.00	.00	.00	.00	3,805.85	.0%
01025005	727012 LIFE INS	.00	.00	.00	.00	.00	1,155.44	.0%
01025005	727013 EE ASSIST	.00	.00	.00	.00	.00	228.36	.0%
01025005	727016 MEDICARE	.00	.00	31.23	.00	.00	21,244.32	.0%
01025005	728001 WC MISC	.00	.00	.00	.00	.00	48,737.00	.0%
01025005	728003 COMP ABS	.00	.00	.00	.00	.00	39,720.20	.0%
	TOTAL BENEFITS	.00	.00	116.02	.00	.00	760,354.01	.0%
73	LUMP SUM PAYS							
01025005	714001 LUMP SUM	.00	.00	2,700.00	.00	.00	.00	-100.0%
	TOTAL LUMP SUM PAYS	.00	.00	2,700.00	.00	.00	.00	-100.0%
74	OTHER PAYS							
01025005	715005 SAL SAVNGS	.00	.00	.00	.00	.00	-50,000.00	.0%
	TOTAL OTHER PAYS	.00	.00	.00	.00	.00	-50,000.00	.0%
81	CONTRACT SERVICES							
01025005	811005 ADMN SVC	.00	.00	.00	.00	.00	329,266.00	.0%
01025005	811008 SVC PROF	.00	.00	.00	.00	.00	145,000.00	.0%
01025005	811016 PHYSICALS	.00	.00	.00	.00	.00	41,542.00	.0%
01025005	811027 PRNT CONT	.00	.00	.00	.00	.00	5,500.00	.0%
	TOTAL CONTRACT SERVICES	.00	.00	.00	.00	.00	521,308.00	.0%
84	SUPPLIES & MATERIALS							
01025005	841005 EE RECOGN	.00	.00	.00	.00	.00	16,458.00	.0%

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NEXT YEAR / CURRENT YEAR BUDGET ANALYSIS

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PROJECTION: 20201 FY 20 EXPENDITURE - ANNUAL FUNDS

FOR PERIOD 99

ACCOUNTS FOR:

HUMAN RESOURCES			2018 ACTUAL	2019 ORIG BUD	2019 REVISED BUD	2019 ACTUAL	2019 PROJECTION	2020 ADOPTED	PCT CHANGE
01025005	841007	OFC SUPPLS	.00	.00	.00	.00	.00	15,000.00	.0%
01025005	841046	SPCDEPT EX	.00	.00	.00	.00	.00	1,000.00	.0%
01025005	841051	WELL PROG	.00	.00	.00	.00	.00	17,000.00	.0%
TOTAL SUPPLIES & MATERIALS			.00	.00	.00	.00	.00	49,458.00	.0%
86	TRAVEL & TRAINING								
01025005	861001	TRVL&MTGS	.00	.00	.00	.00	.00	8,000.00	.0%
01025005	861003	TRAINING	.00	.00	.00	.00	.00	10,500.00	.0%
01025005	861005	CITY TRAIN	.00	.00	.00	.00	.00	110,000.00	.0%
TOTAL TRAVEL & TRAINING			.00	.00	.00	.00	.00	128,500.00	.0%
87	GENERAL EXPENSES								
01025005	871002	ADVERT&PR	.00	.00	.00	.00	.00	6,000.00	.0%
01025005	871003	POSTAGE	.00	.00	.00	.00	.00	2,500.00	.0%
01025005	871004	PUBS&DUES	.00	.00	.00	.00	.00	5,700.00	.0%
01025005	871015	TUITNREIMB	.00	.00	.00	.00	.00	98,500.00	.0%
TOTAL GENERAL EXPENSES			.00	.00	.00	.00	.00	112,700.00	.0%
88	INTERNAL SVC PREMIUM								
01025005	726002	OPEB PREM	.00	.00	.00	.00	.00	63,900.00	.0%
01025005	881004	IT OP ISF	.00	.00	.00	.00	.00	118,838.00	.0%
01025005	881005	IT REPLC I	.00	.00	.00	.00	.00	24,144.00	.0%
TOTAL INTERNAL SVC PREMIUM			.00	.00	.00	.00	.00	206,882.00	.0%
89	INSURANCE RESERVE								
01025005	891001	GL INS ISF	.00	.00	.00	.00	.00	61,173.00	.0%
01025005	891008	BENEFITS	.00	.00	.00	.00	.00	20,000.00	.0%
01025005	891010	RECRUITING	.00	.00	.00	.00	.00	162,915.00	.0%
01025005	891020	ADSRY CNSL	.00	.00	.00	.00	.00	70,000.00	.0%
01025005	891048	UC CHARGE	.00	.00	.00	.00	.00	17,939.00	.0%
TOTAL INSURANCE RESERVE			.00	.00	.00	.00	.00	332,027.00	.0%
90	CAPITAL EXPENDITURES								
01025005	911001	OFC EQUIP	.00	.00	.00	.00	.00	5,000.00	.0%
TOTAL CAPITAL EXPENDITURES			.00	.00	.00	.00	.00	5,000.00	.0%
TOTAL HUMAN RESOURCES			.00	.00	4,969.91	.00	.00	3,293,237.55	.0%

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NEXT YEAR / CURRENT YEAR BUDGET ANALYSIS

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PROJECTION: 20201 FY 20 EXPENDITURE - ANNUAL FUNDS

FOR PERIOD 99

ACCOUNTS FOR:

PERSONNEL MGMT & RECRUITING	2018 ACTUAL	2019 ORIG BUD	2019 REVISED BUD	2019 ACTUAL	2019 PROJECTION	2020 ADOPTED	PCT CHANGE
<b>70 REGULAR SALARIES</b>							
01025251 711001 SALRY MISC	658,925.74	795,788.02	802,358.71	679,805.20	795,788.02	.00	-100.0%
01025251 711003 SALRY P/T	19,940.94	13,086.32	13,086.32	38,816.35	13,086.32	.00	-100.0%
<b>TOTAL REGULAR SALARIES</b>	<b>678,866.68</b>	<b>808,874.34</b>	<b>815,445.03</b>	<b>718,621.55</b>	<b>808,874.34</b>	<b>.00</b>	<b>-100.0%</b>
<b>72 BENEFITS</b>							
01025251 721001 CAF ALW FT	142,155.97	167,220.00	167,220.00	154,774.22	167,220.00	.00	-100.0%
01025251 721002 CAF ALW PT	.00	.00	.00	1,337.27	.00	.00	.0%
01025251 722001 PERS MBR M	64,212.98	70,553.97	71,164.07	68,842.76	70,553.97	.00	-100.0%
01025251 723002 PERS ER M	46,737.38	55,795.82	56,295.87	50,518.55	55,795.82	.00	-100.0%
01025251 723004 RET P/T	318.08	490.62	490.62	362.17	490.62	.00	-100.0%
01025251 724001 EE CNTRB M	-101,313.20	-103,452.43	-104,306.62	-105,501.05	-103,452.43	.00	-100.0%
01025251 725001 UNFND LB M	150,473.28	107,052.00	106,434.19	106,434.24	106,434.19	.00	-100.0%
01025251 725003 DISC UAL M	61,948.32	36,518.00	37,135.81	37,135.80	37,135.81	.00	-100.0%
01025251 727001 CAR ALLOW	2,406.66	2,400.00	2,400.00	2,255.00	2,400.00	.00	-100.0%
01025251 727003 CELLPHONE	4,406.43	6,240.00	6,240.00	5,425.96	6,240.00	.00	-100.0%
01025251 727004 RHS \$2.50	12,065.89	7,019.71	7,019.71	5,617.63	7,019.71	.00	-100.0%
01025251 727012 LIFE INS	619.21	680.45	680.45	654.38	680.45	.00	-100.0%
01025251 727013 EAP	122.83	155.71	155.71	128.49	155.71	.00	-100.0%
01025251 727015 UNEMPLOY	318.00	.00	.00	.00	.00	.00	.0%
01025251 727016 MEDICARE	10,343.73	15,732.33	15,866.76	11,256.03	15,732.33	.00	-100.0%
01025251 727019 SURV BEN	1,115.15	.00	.00	-607.55	.00	.00	.0%
01025251 728001 WC MISC	16,089.12	24,599.00	24,599.00	22,549.12	24,599.00	.00	-100.0%
01025251 728003 COMP ABS	24,891.12	27,852.33	27,852.33	25,531.33	27,852.33	.00	-100.0%
<b>TOTAL BENEFITS</b>	<b>436,910.95</b>	<b>418,857.51</b>	<b>419,247.90</b>	<b>386,714.35</b>	<b>418,857.51</b>	<b>.00</b>	<b>-100.0%</b>
<b>73 LUMP SUM PAYS</b>							
01025251 714001 LUMP SUM	.00	.00	18,900.00	20,250.00	.00	.00	-100.0%
<b>TOTAL LUMP SUM PAYS</b>	<b>.00</b>	<b>.00</b>	<b>18,900.00</b>	<b>20,250.00</b>	<b>.00</b>	<b>.00</b>	<b>-100.0%</b>
<b>74 OTHER PAYS</b>							
01025251 713001 OT MISC	130.10	2,000.00	2,000.00	2,354.96	2,000.00	.00	-100.0%
<b>TOTAL OTHER PAYS</b>	<b>130.10</b>	<b>2,000.00</b>	<b>2,000.00</b>	<b>2,354.96</b>	<b>2,000.00</b>	<b>.00</b>	<b>-100.0%</b>
<b>81 CONTRACT SERVICES</b>							
01025251 811008 SVCS PROF	20,955.15	75,000.00	67,000.00	79,901.11	91,000.00	.00	-100.0%
01025251 811016 PHYSICALS	43,038.00	30,000.00	43,542.00	47,729.74	55,000.00	.00	-100.0%
01025251 811027 PRNT CONT	1,287.73	5,500.00	5,500.00	3,259.46	5,500.00	.00	-100.0%

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City of Newport Beach  
NEXT YEAR / CURRENT YEAR BUDGET ANALYSIS

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PROJECTION: 20201 FY 20 EXPENDITURE - ANNUAL FUNDS

FOR PERIOD 99

ACCOUNTS FOR:

PERSONNEL MGMT & RECRUITING	2018 ACTUAL	2019 ORIG BUD	2019 REVISED BUD	2019 ACTUAL	2019 PROJECTION	2020 ADOPTED	PCT CHANGE
TOTAL CONTRACT SERVICES	65,280.88	110,500.00	116,042.00	130,890.31	151,500.00	.00	-100.0%
84 SUPPLIES & MATERIALS							
01025251 841005 EE RECOGN	11,479.45	15,000.00	16,458.00	7,408.21	16,458.00	.00	-100.0%
01025251 841007 OFC SUPPLS	6,532.63	15,000.00	14,997.46	11,366.89	15,035.30	.00	-100.0%
01025251 841046 SPCDEPT EX	1,079.71	1,000.00	1,000.00	540.00	1,000.00	.00	-100.0%
01025251 841049 III PROG	325.00	.00	.00	.00	.00	.00	.0%
TOTAL SUPPLIES & MATERIALS	19,416.79	31,000.00	32,455.46	19,315.10	32,493.30	.00	-100.0%
86 TRAVEL & TRAINING							
01025251 861001 TRVL&MTGS	2,714.78	3,000.00	3,000.00	3,252.48	3,000.00	.00	-100.0%
01025251 861003 TRAINING	6,719.02	7,500.00	7,500.00	2,965.62	7,500.00	.00	-100.0%
01025251 861005 CITY TRAIN	65,660.37	80,000.00	80,000.00	79,318.74	80,000.00	.00	-100.0%
TOTAL TRAVEL & TRAINING	75,094.17	90,500.00	90,500.00	85,536.84	90,500.00	.00	-100.0%
87 GENERAL EXPENSES							
01025251 871002 ADVERT&PR	5,728.19	6,000.00	6,000.00	6,810.06	6,000.00	.00	-100.0%
01025251 871003 POSTAGE	2,954.07	2,500.00	2,500.00	3,297.10	2,500.00	.00	-100.0%
01025251 871004 PUBS&DUES	2,211.86	5,000.00	5,000.00	955.00	5,000.00	.00	-100.0%
01025251 871015 TUITNREIMB	67,790.63	98,500.00	98,500.00	63,020.33	98,500.00	.00	-100.0%
TOTAL GENERAL EXPENSES	78,684.75	112,000.00	112,000.00	74,082.49	112,000.00	.00	-100.0%
88 INTERNAL SVC PREMIUM							
01025251 726002 ANUAL OPEB	44,364.00	38,070.00	38,070.00	34,897.50	38,070.00	.00	-100.0%
01025251 881004 IT OP ISF	97,584.00	70,738.00	70,738.00	64,843.13	70,738.00	.00	-100.0%
01025251 881005 IT REPLC I	16,232.04	11,372.00	11,372.00	10,424.37	11,372.00	.00	-100.0%
TOTAL INTERNAL SVC PREMIUM	158,180.04	120,180.00	120,180.00	110,165.00	120,180.00	.00	-100.0%
89 INSURANCE RESERVE							
01025251 891001 GL INS ISF	31,895.04	45,950.00	45,950.00	42,120.87	45,950.00	.00	-100.0%
01025251 891010 RECRUITING	86,759.52	121,125.00	159,129.15	158,671.77	143,040.64	.00	-100.0%
01025251 891020 ADSRY CNSL	97,257.50	70,000.00	95,000.00	96,109.00	95,000.00	.00	-100.0%
TOTAL INSURANCE RESERVE	215,912.06	237,075.00	300,079.15	296,901.64	283,990.64	.00	-100.0%
90 CAPITAL EXPENDITURES							
01025251 911001 OFC EQUIP	1,547.67	5,000.00	5,000.00	4,688.16	5,000.00	.00	-100.0%
TOTAL CAPITAL EXPENDITURES	1,547.67	5,000.00	5,000.00	4,688.16	5,000.00	.00	-100.0%
TOTAL PERSONNEL MGMT & RECRU	1,730,024.09	1,935,986.85	2,031,849.54	1,849,520.40	2,025,395.79	.00	-100.0%

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**City of Newport Beach  
 NEXT YEAR / CURRENT YEAR BUDGET ANALYSIS**

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**PROJECTION: 20201 FY 20 EXPENDITURE - ANNUAL FUNDS**
**FOR PERIOD 99**
**ACCOUNTS FOR:**

RISK MANAGEMENT & BENEFITS		2018 ACTUAL	2019 ORIG BUD	2019 REVISED BUD	2019 ACTUAL	2019 PROJECTION	2020 ADOPTED	PCT CHANGE
70	REGULAR SALARIES							
01025252	711001 SALRY MISC	451,327.25	411,527.22	414,565.55	257,175.56	411,527.22	.00	-100.0%
	<b>TOTAL REGULAR SALARIES</b>	<b>451,327.25</b>	<b>411,527.22</b>	<b>414,565.55</b>	<b>257,175.56</b>	<b>411,527.22</b>	<b>.00</b>	<b>-100.0%</b>
72	BENEFITS							
01025252	721001 CAF ALW FT	76,713.40	78,036.00	78,036.00	44,452.02	78,036.00	.00	-100.0%
01025252	722001 PERS MBR M	30,841.45	31,970.96	32,255.17	9,615.91	31,970.96	.00	-100.0%
01025252	723002 PERS ER M	31,042.15	32,741.00	32,971.40	21,532.02	32,741.00	.00	-100.0%
01025252	724001 EE CNTRB M	-44,442.17	-53,498.55	-53,893.53	-19,980.10	-53,498.55	.00	-100.0%
01025252	725001 UNFND LB M	107,377.56	126,147.00	125,419.00	125,418.96	125,419.00	.00	-100.0%
01025252	725003 DISC UAL M	44,206.32	43,032.00	43,760.00	43,760.04	43,760.00	.00	-100.0%
01025252	727001 CAR ALLOW	2,406.66	2,400.00	2,400.00	2,255.00	2,400.00	.00	-100.0%
01025252	727003 CELLPHONE	3,758.91	3,360.00	3,360.00	1,532.73	3,360.00	.00	-100.0%
01025252	727004 RHS \$2.50	4,332.87	1,889.92	1,889.92	347.46	1,889.92	.00	-100.0%
01025252	727012 LIFE INS	358.75	157.51	157.51	210.00	157.51	.00	-100.0%
01025252	727013 EAP	70.93	72.65	72.65	41.07	72.65	.00	-100.0%
01025252	727016 MEDICARE	6,941.45	7,338.49	7,382.55	4,127.00	7,338.49	.00	-100.0%
01025252	727019 SURV BEN	428.82	.00	.00	-225.78	.00	.00	.0%
01025252	728001 WC MISC	14,902.20	17,601.00	17,601.00	16,134.25	17,601.00	.00	-100.0%
01025252	728003 COMP ABS	17,810.04	14,403.39	14,403.39	13,203.08	14,403.39	.00	-100.0%
	<b>TOTAL BENEFITS</b>	<b>296,749.34</b>	<b>305,651.37</b>	<b>305,815.06</b>	<b>262,423.66</b>	<b>305,651.37</b>	<b>.00</b>	<b>-100.0%</b>
73	LUMP SUM PAYS							
01025252	714001 LUMP SUM	.00	.00	8,100.00	6,750.00	.00	.00	-100.0%
	<b>TOTAL LUMP SUM PAYS</b>	<b>.00</b>	<b>.00</b>	<b>8,100.00</b>	<b>6,750.00</b>	<b>.00</b>	<b>.00</b>	<b>-100.0%</b>
74	OTHER PAYS							
01025252	713001 OT MISC	598.71	2,000.00	2,000.00	531.25	2,000.00	.00	-100.0%
	<b>TOTAL OTHER PAYS</b>	<b>598.71</b>	<b>2,000.00</b>	<b>2,000.00</b>	<b>531.25</b>	<b>2,000.00</b>	<b>.00</b>	<b>-100.0%</b>
81	CONTRACT SERVICES							
01025252	811005 ADMN SVC	244,345.67	329,266.00	259,999.84	165,659.55	265,467.96	.00	-100.0%
01025252	811008 SVCS PROF	10,818.00	20,000.00	20,000.00	31,923.00	20,000.00	.00	-100.0%
	<b>TOTAL CONTRACT SERVICES</b>	<b>255,163.67</b>	<b>349,266.00</b>	<b>279,999.84</b>	<b>197,582.55</b>	<b>285,467.96</b>	<b>.00</b>	<b>-100.0%</b>
84	SUPPLIES & MATERIALS							
01025252	841051 WELL PROG	8,189.06	17,000.00	17,000.00	14,133.15	17,000.00	.00	-100.0%

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City of Newport Beach  
NEXT YEAR / CURRENT YEAR BUDGET ANALYSIS

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PROJECTION: 20201 FY 20 EXPENDITURE - ANNUAL FUNDS

FOR PERIOD 99

ACCOUNTS FOR:

RISK MANAGEMENT & BENEFITS	2018 ACTUAL	2019 ORIG BUD	2019 REVISED BUD	2019 ACTUAL	2019 PROJECTION	2020 ADOPTED	PCT CHANGE
TOTAL SUPPLIES & MATERIALS	8,189.06	17,000.00	17,000.00	14,133.15	17,000.00	.00	-100.0%
86 TRAVEL & TRAINING							
01025252 861001 TRVL&MTGS	5,190.79	5,000.00	5,000.00	4,294.46	5,000.00	.00	-100.0%
01025252 861003 TRAINING	2,766.50	3,000.00	3,000.00	2,119.00	3,000.00	.00	-100.0%
TOTAL TRAVEL & TRAINING	7,957.29	8,000.00	8,000.00	6,413.46	8,000.00	.00	-100.0%
87 GENERAL EXPENSES							
01025252 871004 PUBS&DUES	386.55	700.00	700.00	577.81	700.00	.00	-100.0%
TOTAL GENERAL EXPENSES	386.55	700.00	700.00	577.81	700.00	.00	-100.0%
88 INTERNAL SVC PREMIUM							
01025252 726002 ANUAL OPEB	23,855.04	27,239.00	27,239.00	24,969.12	27,239.00	.00	-100.0%
01025252 881004 IT OP ISF	45,539.04	28,295.00	28,295.00	25,937.12	28,295.00	.00	-100.0%
01025252 881005 IT REPLC I	7,575.00	4,549.00	4,549.00	4,169.88	4,549.00	.00	-100.0%
TOTAL INTERNAL SVC PREMIUM	76,969.08	60,083.00	60,083.00	55,076.12	60,083.00	.00	-100.0%
89 INSURANCE RESERVE							
01025252 891001 GL INS ISF	16,946.04	32,264.00	32,264.00	29,575.37	32,264.00	.00	-100.0%
01025252 891008 BENEFITS	23,042.07	20,000.00	20,000.00	27,322.26	20,000.00	.00	-100.0%
TOTAL INSURANCE RESERVE	39,988.11	52,264.00	52,264.00	56,897.63	52,264.00	.00	-100.0%
TOTAL RISK MANAGEMENT & BENE	1,137,329.06	1,206,491.59	1,148,527.45	857,561.19	1,142,693.55	.00	-100.0%
TOTAL REVENUE	.00	.00	.00	.00	.00	.00	.0%
TOTAL EXPENSE	2,867,353.15	3,142,478.44	3,185,346.90	2,707,081.59	3,168,089.34	3,293,237.55	3.4%
GRAND TOTAL	2,867,353.15	3,142,478.44	3,185,346.90	2,707,081.59	3,168,089.34	3,293,237.55	3.4%

\*\* END OF REPORT - Generated by Harding, Walid \*\*



FISCAL YEAR 2019-20 DIVISION EXPENDITURES  
HUMAN RESOURCES



<b>DIVISION</b>	<b>SALARIES &amp; BENEFITS</b>	<b>MAINTENANCE &amp; OPERATIONS</b>	<b>CAPITAL</b>	<b>TOTAL OPERATING BUDGET</b>
Human Resources	2,001,263	1,286,975	5,000	3,293,238
<b>TOTALS</b>	<b>2,001,263</b>	<b>1,286,975</b>	<b>5,000</b>	<b>3,293,238</b>