CITY OF APPLETON 2022 BUDGET

LEGAL SERVICES

City Attorney: Christopher R. Behrens

Deputy City Attorney: Amanda K. Abshire

City Clerk: Kami L. Lynch

MISSION STATEMENT

The Legal Services Department is committed to being a resource; providing information to external customers and information, legal advice and guidance to internal customers.

DISCUSSION OF SIGNIFICANT 2021 EVENTS

City Attorney's Office:

- * In the continuously changing landscape of the pandemic, local, state, and federal orders all required hours of research, interpretation and consultation with various City departments. Our office provided advice and direction to City staff along with the Common Council.
- * As of May 29, represented the City in traffic and ordinance related matters in 2021 including 2,351 scheduled initial court appearances, 57 scheduled jury and court trials and 1,092 scheduled pre-trials/jury trial conferences or motion hearings. Court appearances in 2021 are significantly different due to COVID-19. It has taken hours of cooperation with the County to put together a hybrid system of in-person and virtual appearances. While the total number of matters to date is lower than previous years, the amount of prep has increased.
- * Operated the Granicus system and provided ongoing tech support to facilitate remote meetings.
- * Provided guidance and training to the newly-seated Council and updates to the Alderperson Handbook.
- * Actively engaged in litigation including defense of a variety of lawsuits including, but not limited to, employment matters, land use, property damage, foreclosures, and pandemic-related litigation.
- * Provided defense litigation as well as worked with outside counsel on pending state and federal matters involving Appleton police officers.
- * Worked with the Department of Public Works on four eminent domain processes to acquire the necessary land for future roadway and improvements to current roadways.
- * Worked with the Department of Public Works on a budget amendment to acquire a parcel of property in 2021 as opposed to 2022 for a more favorable land price.
- * Worked cooperatively with the Department of Public Works and Community and Economic Development Department to eliminate town islands and enter into cooperative agreements with neighboring municipalities.
- * Worked with Department of Public Works and Community and Economic Development Department to enter into an intermunicipal agreement with the Village of Harrison for the detachment of certain lands in exchange for the cost sharing of cooperative road improvements.
- * Worked with Community and Economic Development Department to resolve a long-standing issue regarding partial sections of three properties south of the river by detaching them from the City and attaching them to Fox Crossing.
- * Provided ongoing assistance in various roles in support of the Library building project.
- * Assisted the Community and Economic Development Department with the preparation and execution of development agreements.
- * Drafted or assisted in amending or creating a number of ordinances, including an update to the Floodplain ordinance, updates to the bicycle/electric scooter ordinance, creation of the Accessory Dwelling Units section to the Zoning Code and multiple pandemic-related temporary ordinances.
- * In the first six months of 2021, the Attorney's Office has processed over 200 new agreements/contracts. Processing a contract includes the preparation of the contract document, circulation for signatures, tracking, and distribution.
- * This office also responded to or provided guidance for numerous open records requests.
- Worked on agreements for the BIRD Scooter pilot program and Community Piano project.
- * Provided comprehensive updates to Appleton Fire Department's record request form as well as provided updated guidance on record responses.

City Clerk's Office:

- * Maintained use of electronic poll books and participated in feedback sessions with the WEC to enhance software
- * Streamlined end of night and election reconciliation procedures.
- * Safely and successfully administered 2 elections and sent out nearly 10,000 absentee ballots.
- * Sent out over 1,500 30-day notice letters related to the record number of absentee requests received in 2020-2021.
- * Responded to a considerable number of extensive records requests related to elections.
- * Updated and modified the Special Event procedures and communications as the COVID-19 pandemic evolved.
- * Printed over 80,000 documents for the COVID-19 vaccine clinic.
- * Made over 300 volunteer badges for the COVID-19 vaccine clinic.
- * Actively recruited 3 new polling places.
- * Updated the Alcohol License Policy to be consistent with current laws and practices.
- * Restructured the filing system in the vault and for electronic files to make them more identifiable and accessible.
- * Maintained in-person staff for all of 2021.

MAJOR 2022 OBJECTIVES

- * Worked with the Department of Public Works, and/or outside consultants, to ensure that all necessary acquisitions and paperwork for upcoming Public Works projects are completed.
- * Continue to assist, guide and advise City staff as well as elected officials on legal matters in a timely fashion.
- * Continue to work with other departments to ensure that City tasks are completed timely, projects are not delayed and items such as land acquisitions and negotiated agreements are completed pursuant to the department's requested deadline, whenever possible.
- * Continue working cooperatively with the Finance Department in collection efforts.
- * Represent and defend the City in future lawsuits brought against it or its employees or officials except when particular expertise of outside counsel is required or mandated by the insurance carrier.
- * Continue to prosecute City citations with a yearly average of over 2,000 initial appearances, 150 scheduled jury and court trials and an average of 3,200 pretrials/jury conferences and motion hearings, continue to prosecute City citations.
- * Work with the Parks, Recreation and Facilities Management Department (PRFMD) on projects as they arise.
- * Continue to work with City staff and Council on the drafting and amending of ordinances.
- * Continue to work with City staff on the preparation, processing, routing and distribution of contracts and agreements.
- * Continue working with City staff to bring developments throughout the City to fruition.
- * Continue to develop and implement new filing systems for City records and documents.
- * Update and enhance contingency plans for elections and related materials.
- * Continue to work with various departments on large mailings and copy jobs to enhance accuracy and efficiency.
- * Actively explore opportunities for process improvement and streamlining of procedures.
- * Continue training for electronic poll books and to develop additional procedures to assist with operation and setup of the devices.
- * Successfully administer four elections, with minimal issues and maximum efficiency.
- * Assist with redistricting efforts as a result of the 2020 census.

DEPARTMENT BUDGET SUMMARY												
	Programs		Act	ual					%			
Unit	Title		2019 2020				opted 2021	2022	Change *			
Pı	rogram Revenues	\$	254,648	\$	271,953	\$	192,850	\$	192,850	\$	196,700	2.00%
Pi	rogram Expenses											
14510	Administration		346,172		348,671		373,833		384,833		374,357	0.14%
14521	Litigation		218,383		178,244		185,413		185,413		178,901	-3.51%
14530	Recordkeeping		99,194		102,763		117,310		117,310		90,381	-22.96%
14540	Licensing		70,697		66,152		69,451		69,451		69,546	0.14%
14550	Elections		123,221		234,971		130,687		130,687		224,166	71.53%
14560	Mail / Copy Center		150,554		176,782		151,817		151,817		188,916	24.44%
	TOTAL	\$	1,008,221	\$	1,107,583	\$	1,028,511	\$	1,039,511	\$	1,126,267	9.50%
Expens	es Comprised Of:											
Personr	nel		777,843		856,641		812,651		812,651		875,872	7.78%
Training	& Travel		17,131		8,904		20,480		31,480		17,880	-12.70%
Supplies	s & Materials		98,787		130,708		85,950		85,950		127,200	47.99%
Purchas	sed Services		114,460		111,330		109,430		109,430		105,315	-3.76%
Full Tin	Full Time Equivalent Staff:											
Personr	nel allocated to programs		8.67		8.67		8.67		8.67		8.67	

Administration Business Unit 14510

PROGRAM MISSION

We will provide legal services to City staff and Alderpersons in an efficient manner to assist them in making fully informed decisions. We will provide guidance, training and development of our department's employees keeping them well informed while increasing their potential and job satisfaction.

PROGRAM NARRATIVE

Link to City Goals:

Implements Key Strategies #1: "Responsibly deliver excellent services", #3: "Recognize and grow everyone's talents", #4: "Continually assess trends affecting the community and proactively respond", #6: "Create opportunities and learn from successes and failures" and #7: "Communicate our success through stories and testimonials."

Objectives:

- * Prepare contracts and legal opinions in a timely fashion and provide counsel and legal advice to departments and officials
- * Attend all meetings of the Common Council's committees, boards and commissions and provide legal advice, including parliamentary procedure guidance, as requested by members and respond to requests for information
- * Administer cost effective management of department activities
- * Encourage employees to attend training in personal and professional development
- * Continue to review all department functions and strive for maximum efficiency utilizing current technologies
- * Review all existing policies and processes, develop and implement new procedures when deemed necessary
- * Provide customer service to both internal and external customers at a level of acceptable or higher
- * Continue involvement in the real estate aspect of the City's business to ensure that appropriate steps are taken to protect the City's interest and to ensure that there are no irregularities on the titles of City real estate

Major Changes in Revenue, Expenditures or Programs:

The increase in subscription costs is due to a 3% increase in our electronic law library subscription as well as the cost of receiving updates to our Wisconsin State Bar Reference material.

	<u> Actual 2019</u>	<u> Actual 2020</u>	Target 2021	Projected 2021	Target 2022
Client Benefits/Impacts					
Timely legal information is provided upon v	vhich				
Alderpersons and staff members can make					
decisions					
Meet time-frame of requestor	100%	100%	100%	100%	100%
Contracts are reviewed in a timely manner	to				
allow activities to proceed					
# of activities delayed due to review					
not being completed	0	0	0	0	0
Work Process Outputs					
Opinions issued	55	16	40	45	45
Ordinances reviewed	109	131	100	75	100
Staff training - hours of training	75	75	40	65	25
# of real estate transactions	13	11	15	10	15

Administration Business Unit 14510

PROGRAM BUDGET SUMMARY

	 Act	tual		Budget						
Description	2019		2020	Α	dopted 2021	Am	ended 2021		2022	
Revenues										
480100 General Charges for Service	\$ 159	\$	260	\$	300	\$	300	\$	300	
508500 Cash Short or Over	15		-		-		-			
Total Revenue	\$ 174	\$	260	\$	300	\$	300	\$	300	
Expenses										
610100 Regular Salaries	\$ 247,806	\$	260,319	\$	262,315	\$	262,315	\$	266,696	
610500 Overtime Wages	[′] 1		· -		-		· -		´ -	
615000 Fringes	65,601		65,511		74,238		74,238		73,381	
620100 Training/Conferences	11,358		2,336		13,600		24,600		13,600	
620400 Tuition Fees	2,515		2,506		3,500		3,000		-	
620600 Parking Permits	3,258		3,780		3,780		3,780		3,780	
630100 Office Supplies	626		454		800		800		800	
630200 Subscriptions	9,133		9,239		10,000		10,000		10,500	
630300 Memberships & Licenses	2,947		2,305		3,000		3,500		3,000	
632001 City Copy Charges	1,127		1,328		1,500		1,500		1,500	
632002 Outside Printing	980		-		-		-		-	
641307 Telephone	768		772		900		900		900	
641800 Equip Repairs & Maint	52		121		200		200		200	
Total Expense	\$ 346,172	\$	348,671	\$	373,833	\$	384,833	\$	374,357	

DETAILED SUMMARY OF 2022 PROPOSED EXPENDITURES > \$15,000

<u>None</u>

Litigation Business Unit 14521

PROGRAM MISSION

We will continue to advise and represent the City of Appleton and its employees in potential claims, filed claims, and pending litigation.

PROGRAM NARRATIVE

Link to City Goals:

Implements Key Strategies #1: "Responsibly deliver excellent services", #4: "Continually assess trends affecting the community and proactively respond" and #6: "Create opportunities and learn from successes and failures."

Objectives:

The City of Appleton, by its very nature, is involved in a multitude of circumstances which could result in litigation. We are engaged in the continuous process of employment activity and providing various services to the public including public works, police and fire protection. This office has maintained an active and aggressive stance in representing the interests of the City, whether a matter is handled by office staff or in cooperation with outside counsel.

Major Changes in Revenue, Expenditures or Programs:

With the death of the recipient of the duty disability payment, the City's obligation is terminated. This amount has been removed beginning 2022.

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Litigation Business Unit 14521

PROGRAM BUDGET SUMMARY

		Ac	tual		Budget						
Description	2019			2020		Adopted 2021		nended 2021		2022	
Revenues 503500 Other Reimbursements	\$	25	\$	-	\$	200	\$	200	\$	_	
Total Revenue	\$	25	\$	-	\$	200	\$	200	\$	-	
Expenses											
610100 Regular Salaries	\$	147,368	\$	129,719	\$	125,146	\$	125,146	\$	127,023	
615000 Fringes		47,528		34,890		38,377		38,377		37,878	
640202 Recording/Filing Fees		3,081		1,470		7,000		7,000		7,000	
640400 Consulting Services		12,516		4,275		7,000		7,000		7,000	
662500 Disability Payments		7,890		7,890		7,890		7,890		-	
Total Expense	\$	218,383	\$	178,244	\$	185,413	\$	185,413	\$	178,901	

DETAILED SUMMARY OF 2022 PROPOSED EXPENDITURES > \$15,000

<u>None</u>

Recordkeeping Business Unit 14530

PROGRAM MISSION

In order to meet legal requirements and to provide a history of the City to the Common Council, City departments and the public, we will provide timely filing, maintenance and retrieval of all official City documents and provide support services.

PROGRAM NARRATIVE

Link to City Goals:

Implements Key Strategies #1: "Responsibly deliver excellent services", #4: "Continually assess trends affecting the community and proactively respond", #6: "Create opportunities and learn from successes and failures" and #7: "Communicate our success through stories and testimonials."

Objectives:

- * Effectively respond to all document requests and public inquiries
- * Timely organize City meeting information for City officials, staff and public
- * Appropriately organize and retain City records as required by State law
- * Continue to prepare for transition to an electronic records management system
- * Organize vault files in a logical and accessible manner
- * Continue to move records to offsite storage facility

Major Changes in Rev	/enue, Expenditures	or Programs:
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Business Unit 14530 Recordkeeping

PROGRAM BUDGET SUMMARY

	 Act	tual		Budget						
Description	2019		2020	Adopted 2021	Amended 2021		2022			
Expenses										
610100 Regular Salaries	\$ 36,691	\$	46,907	52,520	52,520	\$	47,840			
610500 Overtime Wages	298		2,547	250	250		242			
615000 Fringes	11,298		21,337	28,090	28,090		7,099			
630100 Office Supplies	1,028		171	500	500		500			
630300 Memberships & Licenses	40		70	-	-		-			
631603 Other Misc. Supplies	100		30	100	100		100			
632002 Outside Printing	-		-	500	500		250			
640202 Recording/Filing Fees	330		120	200	200		200			
640800 Contractor Fees	730		-	150	150		150			
641200 Advertising	48,679		31,581	35,000	35,000		34,000			
Total Expense	\$ 99,194	\$	102,763	\$ 117,310	\$ 117,310	\$	90,381			

DETAILED SUMMARY OF 2022 PROPOSED EXPENDITURES > \$15,000

Advertising Required legal publications \$ 34,000

Licensing Business Unit 14540

PROGRAM MISSION

In order to ensure a safe, healthy and accepting environment for our community, we will assist applicants in the application process, provide information on requirements and procedures, and we will process all applications and issue all approved licenses and permits in a timely manner to individuals and organizations.

PROGRAM NARRATIVE

Link to City Goals:

Implements Key Strategies #1: "Responsibly deliver excellent services", #4: "Continually assess trends affecting the community and proactively respond" and #6: "Create opportunities and learn from successes and failures".

Objectives:

- * Efficiently service license inquiries, issues and applicants
- * Continue to provide prompt turnaround time from initial application
- * Accurately maintain data files
- * Work with other departments to ensure timely processing of licenses
- * Assist applicants/organizations for special events through the permitting process
- * Attend training and monitor procedures to keep current with State licensing requirements

Major Changes in Revenue, Expenditures or Programs:

The increase in special events licenses in 2022 reflects the expectation that special events that were cancelled due to the COVID-19 pandemic will resume.

Licensing Business Unit 14540

PROGRAM BUDGET SUMMARY

	Actual					Budget						
Description		2019		2020	Α	dopted 2021	Am	ended 2021		2022		
Revenues												
430100 Amusements License	\$	8,035	\$	8,230	\$	7,500	\$	7,500	\$	7,700		
430300 Cigarette License		5,300		5,800		5,000		5,000		5,300		
430600 Liquor License		130,117		113,909		100,000		100,000		110,000		
430700 Operators License		64,503		37,125		55,000		55,000		38,000		
430900 Sundry License		4,400		3,220		4,000		4,000		3,500		
431300 Special Events License		25,942		13,365		6,500		6,500		18,000		
431600 Second Hand/Pawnbroker		2,370		1,980		1,800		1,800		1,800		
431700 Commercial Solicitation		2,510		5,145		2,500		2,500		2,500		
431800 Christmas Tree License		450		405		400		400		400		
432000 Taxi Cab/Limousine License	3	1,170		810		850		850		800		
432100 Taxi Driver License		2,500		1,950		2,000		2,000		1,500		
432200 Special "B" Beer License		900		200		800		800		800		
441100 Sundry Permits		680		660		700		700		600		
501000 Miscellaneous Revenue		5,450		15,590		4,800		4,800		5,000		
Total Revenue	\$	254,327	\$	208,389	\$	191,850	\$	191,850	\$	195,900		
Expenses												
610100 Regular Salaries	\$	43.587	\$	41.227	\$	41.101	\$	41.101	\$	41,717		
610500 Overtime Wages	•	115	•	2,119	•	100	,	100	•	120		
615000 Fringes		25,564		21,894		26,340		26,340		25,799		
630100 Office Supplies		1,068		460		750		750		750		
631603 Other Misc. Supplies		146		29		-		_		_		
632002 Outside Printing		267		-		100		100		100		
642900 Interfund Allocations		(50)		423		60		60		60		
659900 Other Contracts/Obligation		` -		-		1,000		1,000		1,000		
Total Expense	\$	70,697	\$	66,152	\$	69,451	\$	69,451	\$	69,546		

DETAILED SUMMARY OF 2022 PROPOSED EXPENDITURES > \$15,000

<u>None</u>

Elections Business Unit 14550

PROGRAM MISSION

For the benefit of the community, in order to ensure effective democratic decision-making, to maintain all election data and to respond to information requests, we will administer elections as required.

PROGRAM NARRATIVE

Link to City Goals:

Implements Key Strategies #1: "Responsibly deliver excellent services", #2: "Encourage active community participation and involvement", #3: "Recognize and grow everyone's talents", #4: "Continually assess trends affecting the community and proactively respond", #6: "Create opportunities and learn from successes and failures" and #7: "Communicate our success through stories and testimonials".

Objectives:

- * Educate voters of the online voter registration system and capabilities through the State MyVote website
- * Utilize the City's website for voter outreach and education
- * Provide effective training for all election inspectors
- * Streamline polling place procedures and materials
- * Effectively assist local candidates and maintain campaign finance reports
- * Enhance processes that are more efficient in election administration

Major Changes in Revenue, Expenditures or Programs:

The budget for this program fluctuates from year to year based on the number of elections to be held. 2021 was a twoelection year and 2022 is a four-election year. The accounts affected by these fluctuations include: Part Time Wages, Office Supplies, Outside Printing, Equipment Repairs & Maintenance, and Facility Rent.

In 2021, seasonal election positions moved to a fixed hourly rate versus a step rate increase based on anniversary. These changes were incorporated into the 2022 budget.

Elections Business Unit 14550

PROGRAM BUDGET SUMMARY

	 Ac	tual					Budget	
Description	 2019		2020	Ac	dopted 2021	Am	ended 2021	2022
Revenues								
422400 Misc. State Aids	\$ -	\$	44,974	\$	-	\$	-	
490800 Misc Intergov. Charges	122		-		500		500	500
502000 Donations & Memorials	-		18,330		-		-	
Total Revenue	\$ 122	\$	63,304	\$	500	\$	500	\$ 500
Expenses								
610100 Regular Salaries	\$ 44,090	\$	67,150	\$	44,941	\$	44,941	\$ 49,397
610500 Overtime Wages	1,033		16,193		2,000		2,000	3,069
610800 Part Time	261		53,594		22,000		22,000	99,593
611000 Other Compensation	25,100		-		-		_	-
615000 Fringes	20,764		30,180		27,621		27,621	28,307
620200 Mileage Reimbursement	-		221		100		100	300
620600 Parking Permits	-		61		-		-	200
630100 Office Supplies	286		4,352		500		500	1,500
631603 Other Misc. Supplies	520		1,784		500		500	500
632002 Outside Printing	3,033		14,468		3,000		3,000	6,500
641200 Advertising	2,710		3,501		2,500		2,500	2,500
641800 Equip Repairs & Maint	20,715		35,287		22,000		22,000	25,000
650301 Facility Rent	1,260		3,990		2,025		2,025	3,800
659900 Other Contracts/Obligation	3,449		4,190		3,500		3,500	3,500
Total Expense	\$ 123,221	\$	234,971	\$	130,687	\$	130,687	\$ 224,166

DETAILED SUMMARY OF 2022 PROPOSED EXPENDITURES > \$15,000

Equip Repairs & Maint

 Maintenance agreements
 25,000

 \$ 25,000

Mail/Copy Services Business Unit 14560

PROGRAM MISSION

In order to ensure mail, photocopy and package handling services to all City departments in the most timely and cost effective manner, we will provide prompt service and education to all users of our services.

PROGRAM NARRATIVE

Link to City Goals:

Implements Key Strategies #1: "Responsibly deliver excellent services", #4: "Continually assess trends affecting the community and proactively respond", #6: "Create opportunities and learn from successes and failures" and #7: "Communicate our success through stories and testimonials".

Objectives:

- * Timely processing of photocopy requests, processing and sorting of mail
- * Continue to collaborate with other departments to reduce mailing costs
- * Maintain log of postage and UPS items
- * Educate City departments on mail/copy service procedures

Major Changes in Revenue, Expenditures or Programs:

It is anticipated that there will be a significant increase in postage in the coming year. This along with an anticipated increased number of absentee ballots results in a significant increase in the Postage Budget.

Mail/Copy Services

Business Unit 14560

PROGRAM BUDGET SUMMARY

		Act	tual		Budget						
Description		2019		2020		Adopted 2021		Amended 2021		2022	
Expenses											
610100 Regular Salaries	\$	37,624	\$	39.731	\$	41,163	\$	41,163	\$	41,781	
610500 Overtime Wages	•	165	٠	1,341	•	100	•	100	•	121	
615000 Fringes		22,949		21,982		26,349		26,349		25,809	
630100 Office Supplies		1,150		3,342		1,700		1,700		1,700	
630400 Postage\Freight		67,602		89,938		55,000		55,000		92,000	
631603 Other Misc. Supplies		8,460		2,291		6,500		6,500		6,500	
632002 Outside Printing		274		446		1,000		1,000		1,000	
641800 Equip Repairs & Maint		1,389		493		1,500		1,500		1,500	
650302 Equipment Rent		10,941		17,218		18,505		18,505		18,505	
Total Expense	\$	150,554	\$	176,782	\$	151,817	\$	151,817	\$	188,916	

DETAILED SUMMARY OF 2022 PROPOSED EXPENDITURES > \$15,000

Postage/Freight United Mailing Service UPS US Postal Service	\$ 7,500 1,500 83,000
	\$ 92,000
Rent Color copier rental	\$ 1,800
Office copier rent	1.405
Large copier rental	7,000
Postage machine rent	7,000
Folder/inserter machine rental	•
	1,300
Additional copies	1,200
Charges to departments	 (1,200)
	\$ 18,505

	2019 ACTUAL	2020 ACTUAL	2021 YTD ACTUAL	2021 ORIG BUD	2021 REVISED BUD	2022 BUDGET
Program Revenues						
422400 Miscellaneous State Aids	_	44,974	_	_	_	_
430100 Amusements License	8,035	8,230	7,900	7,500	7,500	7,700
430300 Cigarette License	5,300	5,800	5,700	5,000	5,000	5,300
430600 Liquor License	130,117	113,909	97,159	100,000	100,000	110,000
430700 Operators License	64,503	37,125	31,815	55,000	55,000	38,000
430900 Sundry License	4,400	3,220	2,228	4,000	4,000	3,500
431300 Special Events License	25,942	13,365	7,780	6,500	6,500	18,000
431600 Second Hand License 431700 Commercial Solicitation License	2,370 2,510	1,980	255 2,530	1,800 2,500	1,800 2,500	1,800 2,500
431800 Christmas Tree License	2,310 450	5,145 405	2,550	400	400	400
432000 Taxi Cab/Limousine License	1,170	810	720	850	850	800
432100 Taxi Driver License	2,500	1,950	650	2,000	2,000	1,500
432200 Special "B" Beer License	900	200	270	800	800	800
441100 Sundry Permits	680	660	450	700	700	600
480100 General Charges for Service	159	260	256	300	300	300
490800 Misc Intergovernmental Charges	122	-	-	500	500	500
501000 Miscellaneous Revenue	5,450	15,590	4,920	4,800	4,800	5,000
502000 Donations & Memorials	<u>-</u>	18,330	-	-	-	=
503500 Other Reimbursements	25	-	-	200	200	-
508500 Cash Short or Over	15					
TOTAL PROGRAM REVENUES	254,648	271,953	162,633	192,850	192,850	196,700
Personnel						
610100 Regular Salaries	508,713	530,751	225,628	567,186	567,186	574,454
610500 Overtime Wages	1,612	22,201	764	2,450	2,450	3,552
610800 Part-Time Wages	436	53,594	22,210	22,000	22,000	99,593
611000 Other Compensation 611400 Sick Pay	25,150	3,825	1,613	-	-	-
611500 Vacation Pay	48,228	50,476	11,215	_	_	_
615000 Fringes	193,704	195,794	82,251	221,015	221,015	198,273
TOTAL PERSONNEL	777,843	856,641	343,681	812,651	812,651	875,872
Training~Travel						
620100 Training/Conferences	11,358	2,336	2,470	13,600	24,600	13,600
620200 Mileage Reimbursement	-	221	89	100	100	300
620400 Tuition Fees	2,515	2,506	1,705	3,000	3,000	_
620600 Parking Permits	3,258	3,841	3,810	3,780	3,780	3,980
TOTAL TRAINING / TRAVEL	17,131	8,904	8,074	20,480	31,480	17,880
Supplies						
630100 Office Supplies	4,158	8,780	4,633	4,250	4,250	5,250
630200 Subscriptions	9,133	9,239	4,146	10,000	10,000	10,500
630300 Memberships & Licenses	2,987	2,375	1,987	3,500	3,500	3,000
630400 Postage\Freight	67,602	89,938	65,785	55,000	55,000	92,000
631603 Other Misc. Supplies	9,226	4,134	574	7,100	7,100	7,100
632001 City Copy Charges	1,127	1,328 14,914	158 857	1,500 4,600	1,500 4,600	1,500
632002 Outside Printing TOTAL SUPPLIES	4,554 98,787	130,708	78,140	85,950	85,950	7,850 127,200
Purchased Services						
640202 Recording/Filing Fees	3,411	1,590	2,196	7,200	7,200	7,200
640400 Consulting Services	12,516	4,275	2,190	7,000	7,000	7,000
640800 Contractor Fees	730	-,210	2,014	150	150	150
641200 Advertising	51,389	35,082	12,070	37,500	37,500	36,500
641307 Telephone	768	772	384	900	900	900
641800 Equip Repairs & Maint	22,156	35,900	160	23,700	23,700	26,700
642900 Interfund Allocations	(50)	423	127	60	60	60
650301 Facility Rent	1,260	3,990	2,025	2,025	2,025	3,800
650302 Equipment Rent	10,941	17,218	4,257	18,505	18,505	18,505
659900 Other Contracts/Obligation	3,449	4,190	-	4,500	4,500	4,500
662500 Disability Payments	7,890	7,890	658	7,890	7,890	 _
TOTAL PURCHASED SVCS	114,460	111,330	24,751	109,430	109,430	105,315
TOTAL EXPENSE	1,008,221	1,107,583	454,646	1,028,511	1,039,511	1,126,267