

TUSTIN



BUILDING OUR FUTURE
HONORING OUR PAST

2ND YEAR UPDATE
BIENNIAL BUDGET
FISCAL YEAR 2015-2017

General Fund Fund Balance Biennial Budget FY 2015-2017 2nd Year Update

FY 2015-2016 Projected

Balanced Budget

Transfer In	\$910,500
Planned Use of Excess Reserves	\$0
Revenue	\$56,754,288
Expenditures	(\$55,498,468)
Transfer Out	(\$1,126,000)
	\$1,040,321

Projected General Fund Fund Balance	\$25,294,059
Projected GF Reserves as % of GF Exp	45.6%

FY 2016-2017 Update

Balanced Budget

Transfer In	\$1,188,500
Planned Use of Excess Reserves	\$2,389,700
Revenue	\$54,449,300
Expenditures	(\$58,027,500)
Transfer Out	\$0
	\$0

Projected General Fund Fund Balance	\$22,904,359
Projected GF Reserves as % of GF Exp	39.5%

City of Tustin
FY 2015-2017 2nd Year Update
Year End Projected Fund Balance for ALL FUNDS

Fund	Description	Audited Ending Balance 06/30/15	15/16 Projections		15/16 Projections		Projected Ending Balance 06/30/16	16/17 Proposed		16/17 Proposed		Projected Ending Balance 06/30/17
			One-Time Transfer In / Cash	Revenues	Expenditures	One-Time Transfer Out		One-Time Transfer In / Cash	Revenues	Expenditures	One-Time Transfer Out	
100	General Fund	\$24,253,738	\$910,500	\$56,754,288	55,498,468	1,126,000	\$25,294,059	\$1,188,500	\$54,449,300	58,027,500	0	\$22,904,359
101	General Fund - Emergency Fund	1,000,000	\$0	\$0	0	0	1,000,000	\$0	\$0	0	0	1,000,000
186	Oblig Reimb Frm Successor Agency	1,897,634	\$0	\$11,800	600	0	1,908,834	\$0	\$11,000	600	0	1,919,234
187	Backbone Fee Fund	16,650,333	\$0	\$0	280,329	0	16,370,004	\$0	\$12,805,600	28,250,000	0	925,604
189	Land Held for Resale	40,677,529	\$0	\$307,200	8,930,347	5,832,500	26,221,882	\$0	\$8,500,000	6,308,700	7,113,200	21,299,982
200	Capital Projects Fund—CIP	5,940,872	\$0	\$3,430,000	4,114,959	0	5,255,913	\$0	\$8,189,700	10,118,000	0	3,327,613
120	CDBG	(2,441)	\$0	\$719,321	716,880	0	0	\$0	\$596,200	596,200	0	0
129	Cable PEG Fees Fund	180,952	\$211,000	\$130,000	5,000	0	516,952	\$0	\$130,000	500,000	0	146,952
130	Gas Tax	5,154,888	\$0	\$1,388,057	3,100,854	0	3,442,092	\$0	\$1,635,600	2,545,850	0	2,531,842
131	Park Development	2,791,380	\$0	\$1,302,900	564,625	0	3,529,655	\$0	\$180,000	1,521,825	0	2,187,830
132	Park Development Tustin Legacy	5,045,668	\$0	\$15,400	154,980	0	4,906,088	\$0	\$30,000	4,900,000	0	36,088
133	SCAQMD	193,069	\$0	\$100,600	98,000	0	195,669	\$0	\$82,100	198,000	0	79,769
134	Asset Forfeiture	382,123	\$0	\$900	350,098	160,300	(127,375)	\$0	\$146,843	0	0	19,468
135	RNSP Asset Forfeiture	0	\$136,000	\$600	0	0	136,600	\$0	\$0	38,758	0	97,842
136	Supplemental Law Enforcement	70,326	\$0	\$100,200	106,500	0	64,026	\$0	\$100,000	108,600	0	55,426
137	Treasury RNSP Asset Forfeiture	0	\$24,300	\$100	0	0	24,400	\$0	\$0	0	0	24,400
138	Measure M	670,835	\$0	\$42,451	0	0	713,286	\$0	\$2,000	0	0	715,286
139	Measure M2	3,347,013	\$0	\$3,755,800	2,358,369	39,000	4,705,444	\$0	\$9,236,488	9,629,001	39,000	4,273,931
141	Tustin LLD	(87,024)	\$745,200	\$540,000	1,173,200	0	24,976	\$550,000	\$623,000	1,130,700	0	67,276
142	Tustin SL	1,235,045	\$0	\$850,000	625,859	0	1,459,186	\$0	\$875,000	648,000	0	1,686,186
181	Workers Compensation	1,110,736	\$0	\$884,500	850,800	430,600	713,836	\$0	\$906,000	860,300	0	759,536
182	Liability	(74,592)	\$1,546,500	\$0	898,633	0	573,275	\$1,101,000	\$0	900,966	0	773,309
183	Unemployment	47,544	\$10,100	\$0	15,000	0	42,644	\$0	\$0	30,000	0	12,644
184	Equipment Replacement Fund	4,888,276	\$0	\$874,200	2,506,476	0	3,256,000	\$1,000,000	\$874,200	2,342,400	0	2,787,800
185	Information Technology	897,214	\$0	\$1,837,900	2,201,502	0	533,612	\$0	\$1,893,500	2,019,100	0	408,012
300	Water Enterprise	13,456,021	\$100	\$15,481,100	16,761,333	4,500,000	7,675,888	\$0	\$15,451,300	16,681,155	0	6,446,033
301	Water Capital Fund	5,201,839	\$2,500,000	\$1,543,000	1,232,738	0	8,012,101	\$0	\$1,541,800	9,427,430	0	126,471
302	Water Enterprise Emergency Fund	0	\$2,000,000	\$0	0	0	2,000,000	\$0	\$0	0	0	2,000,000
305	2011 Water Revenue Bond Fund	4,859,870	\$0	\$14,900	3,000,000	0	1,874,770	\$0	\$6,000	1,698,000	0	182,770
306	2013 Water Revenue Bond Fund	14,339,767	\$0	\$42,600	842,602	0	13,539,765	\$0	\$0	9,175,000	0	4,364,765
431	Assessment Dist. 95-1 Construction	3,392,248	\$0	\$1,900	0	745,200	2,648,948	\$0	\$1,600	0	550,000	2,100,548
433	CFD 04-1	1,108,183	\$0	\$1,278,000	1,371,200	0	1,014,983	\$0	\$1,384,000	1,345,319	0	1,053,664
434	CFD 06-1 Construction	1,157,280	\$2,841,317	\$100	1,369,456	0	2,629,241	\$0	\$3,000	2,577,586	0	54,655
435	CFD 06-1 Debt Service	9,403,620	\$0	\$5,500,500	5,442,200	0	9,461,920	\$0	\$5,349,600	5,340,913	0	9,470,608
436	CFD 07-1 Debt Service	1,933,317	\$0	\$1,146,100	1,127,900	0	1,951,517	\$0	\$1,109,800	1,122,725	0	1,938,592
437	CFD 07-1 Construction	472	\$1,371,941	\$0	0	0	1,372,412	\$0	\$0	350,000	0	1,022,412
438	CFD 06-1 Annex Construction	161,854	\$0	\$10	17,048	12,310	132,506	\$0	\$100	131,000	0	1,606
440	CFD 13-01	0	\$0	\$108,234	3,300	0	104,934	\$0	\$0	0	0	104,934
441	CFD 14-01 Debt Service	0	\$0	\$4,153,302	421,813	0	3,731,489	\$0	\$1,600,000	1,611,100	0	3,720,389
442	Special Tax B	0	\$0	\$3,376,561	0	3,000,000	376,561	\$0	\$3,376,200	0	3,200,000	552,761
443	CFD 14-01 Construction	0	\$0	\$26,358,551	0	0	26,358,551	\$0	\$0	14,489,000	0	11,869,551
561	MCAS 2010 TAB Proceeds	28,603,029	\$0	\$189,700	13,116,813	0	15,675,916	\$0	\$0	14,115,900	0	1,560,016
570	Successor Agency (Trust Fund)	720,204	\$4,112,692	\$0	2,213,529	0	2,619,367	\$4,112,700	\$0	0	0	6,732,067
575	Tustin Housing Authority	1,325,896	\$900,000	\$6,700	320,016	0	1,912,580	\$0	\$4,200	367,345	0	1,549,435
TOTAL ALL FUNDS		\$201,934,716	\$17,309,650	\$132,247,475	\$131,791,426	\$15,845,910	\$203,854,505	\$7,952,200	\$131,094,131	\$209,106,972	\$10,902,200	\$122,891,664

City of Tustin
FY 2015-2017 Budget 2nd Year Update
Revenue Summary - All Funds

Revenue Summary	12/13	13/14	14/15	15/16	16/17	16/17
	Actual	Actual	Actual	Projected	Orig Budget	Rev Budget
100 General Fund						
General Governmental Rev	48,080,214	48,224,578	55,705,497	53,331,270	51,428,000	52,430,900
Community Development	1,187,718	1,654,973	1,521,641	2,268,056	827,200	1,179,600
Public Works	50,423	83,372	67,029	69,462	57,300	57,300
Police Services	885,826	800,508	952,250	941,000	886,000	936,000
Fire Services	19,095	26,338	19,418	23,000	15,000	15,000
Parks and Recreation	906,097	944,995	867,251	1,032,000	1,084,000	1,019,000
100 General Fund	51,129,372	51,734,763	59,133,085	57,664,788	54,297,500	55,637,800
101 Emergency Fund	0	0	1,000,000	0	0	0
186 Oblg Reimb Frm Successor Agency	2,113,189	10,564	14,390	11,800	0	11,000
187 Backbone Fee Fund	19,616,130	58,707	16,946,435	0	7,186,400	12,805,600
189 Land Held for Resale	144,183,899	352,341	49,382,458	307,200	0	8,500,000
200 Capital Projects Fund—CIP	15,747,280	4,684,828	2,848,851	3,430,000	1,394,700	8,189,700
120 CDBG	397,911	533,129	1,122,881	719,321	882,300	596,200
129 Cable PEG Fees	0	66,265	114,687	341,000	130,000	130,000
130 Gas Tax	1,743,684	2,463,784	2,225,104	1,388,057	1,657,800	1,635,600
131 Park Development	162,549	188,863	218,158	1,302,900	168,000	180,000
132 Park Development Tustin Legacy	10,635	28,268	38,262	15,400	0	30,000
133 SCAQMD	47,245	118,127	123,189	100,600	82,100	82,100
134 Asset Forfeiture	178,926	202,279	61,630	900	101,000	146,843
135 RNSP Asset Forfeiture	0	0	0	136,600	0	0
136 Supplemental Law Enforcement	102,780	146,628	137,143	100,200	100,000	100,000
137 Treasury RNSP Asset Forfeiture	0	0	0	24,400	0	0
138 Measure M	3,131	7,121	5,197	42,451	2,000	2,000
139 Measure M2	4,473,201	2,450,310	6,483,792	3,755,800	1,661,800	9,236,488
141 Tustin LLD	723,402	688,990	745,742	1,285,200	1,285,200	1,173,000
142 Tustin SL	944,672	854,307	876,542	850,000	875,000	875,000
181 Workers Compensation	676,150	636,343	715,857	884,500	906,000	906,000
182 Liability	722,169	122,404	1,113,892	1,546,500	1,101,000	1,101,000
183 Unemployment	150	470	10,396	10,100	0	0
184 Equipment Replacement Fund	971,812	1,752,360	1,214,988	874,200	1,874,200	1,874,200
185 Information Technology	1,125,446	1,240,008	1,567,687	1,837,900	1,886,700	1,893,500
300 Water Enterprise	15,475,341	17,609,770	18,410,530	15,481,200	18,991,200	15,451,300
301 Water Capital Fund	1,494,939	1,546,473	1,559,760	4,043,000	1,600,000	1,541,800
302 Water Enterprise Emergency Fund	0	0	0	2,000,000	0	0
305 2011 Water Revenue Bond Fund	30,050	6,824,586	36,880	14,900	30,000	6,000
306 2013 Water Revenue Bond Fund	0	14,072,672	107,298	42,600	30,000	0
430 Assessment Dist. 95-1	0	0	0	0	0	0
431 Assessment Dist. 95-1 Constructio	44,595	(545)	6,963	1,900	1,600	1,600
432 Assessment Dist. 95-2 Debt Servi	0	0	0	0	0	0
433 CFD 04-1	10,954,108	1,295,522	1,269,972	1,278,000	1,291,000	1,384,000
434 CFD 06-1 Construction	5,737,118	253,871	1,896,543	100	3,000	3,000
435 CFD 06-1 Debt Service	5,561,875	5,363,759	5,523,894	5,500,500	5,552,000	5,349,600
436 CFD 07-1 Debt Service	1,122,708	1,127,007	1,144,865	1,146,100	1,157,300	1,109,800
437 CFD 07-1 Construction	132	301	214	0	0	0
438 CFD 06-1 Annex Construction	214,821	292,897	12,370	10	100	100
440 CFD 13-1	0	0	3,934	108,234	0	0
441 CFD 14-1 Debt Service	0	0	0	4,153,302	0	1,600,000
442 Special Tax B	0	0	2,833,686	3,376,561	0	3,376,200
443 CFD 14-1 Construction	0	0	0	26,358,551	0	0
561 2010 MCAS TABs	69,279	182,098	244,424	189,700	0	0
570 Successor Agency (Trust Fund)	10,115,598	5,536,235	4,405,779	4,112,692	0	4,112,700
575 Tustin Housing Authority	929,262	28,021	25,053	906,700	0	4,200

City of Tustin
FY 2015-2017 Budget 2nd Year Update
Revenue Summary - All Funds

Revenue Summary	12/13	13/14	14/15	15/16	16/17	16/17
	Actual	Actual	Actual	Projected	Orig Budget	Rev Budget
TOTAL	296,823,562	122,473,525	183,582,529	145,343,867	104,247,900	139,046,331
100 General Fund						
Property Tax in Lieu of VLF	5,912,403	6,117,809	6,348,585	6,746,211	6,450,000	6,450,000
Property Taxes	8,177,456	8,311,526	8,675,248	9,063,701	8,965,700	9,156,400
Residual Property Taxes	1,890,121	995,274	1,103,444	1,300,000	1,500,000	1,500,000
In Lieu-Prop Tax	17,771	18,127	19,070	18,859	12,700	19,300
AB 1290 Pass Thru	71,518	77,227	85,256	75,000	75,000	75,000
Special Tax B	2,570,192	2,620,058	2,837,620	3,000,000	2,350,000	3,200,000
Franchise Fees	1,788,688	1,797,936	1,911,699	1,914,188	1,854,000	1,854,000
Sales Tax Backfill	5,021,322	5,910,416	5,345,304	4,173,400	0	0
Sales and Use Tax	16,255,670	16,065,151	16,596,817	20,238,600	24,040,400	23,844,400
Sales Tax - Public Safety - Prop 172	298,413	312,465	327,775	285,591	284,200	284,200
Transient Occupancy Tax	137,064	616,897	1,090,675	1,250,000	1,250,000	1,250,000
Business License Fees	377,498	393,241	419,148	405,000	405,000	400,000
Real Property Transfer Tax	366,790	302,916	479,892	453,903	310,000	350,000
New Construction Tax	33,346	297,948	39,201	85,050	150,000	150,000
Planning Plan Check Fees	154,691	198,936	194,850	316,500	112,550	171,300
Building Permits & Plan Checks	938,364	1,395,180	1,253,113	1,750,722	562,750	856,400
Fees and Other Permits	236,143	259,004	241,840	310,216	290,700	290,700
Fines and Forfeitures	678,428	631,339	752,598	820,680	726,000	776,000
Interest Income	20,336	161,924	227,204	319,200	175,000	175,000
Use of property	415,935	595,987	933,116	1,023,565	1,050,800	1,003,400
POST Reimbursement	53,612	26,422	43,534	35,000	35,000	35,000
Revenue from Other Agencies	35,105	5,104	5,692	223,890	5,000	20,000
State Grants	106,833	36,615	16,764	22,487	3,000	3,000
Federal Grants	51,431	40,224	129,340	48,668	25,000	90,000
Sports Fees	312,360	308,787	276,144	299,500	315,500	299,500
Class Fees	265,486	308,667	246,605	290,000	300,000	300,000
Other Recreation Fees	177,328	194,275	203,149	199,500	201,500	199,500
Transfer In	2,675,593	1,802,221	6,546,347	910,500	914,000	1,188,500
Reimbursement from Other Funds	1,200,000	1,200,000	1,200,000	1,300,000	1,300,000	1,200,000
All Other Sources	889,477	733,088	1,583,054	784,856	633,700	488,300
General Fund Total	51,129,372	51,734,763	59,133,085	57,664,788	54,297,500	55,629,900

City of Tustin

FY 2015-2017 Budget 2nd Year Update - Expenditure Summary

Expenditure Summary	12/13	13/14	14/15	15/16	16/17	16/17
	Actual	Actual	Actual	Projected	Orig Budget	Rev. Budget
100 General Fund						
City Council	85,081	47,985	39,847	38,122	37,500	42,000
City Clerk	338,876	359,776	412,873	464,318	421,800	501,200
City Attorney	538,702	475,086	506,798	550,000	550,000	550,000
City Manager	684,347	1,272,627	1,430,382	1,435,975	1,259,800	1,524,100
Finance	1,051,240	1,080,104	1,095,719	1,301,141	1,213,300	1,227,400
Human Resources	649,527	551,769	630,456	732,200	734,400	751,600
Community Development	2,519,316	2,671,861	2,917,396	3,357,926	2,855,700	3,136,800
Public Works	7,532,613	7,705,945	9,232,428	11,229,550	10,884,700	12,828,500
Police Services	21,763,559	22,134,424	21,934,147	24,517,563	23,874,300	25,229,600
Fire Services	6,084,047	6,277,854	6,668,629	6,985,045	7,167,600	7,167,600
Parks and Recreation	2,742,497	2,881,055	2,905,565	3,527,241	3,591,700	3,741,800
Successor Agency / RDA	34,826	(472,599)	0	0	0	0
Non-Departmental, Other	146,441,507	1,706,258	3,757,180	2,485,387	1,336,100	1,326,900
100 General Fund	190,466,137	46,692,144	51,531,419	56,624,468	53,926,900	58,027,500
101 Emergency Fund	0	0	0	0	0	0
186 Oblg Reimb Frm Successor Agnc	3,273,302	(937,239)	1,234	600	0	600
187 Backbone Fee Fund	787	18,321,741	1,648,411	280,329	0	28,250,000
189 Land Held for Resale	(20,968,042)	30,576,870	14,940,352	14,762,847	9,937,300	13,421,900
200 Capital Projects Fund—CIP	15,103,168	8,805,110	2,401,516	4,114,959	1,380,000	10,118,000
120 CDBG	402,111	533,129	1,122,881	716,880	882,300	596,200
129 Cable PEG Fees	0	0	0	5,000	0	500,000
130 Gas Tax	1,012,823	1,826,329	2,405,721	3,100,854	2,126,500	2,545,850
131 Park Development	598,192	299,197	490,220	564,625	80,000	1,521,825
132 Park Develop. Tustin Legacy	2,022	4,009	3,281	154,980	0	4,900,000
133 SCAQMD	68,550	210,499	76	98,000	0	198,000
134 Asset Forfeiture	109,304	243,083	51,490	510,398	100,000	0
135 RNSP Asset Forfeiture	0	0	0	0	0	38,758
136 Supplemntal Law Enforcement	111,530	104,574	137,309	106,500	101,200	108,600
137 Treasury RNSP Asset Forfeiture	0	0	0	0	0	0
138 Measure M	347,424	724,155	18,121	0	0	0
139 Measure M2	4,674,930	2,652,425	4,169,069	2,397,369	1,034,000	9,668,001
141 Tustin LLD	786,566	746,490	715,504	1,173,200	1,285,200	1,130,700
142 Tustin SL	546,430	1,362,728	924,962	625,859	648,000	648,000
181 Workers Compensation	1,435,011	842,187	1,944,854	1,281,400	860,300	860,300
182 Liability	614,448	969,357	1,408,714	898,633	1,101,000	900,966
183 Unemployment	26,130	35,763	22,672	15,000	30,000	30,000
184 Equipment Replacement Fund	635,078	1,481,040	741,823	2,506,476	1,983,900	2,342,400
185 Information Technology	1,101,052	1,172,438	1,176,293	2,201,502	1,886,600	2,019,100
300 Water Enterprise	12,968,860	36,323,263	15,140,643	21,261,333	17,648,200	16,681,155
301 Water Capital Fund	627,343	610,206	(218,472)	1,232,738	1,535,000	9,427,430
302 Water Emergency Fund	0	0	0	0	0	0
305 2011 Water Rev Bond Fund	9,293,089	305,752	3,310	3,000,000	0	1,698,000
306 2013 Water Rev Bond Fund	0	4,882	(148,206)	842,602	8,600,000	9,175,000
430 Assess Dist. 95-1	0	0	0	0	0	0
431 Assess Dist. 95-1 Construction	381,800	257,756	265,924	745,200	740,200	550,000
432 Assess Dist. 95-2 Debt Service	0	0	0	0	0	0
433 CFD 04-1	13,486,693	839,913	1,184,332	1,371,200	1,343,000	1,345,319
434 CFD 06-1 Construction	10,776,306	11,289,721	8,676,801	1,369,456	0	2,577,586
435 CFD 06-1 Debt Service	5,713,432	5,402,886	5,341,227	5,442,200	5,534,100	5,340,913
436 CFD 07-1 Debt Service	1,436,181	1,110,669	1,120,234	1,127,900	1,148,400	1,122,725
437 CFD 07-1 Construction	3,481	21	21	0	0	350,000
438 CFD 06-1 Annex Construction	343,603	947,272	516,020	29,358	0	131,000

City of Tustin
FY 2015-2017 Budget 2nd Year Update - Expenditure Summary

Expenditure Summary	12/13	13/14	14/15	15/16	16/17	16/17
	Actual	Actual	Actual	Projected	Orig Budget	Rev. Budget
440 CFD 13-1	0	0	3,934	3,300	0	0
441 CFD 14-1	0	0	0	421,813	0	1,611,100
442 Special Tax B	0	0	2,833,686	3,000,000	0	3,200,000
443 CFD 14-1 Construction	0	0	0	0	0	14,489,000
561 2010 MCAS TABs	933,263	291,583	3,734,643	13,116,813	107,500	14,115,900
570 Successor Agency (Trust Fund)	52,139,641	4,535,097	3,685,575	2,213,529	0	0
575 Tustin Housing Authority	32,557	240,171	271,596	320,016	329,400	367,345
TOTAL	308,483,200	178,825,224	128,267,189	147,637,336	114,349,000	220,009,172
City Council						
Personnel	67,827	22,359	9,640	0	0	0
Operations	17,254	25,626	30,207	38,122	37,500	42,000
Capital	0	0	0	0	0	0
	85,081	47,985	39,847	38,122	37,500	42,000
City Clerk						
Personnel	249,653	253,235	293,482	351,818	310,700	395,100
Operations	89,222	86,614	104,823	112,000	110,600	105,600
Capital	0	19,927	14,568	500	500	500
	338,876	359,776	412,873	464,318	421,800	501,200
City Attorney						
Personnel	0	0	0	0	0	0
Operations	538,702	475,086	506,798	550,000	550,000	550,000
Capital	0	0	0	0	0	0
	538,702	475,086	506,798	550,000	550,000	550,000
City Manager's Office						
City Manager						
Personnel	621,461	793,037	687,413	725,501	702,000	532,500
Operations	62,886	65,171	83,978	93,712	92,100	92,100
Capital	0	0	0	0	0	0
	684,347	858,208	771,391	819,213	794,100	624,600
Economic Development Division						
Personnel	0	344,173	284,806	392,962	328,500	759,800
Operations	0	70,246	374,186	223,800	137,200	139,700
Capital	0	0	0	0	0	0
	0	414,419	658,992	616,762	465,700	899,500
City Manager's Office						
Personnel	621,461	1,137,210	972,218	1,118,463	1,030,500	1,292,300
Operations	62,886	135,416	458,164	317,512	229,300	231,800
Capital	0	0	0	0	0	0
City Manager's Office Total	684,347	1,272,627	1,430,382	1,435,975	1,259,800	1,524,100

City of Tustin
FY 2015-2017 Budget 2nd Year Update - Expenditure Summary

Expenditure Summary	12/13	13/14	14/15	15/16	16/17	16/17
	Actual	Actual	Actual	Projected	Orig Budget	Rev. Budget
Finance						
Personnel	877,044	884,415	871,836	975,026	897,500	919,100
Operations	174,196	195,689	223,883	325,115	314,800	307,300
Capital	0	0	0	1,000	1,000	1,000
	<u>1,051,240</u>	<u>1,080,104</u>	<u>1,095,719</u>	<u>1,301,141</u>	<u>1,213,300</u>	<u>1,227,400</u>
Human Resources						
Personnel	467,723	401,715	477,540	528,400	537,800	555,000
Operations	181,803	150,055	148,963	201,800	196,600	196,600
Capital	0	0	3,954	2,000	0	0
	<u>649,527</u>	<u>551,769</u>	<u>630,456</u>	<u>732,200</u>	<u>734,400</u>	<u>751,600</u>
Community Development						
Planning						
Personnel	1,074,357	1,209,005	1,246,241	1,185,045	1,114,600	1,169,800
Operations	100,013	77,607	56,579	398,700	188,700	188,700
Capital	7,951	0	0	0	0	0
	<u>1,182,321</u>	<u>1,286,612</u>	<u>1,302,821</u>	<u>1,583,745</u>	<u>1,303,300</u>	<u>1,358,500</u>
Building						
Personnel	533,464	384,429	403,691	811,000	792,400	843,400
Operations	711,056	911,707	1,102,214	758,134	558,900	708,300
Capital	0	0	0	0	0	0
	<u>1,244,521</u>	<u>1,296,137</u>	<u>1,505,904</u>	<u>1,569,134</u>	<u>1,351,300</u>	<u>1,551,700</u>
Code Enforcement						
Personnel	89,060	85,928	77,737	96,447	92,500	98,000
Operations	3,414	3,184	30,934	108,600	108,600	128,600
Capital	0	0	0	0	0	0
	<u>92,474</u>	<u>89,112</u>	<u>108,671</u>	<u>205,047</u>	<u>201,100</u>	<u>226,600</u>
Community Development						
Personnel	1,696,882	1,679,362	1,727,669	2,092,492	1,999,500	2,111,200
Operations	814,483	992,499	1,189,728	1,265,434	856,200	1,025,600
Capital	7,951	0	0	0	0	0
Comm. Development Total	<u><u>2,519,316</u></u>	<u><u>2,671,861</u></u>	<u><u>2,917,396</u></u>	<u><u>3,357,926</u></u>	<u><u>2,855,700</u></u>	<u><u>3,136,800</u></u>

City of Tustin
FY 2015-2017 Budget 2nd Year Update - Expenditure Summary

Expenditure Summary	12/13	13/14	14/15	15/16	16/17	16/17
	Actual	Actual	Actual	Projected	Orig Budget	Rev. Budget
Successor Agency / RDA						
Personnel	0	0	0	0	0	0
Operations	34,826	(472,599)	0	0	0	0
Capital	0	0	0	0	0	0
Successor Agency / RDA Total	34,826	(472,599)	0	0	0	0
Public Works						
Administration						
Personnel	302,711	434,562	482,385	394,777	405,300	428,800
Operations	472,109	474,842	509,033	608,326	626,800	655,400
Capital	0	3,819	0	0	0	0
	774,820	913,223	991,419	1,003,103	1,032,100	1,084,200
Engineering						
Personnel	988,255	694,330	735,441	851,250	838,000	883,500
Operations	138,286	103,451	102,253	164,234	158,000	158,000
Capital	0	0	0	15,000	0	0
	1,126,541	797,781	837,694	1,030,484	996,000	1,041,500
Streets						
Personnel	513,063	647,400	695,221	643,914	629,500	591,800
Operations	162,882	131,869	102,027	130,100	139,300	139,300
Capital	0	0	1,200,000	1,910,000	1,380,000	3,325,000
	675,945	779,269	1,997,248	2,684,014	2,148,800	4,056,100
Landscape						
Personnel	1,143,104	1,111,242	1,217,086	1,470,602	1,478,800	1,482,700
Operations	1,420,575	1,675,295	1,698,278	2,027,980	2,158,400	2,234,900
Capital	0	0	0	0	0	0
	2,563,679	2,786,537	2,915,365	3,498,582	3,637,200	3,717,600
Water Quality						
Personnel	106,198	110,891	108,316	140,671	124,100	133,100
Operations	261,955	217,314	257,829	376,000	396,100	356,500
Capital	0	0	0	0	0	0
	368,153	328,204	366,145	516,671	520,200	489,600
Fleet Maintenance						
Personnel	358,321	404,068	418,674	497,086	461,800	489,800
Operations	512,307	550,126	489,741	598,003	651,000	534,000
Capital	0	0	0	0	0	0
	870,628	954,194	908,415	1,095,089	1,112,800	1,023,800
Building Facilities						
Personnel	186,070	179,211	190,101	283,207	349,700	291,800
Operations	925,525	966,056	1,025,452	1,117,900	1,087,900	1,123,900
Capital	0	0	0	0	0	0
	1,111,595	1,145,268	1,215,553	1,401,107	1,437,600	1,415,700

City of Tustin
FY 2015-2017 Budget 2nd Year Update - Expenditure Summary

Expenditure Summary	12/13	13/14	14/15	15/16	16/17	16/17
	Actual	Actual	Actual	Projected	Orig Budget	Rev. Budget
Emergency Services						
Personnel	0	0	0	0	0	0
Operations	41,253	1,469	590	500	0	0
Capital	0	0	0	0	0	0
	<u>41,253</u>	<u>1,469</u>	<u>590</u>	<u>500</u>	<u>0</u>	<u>0</u>
Public Works						
Personnel	3,597,721	3,581,704	3,847,223	4,281,507	4,287,200	4,301,500
Operations	3,934,892	4,120,423	4,185,204	5,023,043	5,217,500	5,202,000
Capital	0	3,819	1,200,000	1,925,000	1,380,000	3,325,000
Public Works Total	<u>7,532,613</u>	<u>7,705,945</u>	<u>9,232,428</u>	<u>11,229,550</u>	<u>10,884,700</u>	<u>12,828,500</u>
Police						
Administration						
Personnel	889,912	836,184	897,538	1,095,412	1,053,800	1,209,400
Operations	836,099	899,569	1,043,666	1,169,800	1,287,555	1,281,700
Capital	0	0	0	0	0	0
	<u>1,726,012</u>	<u>1,735,753</u>	<u>1,941,204</u>	<u>2,265,212</u>	<u>2,341,355</u>	<u>2,491,100</u>
North Area Division						
Personnel	5,397,034	5,756,783	5,402,254	5,807,155	5,463,400	5,796,400
Operations	190,014	432,625	491,155	476,560	485,160	482,350
Capital	0	0	0	0	0	0
	<u>5,587,048</u>	<u>6,189,408</u>	<u>5,893,409</u>	<u>6,283,715</u>	<u>5,948,560</u>	<u>6,278,750</u>
South Area Division						
Personnel	5,302,664	5,163,527	4,868,300	5,412,072	5,222,700	5,539,300
Operations	115,516	138,259	137,762	150,450	145,250	140,800
Capital	0	0	0	0	0	0
	<u>5,418,181</u>	<u>5,301,786</u>	<u>5,006,062</u>	<u>5,562,522</u>	<u>5,367,950</u>	<u>5,680,100</u>
Special Operations Division						
Personnel	3,746,239	3,234,680	3,388,113	3,880,728	3,781,900	4,538,900
Operations	331,176	141,591	135,312	184,111	192,115	182,200
Capital	0	0	0	0	0	0
	<u>4,077,415</u>	<u>3,376,271</u>	<u>3,523,425</u>	<u>4,064,839</u>	<u>3,974,015</u>	<u>4,721,100</u>
Professional Standards Division						
Personnel	1,029,453	1,399,567	1,693,488	1,664,038	1,501,700	1,183,100
Operations	53,327	73,772	89,892	192,925	242,925	252,450
Capital	0	0	0	0	0	0
	<u>1,082,780</u>	<u>1,473,339</u>	<u>1,783,380</u>	<u>1,856,963</u>	<u>1,744,625</u>	<u>1,435,550</u>
Field Support Services						
Personnel	2,037,412	2,052,489	2,039,526	2,245,700	2,382,400	2,479,800
Operations	488,384	435,904	216,693	490,020	486,720	496,900
Capital	0	0	0	0	0	0
	<u>2,525,796</u>	<u>2,488,394</u>	<u>2,256,219</u>	<u>2,735,720</u>	<u>2,869,120</u>	<u>2,976,700</u>

City of Tustin
FY 2015-2017 Budget 2nd Year Update - Expenditure Summary

Expenditure Summary	12/13	13/14	14/15	15/16	16/17	16/17
	Actual	Actual	Actual	Projected	Orig Budget	Rev. Budget
Operations Support Services						
Personnel	1,184,255	1,241,372	1,291,106	1,460,117	1,389,300	1,405,900
Operations	162,072	328,102	239,344	288,475	239,375	240,400
Capital	0	0	0	0	0	0
	<u>1,346,327</u>	<u>1,569,474</u>	<u>1,530,449</u>	<u>1,748,592</u>	<u>1,628,675</u>	<u>1,646,300</u>
Police						
Personnel	19,586,970	19,684,602	19,580,324	21,565,222	20,795,200	22,152,800
Operations	2,176,589	2,449,821	2,353,823	2,952,341	3,079,100	3,076,800
Capital	0	0	0	0	0	0
Police Total	<u>21,763,559</u>	<u>22,134,424</u>	<u>21,934,147</u>	<u>24,517,563</u>	<u>23,874,300</u>	<u>25,229,600</u>
Fire Service Contract						
Personnel	0	0	0	0	0	0
Operations	6,084,047	6,277,854	6,668,629	6,985,045	7,167,600	7,167,600
Capital	0	0	0	0	0	0
Fire Service Contract Total	<u>6,084,047</u>	<u>6,277,854</u>	<u>6,668,629</u>	<u>6,985,045</u>	<u>7,167,600</u>	<u>7,167,600</u>
Parks & Recreation						
Administration						
Personnel	390,159	416,810	417,016	452,794	447,000	474,700
Operations	131,359	149,156	163,608	354,900	377,500	386,500
Capital	366	719	700	800	850	850
	<u>521,885</u>	<u>566,684</u>	<u>581,324</u>	<u>808,494</u>	<u>825,350</u>	<u>862,050</u>
Sports						
Personnel	535,991	567,984	572,451	654,782	648,200	668,200
Operations	295,547	310,558	294,046	323,000	332,650	332,650
Capital	1,688	6,078	1,228	8,500	8,000	8,000
	<u>833,225</u>	<u>884,620</u>	<u>867,726</u>	<u>986,282</u>	<u>988,850</u>	<u>1,008,850</u>
Classes/Cultural Services						
Personnel	156,645	140,428	144,609	250,330	255,900	264,000
Operations	323,374	327,559	316,244	364,900	354,600	357,000
Capital	17,564	11,015	10,446	14,000	51,000	51,000
	<u>497,583</u>	<u>479,003</u>	<u>471,299</u>	<u>629,230</u>	<u>661,500</u>	<u>672,000</u>
Senior Citizens						
Personnel	270,208	306,088	315,258	370,639	362,500	439,500
Operations	89,204	96,815	100,891	108,300	112,100	112,100
Capital	0	0	0	0	0	0
	<u>359,411</u>	<u>402,903</u>	<u>416,148</u>	<u>478,939</u>	<u>474,600</u>	<u>551,600</u>
Support Services						
Personnel	241,547	229,840	235,734	262,522	269,300	270,700
Operations	5,919	7,236	6,837	7,200	7,750	7,750
Capital	1,403	2,007	1,117	2,500	2,000	2,000
	<u>248,869</u>	<u>239,083</u>	<u>243,688</u>	<u>272,222</u>	<u>279,050</u>	<u>280,450</u>

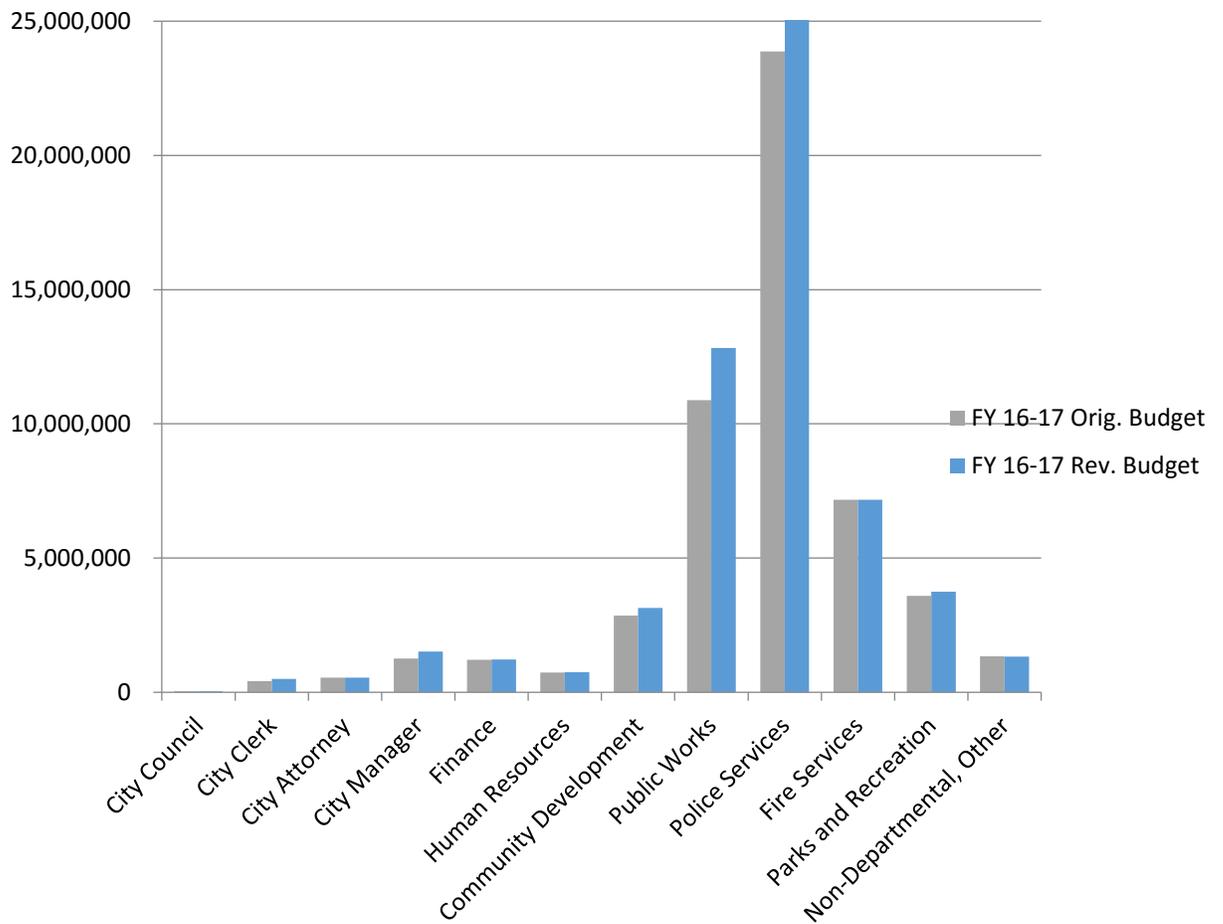
City of Tustin
FY 2015-2017 Budget 2nd Year Update - Expenditure Summary

Expenditure Summary	12/13	13/14	14/15	15/16	16/17	16/17
	Actual	Actual	Actual	Projected	Orig Budget	Rev. Budget
Tustin Youth Center						
Personnel	252,829	280,114	296,824	317,174	326,100	330,600
Operations	27,706	27,570	27,799	33,500	34,850	34,850
Capital	989	1,077	757	1,400	1,400	1,400
	<u>281,524</u>	<u>308,761</u>	<u>325,379</u>	<u>352,074</u>	<u>362,350</u>	<u>366,850</u>
Parks & Rec						
Personnel	1,847,378	1,941,264	1,981,891	2,308,241	2,309,000	2,447,700
Operations	873,110	918,895	909,424	1,191,800	1,219,450	1,230,850
Capital	22,010	20,896	14,249	27,200	63,250	63,250
Parks & Rec Total	<u>2,742,497</u>	<u>2,881,055</u>	<u>2,905,565</u>	<u>3,527,241</u>	<u>3,591,700</u>	<u>3,741,800</u>
Non-Departmental						
Personnel	359,551	402,276	406,274	401,800	403,000	404,800
Operations	146,069,621	1,303,844	3,339,056	2,076,587	933,100	922,100
Capital	12,336	138	11,850	7,000	0	0
	<u>146,441,507</u>	<u>1,706,258</u>	<u>3,757,180</u>	<u>2,485,387</u>	<u>1,336,100</u>	<u>1,326,900</u>
General Fund Total						
Personnel	29,372,210	29,988,142	30,168,098	33,622,969	32,570,400	34,579,500
Operations	161,051,630	16,659,223	20,118,701	21,038,799	19,911,750	20,058,250
Capital	42,296	44,779	1,244,621	1,962,700	1,444,750	3,389,750
100 General Fund Total	<u>190,466,137</u>	<u>46,692,144</u>	<u>51,531,419</u>	<u>56,624,468</u>	<u>53,926,900</u>	<u>58,027,500</u>

City of Tustin
FY 2015-2017 Budget 2nd Year Update - Expenditure Summary

Expenditure Summary	12/13	13/14	14/15	15/16	16/17	16/17
	Actual	Actual	Actual	Projected	Orig Budget	Rev. Budget

Projected General Fund Expenditures



City of Tustin
FY 2015-2017 Budget 2nd Year Update - Expenditure Summary

Expenditure Summary		12/13	13/14	14/15	15/16	16/17	16/17
		Actual	Actual	Actual	Projected	Orig Budget	Rev. Budget
Oblig Reimb Frm Successor Agency							
	Personnel	811,647	0	0	0	0	0
	Operations	2,461,655	(937,239)	1,234	600	0	600
	Capital	0	0	0	0	0	0
186	Oblig Reimb Frm Successor Agnc	3,273,302	(937,239)	1,234	600	0	600
Backbone Fee Fund							
	Personnel	0	0	0	0	0	0
	Operations	618	54,694	91,755	0	0	0
	Capital	169	18,267,047	1,556,657	280,329	0	28,250,000
187	Backbone Fee Fund Total	787	18,321,741	1,648,411	280,329	0	28,250,000
Land Held for Resale							
	Personnel	0	0	0	675,213	0	675,300
	Operations	(21,256,467)	1,926,104	8,489,934	13,251,534	9,937,300	8,033,200
	Capital	0	28,538,488	1,758,507	752,800	0	4,713,400
189	Land Held for Resale Total	(21,256,467)	30,464,592	10,248,441	14,679,547	9,937,300	13,421,900
CIP, CIP							
	Personnel	0	0	0	0	0	0
	Operations	5,410,667	40,609	117,147	0	0	0
	Capital	9,692,501	8,764,500	2,284,369	4,114,959	1,380,000	10,118,000
200	CIP Total	15,103,168	8,805,110	2,401,516	4,114,959	1,380,000	10,118,000
CDBG Admin							
	Personnel	149,257	152,016	172,019	202,671	217,500	213,000
	Operations	106,674	80,377	283,012	274,570	364,800	258,200
	Capital	0	0	0	0	0	0
		255,930	232,394	455,031	477,241	582,300	471,200
CDBG Admin, Job Creation / Incentive							
	Personnel	0	0	0	0	0	0
	Operations	0	0	0	50,000	0	75,000
	Capital	0	0	0	0	0	0
		0	0	0	50,000	0	75,000
CDBG Capital							
	Personnel	0	0	0	0	0	0
	Operations	7,609	0	0	0	0	0
	Capital	48,387	34,470	667,850	0	300,000	50,000
		55,996	34,470	667,850	0	300,000	50,000

City of Tustin
FY 2015-2017 Budget 2nd Year Update - Expenditure Summary

Expenditure Summary		12/13	13/14	14/15	15/16	16/17	16/17
		Actual	Actual	Actual	Projected	Orig Budget	Rev. Budget
CDBG Total							
	Personnel	149,257	152,016	172,019	202,671	217,500	213,000
	Operations	114,282	80,377	283,012	324,570	364,800	333,200
	Capital	48,387	34,470	667,850	0	300,000	50,000
120	CDBG Total	311,926	266,864	1,122,881	527,241	882,300	596,200
Cable PEG Fees							
	Personnel	0	0	0	0	0	0
	Operations	0	0	0	5,000	0	500,000
	Capital	0	0	0	0	0	0
129	Cable PEG Fees Total	0	0	0	5,000	0	500,000
Gas Tax, Non-Dept							
	Personnel	0	0	0	0	0	0
	Operations	1,744	3,994	3,460	0	0	0
	Capital	0	0	0	0	0	0
		1,744	3,994	3,460	0	0	0
Gas Tax, CIP							
	Personnel	176,539	124,801	129,241	216,168	210,500	221,300
	Operations	804,856	1,159,428	1,405,400	1,425,300	1,416,000	1,224,550
	Capital	29,684	538,106	867,620	1,459,386	500,000	1,100,000
		1,011,078	1,822,335	2,402,261	3,100,854	2,126,500	2,545,850
Gas Tax Total							
	Personnel	176,539	124,801	129,241	216,168	210,500	221,300
	Operations	806,600	1,163,422	1,408,860	1,425,300	1,416,000	1,224,550
	Capital	29,684	538,106	867,620	1,459,386	500,000	1,100,000
130	Gas Tax Total	1,012,823	1,826,329	2,405,721	3,100,854	2,126,500	2,545,850
Park Dev							
	Personnel	0	0	0	0	0	0
	Operations	394,427	147,709	406,604	0	0	0
	Capital	202,382	125,645	81,626	564,625	80,000	1,521,825
		596,809	273,355	488,230	564,625	80,000	1,521,825
Park Dev, CIP							
	Personnel	0	0	0	0	0	0
	Operations	394,427	147,709	406,604	0	0	0
	Capital	202,382	125,645	81,626	564,625	80,000	1,521,825
131	Park Dev Total	596,809	273,355	488,230	564,625	80,000	1,521,825
Legacy Park, CIP							
	Personnel	0	0	0	0	0	0
	Operations	2,022	4,009	3,281	0	0	0
	Capital	0	0	0	154,980	0	4,900,000
		2,022	4,009	3,281	154,980	0	4,900,000

City of Tustin
FY 2015-2017 Budget 2nd Year Update - Expenditure Summary

Expenditure Summary		12/13	13/14	14/15	15/16	16/17	16/17
		Actual	Actual	Actual	Projected	Orig Budget	Rev. Budget
Park Dev Tustin Legacy, CIP							
	Personnel	0	0	0	0	0	0
	Operations	2,022	4,009	3,281	0	0	0
	Capital	0	0	0	154,980	0	4,900,000
132	Park Dev Tustin Legacy Total	2,022	4,009	3,281	154,980	0	4,900,000
SCAQMD, Non-Departmental							
	Personnel	0	0	0	0	0	0
	Operations	68,550	62,724	76	98,000	0	100,000
	Capital	0	147,775	0	0	0	98,000
133	SCAQMD Total	68,550	210,499	76	98,000	0	198,000
Asset Forfeit, Non-Dept.							
	Personnel	0	0	0	0	0	0
	Operations	109,304	243,083	51,490	510,398	100,000	0
	Capital	0	0	0	0	0	0
134	Asset Forfeit Total	109,304	243,083	51,490	510,398	100,000	0
Suppl Law Enforcement, CIP							
	Personnel	96,432	98,164	99,586	106,500	101,200	108,600
	Operations	0	0	0	0	0	0
	Capital	15,098	6,397	37,680	0	0	0
136	Suppl Law Total	111,530	104,562	137,266	106,500	101,200	108,600
Measure M - Non-Dept							
	Personnel	0	0	0	0	0	0
	Operations	37,945	13,077	442	0	0	0
	Capital	0	0	0	0	0	0
		37,945	13,077	442	0	0	0
Measure M - Capital							
	Personnel	0	0	0	0	0	0
	Operations	217,676	41,797	0	0	0	0
	Capital	91,803	669,281	17,679	0	0	0
		309,479	711,078	17,679	0	0	0
Measure M							
	Personnel	0	0	0	0	0	0
	Operations	255,621	54,874	442	0	0	0
	Capital	91,803	669,281	17,679	0	0	0
138	Measure M Total	347,424	724,155	18,121	0	0	0

City of Tustin
FY 2015-2017 Budget 2nd Year Update - Expenditure Summary

Expenditure Summary		12/13	13/14	14/15	15/16	16/17	16/17
		Actual	Actual	Actual	Projected	Orig Budget	Rev. Budget
Measure M2 - Non-Dept							
	Personnel	0	0	0	0	0	0
	Operations	185,178	81,138	111,616	39,000	39,000	39,000
	Capital	0	0	0	0	0	0
		<u>185,178</u>	<u>81,138</u>	<u>111,616</u>	<u>39,000</u>	<u>39,000</u>	<u>39,000</u>
Measure M2 - Capital							
	Personnel	0	0	0	0	0	0
	Operations	26,061	22,899	153,695	0	0	0
	Capital	4,463,692	2,548,388	3,903,758	2,358,369	995,000	9,629,001
		<u>4,489,753</u>	<u>2,571,287</u>	<u>4,057,453</u>	<u>2,358,369</u>	<u>995,000</u>	<u>9,629,001</u>
Measure M2							
	Personnel	0	0	0	0	0	0
	Operations	211,238	104,037	265,310	39,000	39,000	39,000
	Capital	4,463,692	2,548,388	3,903,758	2,358,369	995,000	9,629,001
139	Measure M2 Total	<u>4,674,930</u>	<u>2,652,425</u>	<u>4,169,069</u>	<u>2,397,369</u>	<u>1,034,000</u>	<u>9,668,001</u>
Tustin LLD, Special District							
	Personnel	0	0	0	0	0	0
	Operations	786,566	746,490	715,504	1,173,200	1,285,200	1,130,700
	Capital	0	0	0	0	0	0
141	Tustin LLD Total	<u>786,566</u>	<u>746,490</u>	<u>715,504</u>	<u>1,173,200</u>	<u>1,285,200</u>	<u>1,130,700</u>
Tustin SL							
	Personnel	0	0	0	0	0	0
	Operations	545,458	563,602	603,956	627,500	648,000	648,000
	Capital	344	797,627	320,283	(1,641)	0	0
142	Tustin SL Total	<u>545,802</u>	<u>1,361,229</u>	<u>924,239</u>	<u>625,859</u>	<u>648,000</u>	<u>648,000</u>
Workers Comp, Self Insurance							
	Personnel	30,043	700	700	0	0	0
	Operations	1,404,968	836,219	1,944,154	1,276,400	855,300	855,300
	Capital	0	5,268	0	5,000	5,000	5,000
181	Workers Comp Total	<u>1,435,011</u>	<u>842,187</u>	<u>1,944,854</u>	<u>1,281,400</u>	<u>860,300</u>	<u>860,300</u>
Liability, Self Insurance							
	Personnel	12,885	1,000	0	0	0	0
	Operations	601,357	967,992	1,408,714	898,633	1,101,000	900,966
	Capital	0	0	0	0	0	0
182	Liability Total	<u>614,242</u>	<u>968,992</u>	<u>1,408,714</u>	<u>898,633</u>	<u>1,101,000</u>	<u>900,966</u>

City of Tustin
FY 2015-2017 Budget 2nd Year Update - Expenditure Summary

Expenditure Summary		12/13	13/14	14/15	15/16	16/17	16/17
		Actual	Actual	Actual	Projected	Orig Budget	Rev. Budget
Unemployment, Self Insurance							
	Personnel	0	0	0	0	0	0
	Operations	26,082	35,697	22,639	15,000	30,000	30,000
	Capital	0	0	0	0	0	0
183	Unemployment	26,082	35,697	22,639	15,000	30,000	30,000
Equipment Replacement							
	Personnel	0	0	0	0	0	0
	Operations	5,939	24,711	2,508	0	0	0
	Capital	629,139	1,456,330	739,315	2,506,476	1,983,900	2,342,400
184	Equip. Replacement Total	635,078	1,481,040	741,823	2,506,476	1,983,900	2,342,400
Information Technology							
	Personnel	353,402	272,184	341,708	360,700	351,200	371,000
	Operations	507,303	592,892	702,598	1,390,140	1,080,400	1,193,100
	Capital	240,342	307,322	131,950	450,562	455,000	455,000
185	Info. Technology Total	1,101,047	1,172,399	1,176,255	2,201,402	1,886,600	2,019,100
Water, Service Billing							
	Personnel	427,835	491,388	576,112	760,300	749,800	794,300
	Operations	1,431,151	22,298,603	1,438,270	6,197,500	1,781,600	1,763,100
	Capital	44,435	15,760	1,921	13,000	47,000	52,000
		1,903,420	22,805,750	2,016,304	6,970,800	2,578,400	2,609,400
Water, Administration							
	Personnel	433,958	470,396	486,942	662,835	664,600	690,100
	Operations	1,397,011	1,980,619	2,301,100	4,056,300	4,040,500	3,973,955
	Capital	0	0	0	30,000	30,000	30,000
		1,830,968	2,451,015	2,788,042	4,749,135	4,735,100	4,694,055
Water Distribution							
	Personnel	1,004,273	909,912	907,825	1,084,722	1,070,000	1,135,600
	Operations	111,365	159,979	153,987	186,917	183,500	163,500
	Capital	0	0	0	0	0	0
		1,115,637	1,069,891	1,061,812	1,271,639	1,253,500	1,299,100
Main Street Facilities							
	Personnel	169,121	150,933	153,062	154,431	146,700	172,800
	Operations	1,397,574	317,766	674,694	758,366	751,400	805,700
	Capital	0	0	0	0	0	0
		1,566,695	468,699	827,756	912,797	898,100	978,500

City of Tustin
FY 2015-2017 Budget 2nd Year Update - Expenditure Summary

Expenditure Summary	12/13	13/14	14/15	15/16	16/17	16/17
	Actual	Actual	Actual	Projected	Orig Budget	Rev. Budget
17th Street Desalter						
Personnel	226,448	267,360	291,296	178,887	162,400	193,400
Operations	186,992	82,575	145,447	1,097,439	1,171,700	1,259,500
Capital	0	0	0	0	0	0
	<u>413,440</u>	<u>349,935</u>	<u>436,743</u>	<u>1,276,326</u>	<u>1,334,100</u>	<u>1,452,900</u>
Imported Water						
Personnel	18,059	40,398	57,954	54,484	46,700	72,700
Operations	2,994,798	5,396,657	3,242,028	2,135,970	2,368,000	1,886,000
Capital	0	0	0	0	0	0
	<u>3,012,857</u>	<u>5,437,056</u>	<u>3,299,982</u>	<u>2,190,453</u>	<u>2,414,700</u>	<u>1,958,700</u>
Water Production						
Personnel	114,834	77,776	90,478	166,983	210,200	205,400
Operations	1,782,984	2,201,706	2,904,972	3,720,200	4,224,100	3,483,100
Capital	0	0	0	0	0	0
	<u>1,897,818</u>	<u>2,279,482</u>	<u>2,995,450</u>	<u>3,887,183</u>	<u>4,434,300</u>	<u>3,688,500</u>
Water Utility Fund Total						
Personnel	2,394,526	2,408,163	2,563,670	3,062,642	3,050,400	3,264,300
Operations	9,301,874	32,437,905	10,860,497	18,152,692	14,520,800	13,334,855
Capital	44,435	15,760	1,921	43,000	77,000	82,000
300 Water Utility Fund Total	<u><u>11,740,835</u></u>	<u><u>34,861,828</u></u>	<u><u>13,426,089</u></u>	<u><u>21,258,333</u></u>	<u><u>17,648,200</u></u>	<u><u>16,681,155</u></u>
Water Capital Fund						
Personnel	0	0	0	0	0	0
Operations	595,930	581,526	335,927	470,000	485,000	470,000
Capital	0	0	399,152	0	0	0
301 Water Capital Fund Total	<u><u>595,930</u></u>	<u><u>581,526</u></u>	<u><u>735,079</u></u>	<u><u>470,000</u></u>	<u><u>485,000</u></u>	<u><u>470,000</u></u>
2011 Water Revenue Bond Fund						
Personnel	0	0	0	0	0	0
Operations	0	195	154	0	0	0
Capital Outlay	9,286,953	301,683	(0)	3,000,000	0	1,698,000
305 2011 Water Bond Fund Total	<u><u>9,286,953</u></u>	<u><u>301,878</u></u>	<u><u>154</u></u>	<u><u>3,000,000</u></u>	<u><u>0</u></u>	<u><u>1,698,000</u></u>
2013 Water Revenue Bond Fund						
Personnel	0	0	0	0	0	0
Operations	0	4,882	9,192	0	0	0
Capital Outlay	0	0	(157,398)	842,602	8,600,000	9,175,000
306 2013 Water Bond Fund Total	<u><u>0</u></u>	<u><u>4,882</u></u>	<u><u>(148,206)</u></u>	<u><u>842,602</u></u>	<u><u>8,600,000</u></u>	<u><u>9,175,000</u></u>

City of Tustin
FY 2015-2017 Budget 2nd Year Update - Expenditure Summary

Expenditure Summary		12/13	13/14	14/15	15/16	16/17	16/17
		Actual	Actual	Actual	Projected	Orig Budget	Rev. Budget
Assess. District 95-1							
	Personnel	0	0	0	0	0	0
	Operations	0	0	0	0	0	0
	Capital	0	0	0	0	0	0
430	Assess. District 95-1 Total	0	0	0	0	0	0
Assess. District 95-1, Non Dept							
	Personnel	0	0	0	0	0	0
	Operations	0	0	0	0	0	0
	Capital	0	0	0	0	0	0
430	Assess. District 95-1 Total	0	0	0	0	0	0
Assess. District 95-1 Construction							
	Personnel	0	0	0	0	0	0
	Operations	191,658	153,301	210,601	745,200	740,200	550,000
	Capital	137,238	104,455	55,323	0	0	0
431	District 95-1 Const. Total	328,897	257,756	265,924	745,200	740,200	550,000
Assess. District 95-1 Debt Svs							
	Personnel	0	0	0	0	0	0
	Operations	0	0	0	0	0	0
	Capital	0	0	0	0	0	0
432	District 95-1 Debt Svs Total	0	0	0	0	0	0
CFD 04-1							
	Personnel	0	0	0	0	0	0
	Operations	11,819,124	839,913	1,184,332	1,371,200	1,343,000	1,345,319
	Capital	0	0	0	0	0	0
433	CFD 04-1 Total	11,819,124	839,913	1,184,332	1,371,200	1,343,000	1,345,319
CFD 06-1 Construction							
	Personnel	0	0	0	0	0	0
	Operations	278,913	1,103,557	1,149,270	0	0	0
	Capital	10,220,802	9,998,834	7,278,247	1,369,456	0	2,577,586
434	CFD 06-1 Construction Total	10,499,715	11,102,391	8,427,517	1,369,456	0	2,577,586
CFD 06-1 Debt Svs							
	Personnel	0	0	0	0	0	0
	Operations	5,696,102	5,395,790	5,341,227	5,442,200	5,534,100	5,340,913
	Capital	0	0	0	0	0	0
435	CFD 06-1 Debt Svs Total	5,696,102	5,395,790	5,341,227	5,442,200	5,534,100	5,340,913

City of Tustin

FY 2015-2017 Budget 2nd Year Update - Expenditure Summary

Expenditure Summary		12/13	13/14	14/15	15/16	16/17	16/17
		Actual	Actual	Actual	Projected	Orig Budget	Rev. Budget
CFD 07-1 Debt Svs							
	Personnel	0	0	0	0	0	0
	Operations	1,436,181	1,110,669	1,120,234	1,127,900	1,148,400	1,122,725
	Capital	0	0	0	0	0	0
436	CFD 07-1 Debt Svs Total	1,436,181	1,110,669	1,120,234	1,127,900	1,148,400	1,122,725
CFD 07-1 Construction							
	Personnel	0	0	0	0	0	0
	Operations	0	21	0	0	0	0
	Capital	0	0	0	0	0	350,000
437	CFD 07-1 Construction Total	0	21	0	0	0	350,000
CFD 06-1 Annex Construction							
	Personnel	0	0	0	0	0	0
	Operations	0	214,679	292,535	12,310	0	0
	Capital	343,603	732,592	223,485	17,048	0	131,000
438	CFD 06-1 Annex Const. Total	343,603	947,272	516,020	29,358	0	131,000
CFD 13-01							
	Personnel	0	0	0	0	0	0
	Operations	0	0	3,934	3,300	0	0
	Capital	0	0	0	0	0	0
440	CFD 06-1 Annex Const. Total	0	0	3,934	3,300	0	0
CFD 14-01 Debt Service							
	Personnel	0	0	0	0	0	0
	Operations	0	0	0	421,813	0	1,611,100
	Capital	0	0	0	0	0	0
441	CFD 06-1 Annex Const. Total	0	0	0	421,813	0	1,611,100
Special Tax B							
	Personnel	0	0	0	0	0	0
	Operations	0	0	2,833,686	3,000,000	0	3,200,000
	Capital	0	0	0	0	0	0
442	CFD 06-1 Annex Const. Total	0	0	2,833,686	3,000,000	0	3,200,000
CFD 14-01 Construction							
	Personnel	0	0	0	0	0	0
	Operations	0	0	0	0	0	0
	Capital	0	0	0	0	0	14,489,000
443	CFD 06-1 Annex Const. Total	0	0	0	0	0	14,489,000
MCAS 2010 TABs							
	Personnel	80,740	146,198	103,915	110,800	107,500	115,900
	Operations	68,276	6,549	2,848,966	0	0	0
	Capital	784,247	138,836	781,762	13,006,013	0	14,000,000
561	MCAS 2010 TABs Total	933,263	291,583	3,734,643	13,116,813	107,500	14,115,900

City of Tustin
FY 2015-2017 Budget 2nd Year Update - Expenditure Summary

Expenditure Summary	12/13	13/14	14/15	15/16	16/17	16/17
	Actual	Actual	Actual	Projected	Orig Budget	Rev. Budget
Tustin Housing Authority						
Personnel	0	157,825	199,266	257,200	251,600	267,000
Operations	32,557	82,347	72,330	62,816	77,800	100,345
Capital	0	0	0	0	0	0
575 Tustin Housing Authority Total	32,557	240,171	271,596	320,016	329,400	367,345

ATTACHMENT:

POSITION CONTROL
REPORT

CITY OF TUSTIN
PROPOSED PERSONNEL BUDGETING
FY 2015-2017 2nd Year Update

POSITION CONTROL REPORT	15-16 CURR BUDGET	15-16 YTD ACT	15-16 VACAN- CIES	16-17 ORIG BUDGET	16-17 REVISED BUDGET	16-17 CHANGE REQ
City Clerk						
Administrative Assistant	2.00	2.00	-	2.00	2.00	-
City Clerk	1.00	1.00	-	1.00	1.00	-
Management Analyst I/II	0.00	0.00	-	0.00	1.00	1.00
Management Assistant	1.00	1.00	-	1.00	0.00	(1.00)
	4.00	4.00	0.00	4.00	4.00	0.00
LEGISLATION TOTAL	4.00	4.00	0.00	4.00	4.00	0.00
ADMINISTRATION						
City Manager's Office						
Assistant to the City Manager	1.00	1.00	-	1.00	0.00	(1.00)
City Manager	1.00	1.00	-	1.00	1.00	-
Deputy City Manager	0.00	0.00	-	0.00	1.00	1.00
Administrative Assistant	1.00	1.00	-	1.00	1.00	-
Executive Coordinator	1.00	1.00	-	1.00	1.00	-
Management Analyst I/II	1.00	1.00	-	1.00	1.00	-
	5.00	5.00	0.00	5.00	5.00	0.00
Economic Development						
Administrative Assistant	1.00	1.00	-	1.00	1.00	-
Deputy Director - Econ. Dev.	1.00	1.00	-	1.00	0.00	(1.00)
Director, Economic Development	0.00	0.00	-	0.00	1.00	1.00
Econ. Dev. & Housing Manager	1.00	1.00	-	1.00	1.00	-
Econ. Dev. Project Manager	1.00	1.00	-	1.00	1.00	-
Management Analyst	1.00	1.00	-	1.00	1.00	-
Management Assistant	1.00	1.00	-	1.00	1.00	-
	6.00	6.00	0.00	6.00	6.00	0.00
Finance						
Accountant	1.00	1.00	-	1.00	1.00	-
Administrative Services Manager	0.50	0.50	-	0.50	0.50	-
Director, Finance	1.00	0.00	(1.00)	1.00	1.00	-
Executive Assistant	1.00	1.00	-	1.00	1.00	-
Finance Manager	0.50	0.50	-	0.50	0.50	-
Management Analyst I/II	1.00	1.00	-	1.00	1.00	-
Senior Accountant	1.00	1.00	-	1.00	1.00	-
Senior Accounting Specialist	3.00	3.00	-	3.00	3.00	-
	9.00	8.00	(1.00)	9.00	9.00	0.00

CITY OF TUSTIN
PROPOSED PERSONNEL BUDGETING
FY 2015-2017 2nd Year Update

	15-16 CURR BUDGET	15-16 YTD ACT	15-16 VACAN- CIES	16-17 ORIG BUDGET	16-17 REVISED BUDGET	16-17 CHANGE REQ
POSITION CONTROL REPORT						
<u>Human Resources</u>						
Executive Assistant	1.00	1.00	-	1.00	1.00	-
Director, Human Resources	1.00	1.00	-	1.00	1.00	-
Management Analyst I/II	0.75	0.75	-	0.75	0.75	-
Management Assistant	1.00	1.00	-	1.00	1.00	-
Senior Management Analyst	1.00	1.00	-	1.00	1.00	-
	4.75	4.75	0.00	4.75	4.75	0.00
<u>Information Technology</u>						
IT Specialist	3.00	3.00	-	3.00	3.00	-
	3.00	3.00	0.00	3.00	3.00	0.00
ADMINISTRATION TOTAL	27.75	26.75	(1.00)	27.75	27.75	0.00
 COMMUNITY DEVELOPMENT						
<u>Planning</u>						
Assistant Director, Comm. Dev.	1.00	1.00	-	1.00	1.00	-
Assistant Planner	0.32	0.32	-	0.32	0.32	-
Associate Planner	1.00	0.00	(1.00)	0.00	1.00	1.00
Director, Community Development	1.00	1.00	-	1.00	1.00	-
Executive Assistant	1.00	1.00	-	1.00	1.00	-
Principal Planner	1.00	1.00	-	1.00	1.00	-
Senior Management Assistant	1.00	1.00	-	1.00	1.00	-
Senior Planner	2.75	2.75	-	2.75	2.75	-
	9.07	8.07	(1.00)	8.07	9.07	1.00
<u>Building</u>						
Administrative Assistant	1.00	1.00	-	1.00	1.00	-
Assistant Director, Comm. Dev.	1.00	1.00	-	1.00	1.00	-
Building Inspector	1.00	1.00	-	1.00	1.00	-
Building Permit Technician	2.00	2.00	-	2.00	2.00	-
Principal Plan Check Engineer	1.00	1.00	-	1.00	1.00	-
Senior Building Inspector	1.00	1.00	-	1.00	1.00	-
	7.00	7.00	0.00	7.00	7.00	0.00
<u>Code Enforcement</u>						
Code Enforcement Officer	1.00	1.00	-	1.00	1.00	-
	1.00	1.00	0.00	1.00	1.00	0.00
<u>CDBG</u>						
Assistant Planner	0.68	0.68	-	0.68	0.68	-
Code Enforcement Officer	1.00	1.00	-	1.00	1.00	-
Senior Planner	0.25	0.25	-	0.25	0.25	-
	1.93	1.93	0.00	1.93	1.93	0.00
COMMUNITY DEVELOPMENT TOTAL	19.00	18.00	(1.00)	18.00	19.00	1.00

CITY OF TUSTIN
PROPOSED PERSONNEL BUDGETING
FY 2015-2017 2nd Year Update

POSITION CONTROL REPORT	15-16 CURR BUDGET	15-16 YTD ACT	15-16 VACAN- CIES	16-17 ORIG BUDGET	16-17 REVISED BUDGET	16-17 CHANGE REQ
PUBLIC WORKS						
<u>PW Administration</u>						
Deputy Pub. Works Director	1.00	1.00	-	1.00	1.00	-
Dir. Pub. Works/City Eng.	1.00	1.00	-	1.00	1.00	-
Executive Assistant	1.00	1.00	-	1.00	1.00	-
Principal Management Analyst	1.00	1.00	-	1.00	0.00	(1.00)
Public Works Manager	0.00	0.00	-	0.00	1.00	1.00
	4.00	4.00	0.00	4.00	4.00	0.00
<u>Engineering</u>						
Assistant Engineer	2.00	2.00	-	2.00	2.00	-
Management Assistant	1.00	1.00	-	1.00	1.00	-
Principal Engineer	1.00	1.00	-	1.00	1.00	-
Public Works Inspector	1.00	1.00	-	1.00	1.00	-
Public Works Manager	1.00	1.00	-	1.00	1.00	-
Senior Management Assistant	1.00	1.00	-	1.00	1.00	-
Senior Public Works Inspector	1.00	1.00	-	1.00	1.00	-
	8.00	8.00	0.00	8.00	8.00	0.00
<u>Streets</u>						
Administrative Assistant	0.25	0.25	-	0.25	0.25	-
Equipment Operator	3.00	3.00	-	3.00	3.00	-
Field Services Manager	0.25	0.25	-	0.25	0.25	-
Maintenance Leadworker	1.00	1.00	-	1.00	1.00	-
Maintenance Supervisor	0.50	0.50	-	0.50	0.50	-
Maintenance Worker	1.00	1.00	-	1.00	1.00	-
Senior Maintenance Worker	3.00	3.00	-	3.00	3.00	-
	9.00	9.00	0.00	9.00	9.00	0.00
<u>Landscape</u>						
Administrative Assistant	0.25	0.25	-	0.25	0.25	-
Field Services Manager	0.25	0.25	-	0.25	0.25	-
Maintenance Leadworker	2.00	2.00	-	2.00	2.00	-
Maintenance Supervisor	2.00	2.00	-	2.00	2.00	-
Maintenance Worker	8.00	8.00	-	8.00	8.00	-
Senior Maintenance Worker	4.00	4.00	-	4.00	4.00	-
	16.50	16.50	0.00	16.50	16.50	0.00
<u>Water Quality</u>						
Senior Management Analyst	1.00	1.00	-	1.00	1.00	-
	1.00	1.00	0.00	1.00	1.00	0.00
<u>Vehicles</u>						
Administrative Assistant	0.25	0.25	-	0.25	0.25	-
Equipment Mechanic	3.00	3.00	-	3.00	3.00	-
Field Services Manager	0.25	0.25	-	0.25	0.25	-
Maintenance Supervisor	1.00	1.00	-	1.00	1.00	-
Maintenance Worker	0.50	0.50	-	0.50	0.50	-
	5.00	5.00	0.00	5.00	5.00	0.00

CITY OF TUSTIN
PROPOSED PERSONNEL BUDGETING
FY 2015-2017 2nd Year Update

	15-16 CURR BUDGET	15-16 YTD ACT	15-16 VACAN- CIES	16-17 ORIG BUDGET	16-17 REVISED BUDGET	16-17 CHANGE REQ
POSITION CONTROL REPORT						
<u>Facilities</u>						
Administrative Assistant	0.25	0.25	-	0.25	0.25	-
Field Services Manager	0.25	0.25	-	0.25	0.25	-
Maintenance Leadworker	1.00	1.00	-	1.00	1.00	-
Maintenance Supervisor	0.50	0.50	-	0.50	0.50	-
Senior Maintenance Worker	1.00	1.00	-	1.00	1.00	-
	3.00	3.00	0.00	3.00	3.00	0.00
<u>PW Emergency Services</u>						
Administrative Assistant	0.00	0.00	-	0.00	0.00	-
	0.00	0.00	0.00	0.00	0.00	0.00
PUBLIC WORKS TOTAL	46.50	46.50	0.00	46.50	46.50	0.00
POLICE						
<u>Police Department Management Division</u>						
Civilian Commander	0.00	0.00	-	0.00	1.00	1.00
Deputy Police Chief	0.00	0.00	-	0.00	1.00	1.00
Executive Assistant	1.00	1.00	-	1.00	1.00	-
Managment Assistant	0.00	0.00	-	0.00	1.00	1.00
Police Captain	2.00	1.00	(1.00)	2.00	0.00	(2.00)
Police Chief	1.00	1.00	-	1.00	1.00	-
Police Lieutenant	1.00	1.00	-	1.00	1.00	-
	5.00	4.00	(1.00)	5.00	6.00	1.00
<u>North Area Patrol</u>						
Parking Control Officer	3.00	3.00	-	3.00	3.00	-
Police Lieutenant	1.00	1.00	-	1.00	1.00	-
Police Officer	25.00	24.00	(1.00)	25.00	25.00	-
Police Sergeant	7.00	7.00	-	7.00	7.00	-
Police Records Specialist	1.00	1.00	-	1.00	1.00	-
Police Services Officer I, II, III	1.00	1.00	-	1.00	1.00	-
	38.00	37.00	(1.00)	38.00	38.00	0.00
<u>South Area Patrol</u>						
Police Lieutenant	1.00	1.00	-	1.00	1.00	-
Police Officer	25.00	23.00	(2.00)	25.00	25.00	-
Police Sergeant	7.00	6.00	(1.00)	7.00	7.00	-
	33.00	30.00	(3.00)	33.00	33.00	0.00
<u>Special Operations</u>						
Police Lieutenant	1.00	1.00	-	1.00	1.00	-
Police Officer	18.00	15.00	(3.00)	18.00	18.00	-
Police Records Specialist	2.00	2.00	-	2.00	2.00	-
Police Sergeant	3.00	3.00	-	3.00	3.00	-
Police Services Officer I, II, III	4.00	4.00	-	4.00	4.00	-
	28.00	25.00	(3.00)	28.00	28.00	0.00

CITY OF TUSTIN
PROPOSED PERSONNEL BUDGETING
FY 2015-2017 2nd Year Update

	15-16 CURR BUDGET	15-16 YTD ACT	15-16 VACAN- CIES	16-17 ORIG BUDGET	16-17 REVISED BUDGET	16-17 CHANGE REQ
POSITION CONTROL REPORT						
<u>Professional Standards</u>						
Police Lieutenant	1.00	1.00	-	1.00	1.00	-
Police Officer	1.00	1.00	-	1.00	1.00	-
Police Records Specialist	1.00	1.00	-	1.00	1.00	-
Police Sergeant	1.00	1.00	-	1.00	1.00	-
Police Services Officer I, II, III	2.00	2.00	-	2.00	2.00	-
Senior Management Analyst	1.00	1.00	-	1.00	1.00	-
	7.00	7.00	0.00	7.00	7.00	0.00
<u>Field Support</u>						
Communications Officer I, II	10.00	8.00	(2.00)	10.00	10.00	-
Communications Officer Lead	2.00	2.00	-	2.00	2.00	-
Police Communication Supervisor	1.00	1.00	-	1.00	1.00	-
Police Services Officer I, II, III	7.00	7.00	-	7.00	7.00	-
Police Services Officer Supervisor	1.00	1.00	-	1.00	1.00	-
Police Support Services Manager	1.00	1.00	-	1.00	1.00	-
	22.00	20.00	(2.00)	22.00	22.00	0.00
<u>Operations Support</u>						
Police Fleet Coordinator	1.00	1.00	-	1.00	1.00	-
Police Records Specialist	6.00	6.00	-	6.00	6.00	-
Police Records Specialist Lead	2.00	2.00	-	2.00	2.00	-
Police Records Supervisor	1.00	1.00	-	1.00	1.00	-
Police Support Services Manager	1.00	1.00	-	1.00	1.00	-
Property And Evidence Supervisor	1.00	1.00	-	1.00	1.00	-
Property And Evidence Technician	2.00	2.00	-	2.00	2.00	-
	14.00	14.00	0.00	14.00	14.00	0.00
POLICE TOTAL	147.00	137.00	(10.00)	147.00	148.00	1.00
<u>POLICE GRANT FUND</u>						
Crime Analyst (SLESF)	1.00	1.00	-	1.00	1.00	-
	1.00	1.00	0.00	1.00	1.00	0.00
PARKS & RECREATION						
<u>P & R Administration</u>						
Director, Parks & Recreation	1.00	1.00	-	1.00	1.00	-
Deputy Director of Parks & Rec	1.00	1.00	-	1.00	1.00	-
Executive Assistant	1.00	1.00	-	1.00	1.00	-
	3.00	3.00	0.00	3.00	3.00	0.00

**CITY OF TUSTIN
PROPOSED PERSONNEL BUDGETING
FY 2015-2017 2nd Year Update**

	15-16 CURR BUDGET	15-16 YTD ACT	15-16 VACAN- CIES	16-17 ORIG BUDGET	16-17 REVISED BUDGET	16-17 CHANGE REQ
POSITION CONTROL REPORT						
<u>Sports</u>						
Administrative Assistant	1.00	1.00	-	1.00	1.00	-
Recreation Coordinator	1.00	1.00	-	1.00	1.00	-
Recreation Supervisor	1.00	1.00	-	1.00	1.00	-
Sports Program Specialist	1.00	1.00	-	1.00	1.00	-
	4.00	4.00	0.00	4.00	4.00	0.00
<u>Classes/Cultural Arts</u>						
Recreation Coordinator	2.00	2.00	-	2.00	2.00	-
	2.00	2.00	0.00	2.00	2.00	0.00
<u>Senior Programs</u>						
Recreation Coordinator	1.00	1.00	-	1.00	1.00	-
Recreation Supervisor	1.00	1.00	-	1.00	1.00	-
Transportation Coordinator	1.00	1.00	-	1.00	2.00	1.00
	3.00	3.00	0.00	3.00	4.00	1.00
<u>P & R Support Services</u>						
Recreation Facilities Lead	1.00	1.00		1.00	1.00	-
	1.00	1.00	0.00	1.00	1.00	0.00
<u>Tustin Youth Center</u>						
Recreation Coordinator	1.00	1.00	-	1.00	1.00	-
	1.00	1.00	0.00	1.00	1.00	0.00
PARKS & RECREATION TOTAL	14.00	14.00	0.00	14.00	15.00	1.00

WATER ENTERPRISE

Water Billing

Accounting Specialist	2.00	2.00	-	2.00	2.50	0.50
Senior Accounting Specialist	1.00	1.00	-	1.00	1.00	-
Customer Service Supervisor	1.00	1.00	-	1.00	1.00	-
Water Meter Reader	2.00	2.00	-	2.00	2.00	-
	6.00	6.00	0.00	6.00	6.50	0.50

Water Administration

Administrative Assistant	1.00	1.00	-	1.00	1.00	-
Associate Engineer	1.00	1.00	-	1.00	1.00	-
Principal Engineer	1.00	1.00	-	1.00	1.00	-
Water Service Manager	1.00	1.00	-	1.00	1.00	-
Water Treatment Supervisor	0.25	0.25	-	0.25	0.25	-
	4.25	4.25	0.00	4.25	4.25	0.00

CITY OF TUSTIN
PROPOSED PERSONNEL BUDGETING
FY 2015-2017 2nd Year Update

	15-16 CURR BUDGET	15-16 YTD ACT	15-16 VACAN- CIES	16-17 ORIG BUDGET	16-17 REVISED BUDGET	16-17 CHANGE REQ
POSITION CONTROL REPORT						
<u>Water Operations</u>						
Maintenance Worker	0.50	0.50	-	0.50	0.50	-
Water Const. Maint. Supervisor	1.00	1.00	-	1.00	1.00	-
Water Distribution Leadworker	1.00	1.00	-	1.00	1.00	-
Water Distribution Operator I, II	7.20	6.20	(1.00)	7.20	7.20	-
Water Equipment Operator	2.00	2.00	-	2.00	2.00	-
Water Treatment Operator II	0.50	0.50	-	0.50	0.50	-
Water Treatment Supervisor	0.13	0.13	-	0.13	0.13	-
	12.33	11.33	(1.00)	12.33	12.33	0.00
<u>Main Street Plant</u>						
Water Distribution Operator II	0.10	0.10	-	0.10	0.10	-
Water Treatment Operator II	1.00	1.00	-	1.00	1.25	0.25
Water Treatment Supervisor	0.13	0.13	-	0.13	0.13	-
	1.23	1.23	0.00	1.23	1.48	0.25
<u>17th St Desalter</u>						
Water Distribution Operator II	0.10	0.10	-	0.10	0.10	-
Water Treatment Operator II	1.00	1.00	-	1.00	1.25	0.25
Water Treatment Supervisor	0.25	0.25	-	0.25	0.25	-
	1.35	1.35	0.00	1.35	1.60	0.25
<u>Imported Water</u>						
Water Distribution Operator II	0.30	0.30	-	0.30	0.30	-
Water Treatment Operator II	0.25	0.25	-	0.25	0.50	0.25
Water Treatment Supervisor	0.00	0.00	-	0.00	0.00	-
	0.55	0.55	0.00	0.55	0.80	0.25
<u>Groundwater</u>						
Water Distribution Operator II	0.30	0.30	-	0.30	0.30	-
Water Treatment Operator II	0.25	0.25	-	0.25	0.50	0.25
Water Treatment Supervisor	0.25	0.25	-	0.25	0.25	-
	0.80	0.80	0.00	0.80	1.05	0.25
WATER TOTAL	26.50	25.50	(1.00)	26.50	28.00	1.50
TOTAL CITY	285.75	272.75	(13.00)	284.75	289.25	4.50

ATTACHMENT:
RESOLUTIONS

RESOLUTION NO. 16-36

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TUSTIN, CALIFORNIA, ADOPTING THE CITY BUDGET AND APPROPRIATING FROM THE ANTICIPATED REVENUES OF THE CITY FOR THE FISCAL YEAR 2016-2017

WHEREAS, in accordance with Section 1415 of the Tustin City code, the City Manager has prepared and submitted to the City Council a Proposed Biennial Budget for the 2015-2017 fiscal years, beginning July 1, 2016; and

WHEREAS, the City Council, as the legislative body of the City, has reviewed the proposed biennial budget;

NOW, THEREFORE, the City Council of the City of Tustin does hereby resolve, determine and order as follows:

SECTION 1. A certain document is on file in the office of the City Clerk of the City of Tustin, being marked and designated "City of Tustin Proposed Biennial Budget 2015-2017". Said document, as prepared by the City Manager and reviewed and adjusted by the City Council, is hereby adopted for the fiscal year commencing July 1, 2016;

SECTION 2. The following sums of money are hereby appropriated from the anticipated revenues of the City of Tustin for the 2016-2017 fiscal year.

GOVERNMENTAL FUNDS

General Fund:

• City Council	\$ 42,000
• City Clerk	501,200
• City Attorney	550,000
• City Manager	1,524,100
• Finance	1,227,400
• Human Resources	751,600
• Community Development	3,136,800
• Public Works	12,828,500
• Police	25,229,600
• Fire	7,167,600
• Parks & Recreations	3,741,800
• Non Departmental	1,326,900
<hr/>	
Total General Fund Appropriations:	\$ 58,027,500
Capital Projects	10,118,000
Tustin Street Lighting	648,000
Tustin Landscape & Lighting District	1,130,700
Equipment Replacement Fund	2,342,400
Information Technology	2,019,100
Risk Management Funds	1,791,266

Backbone Fee Fund	28,250,000
Proceeds of Land Sale Fund	13,421,900
Obligation Reimb. From Succ. Agen.	<u>600</u>
TOTAL GOVERNMENTAL FUNDS	\$117,749,466

SPECIAL REVENUE FUNDS

SCAQMD Fund	\$198,000
Asset Forfeiture / RNSP / Treasury RNSP	38,758
Supplemental Law Enforcement	108,600
CDBG	596,200
Cable PEG Fees	500,000
Measure M/M2	9,668,001
Gas Tax	2,545,850
Park Development	6,421,825
Assessment District 95-1 / 95-2	550,000
2010 MCAS TABs	14,115,900
Special Tax B	3,200,000
Community Facilities Districts	<u>26,967,642</u>
TOTAL SPECIAL REVENUE FUNDS	\$ 64,910,776

WATER ENTERPRISE FUNDS

Operations/Debt Service	\$ 16,681,155
Capital Improvements	9,427,430
Capital Outlay	<u>10,873,000</u>
TOTAL WATER ENTERPRISE FUNDS	\$ 36,981,585

GRAND TOTAL	<u>\$ 219,641,827</u>
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PASSED AND ADOPTED at a regular meeting of the City Council of the City of Tustin, California, held on the 21st day of June, 2016.



JOHN NIELSEN,
Mayor

ATTEST:



ERICA N. RABE,
City Clerk

STATE OF CALIFORNIA)
COUNTY OF ORANGE) SS
CITY OF TUSTIN)

I, Erica N. Rabe, City Clerk and ex-officio Clerk of the City Council of the City of Tustin, California, do hereby certify that the whole number of the members of the City Council of the City of Tustin is five; that the above and foregoing Resolution No. 16-36 was duly passed and adopted at a regular meeting of the Tustin City Council, held on the 21st day of June, 2016, by the following vote:

COUNCILMEMBER AYES:	Nielsen, Bernstein, Gomez, Murray, Puckett	(5)
COUNCILMEMBER NOES:	None	(0)
COUNCILMEMBER ABSTAINED:	None	(0)
COUNCILMEMBER ABSENT:	None	(0)



ERICA N. RABE,
City Clerk

RESOLUTION NO. 16-37

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TUSTIN, CALIFORNIA, DETERMINING AND ADOPTING AN APPROPRIATION LIMIT FOR THE FISCAL YEAR 2016-2017 IN ACCORDANCE WITH ARTICLE XIII B OF THE CONSTITUTION OF THE STATE OF CALIFORNIA, AND SECTION 7910 OF THE GOVERNMENT CODE

The City Council of the City of Tustin does hereby resolve as follows:

WHEREAS, Article XIII B was added to the Constitution of the State of California at a general election held November 6, 1989; and

WHEREAS, an annual appropriation limit must be determined for this City effective for the fiscal year beginning July, 2016; and

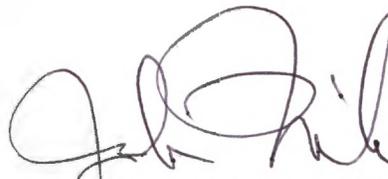
WHEREAS, the appropriation limit must be adhered to in preparing and adopting this City's Annual Budget;

NOW, THEREFORE, the City Council of the City of Tustin does hereby resolve and order as follows:

Section 1: In accordance with Article XIII B of the Constitution of the State of California, and Section 7910 of the Government Code, and as set forth in detail in the Attached Exhibit "A", that the appropriation limit for the fiscal year beginning July, 2016 through June, 2017 is \$82,940,408.

Section 2: The appropriation limit shall not be exceeded in the adopted budget or by any proposed amendment to the budget.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Tustin held on the 21st day of June, 2016.



JOHN NIELSEN,
Mayor

ATTEST:



ERICA N. RABE,
City Clerk

STATE OF CALIFORNIA)
COUNTY OF ORANGE) SS
CITY OF TUSTIN)

I, Erica N. Rabe, City Clerk and ex-officio Clerk of the City Council of the City of Tustin, California, do hereby certify that the whole number of the members of the City Council of the City of Tustin is five; that the above and foregoing Resolution No. 16-37 was duly passed and adopted at a regular meeting of the Tustin City Council, held on the 21st day of June 2016, by the following vote:

COUNCILMEMBER AYES:	<u>Nielsen, Bernstein, Gomez, Murray,</u>	
	<u>Puckett</u>	(5)
COUNCILMEMBER NOES:	<u>None</u>	(0)
COUNCILMEMBER ABSTAINED:	<u>None</u>	(0)
COUNCILMEMBER ABSENT:	<u>None</u>	(0)



ERICA N. RABE,
City Clerk

Exhibit A
City of Tustin
Appropriations Limits
Appropriations Limit for the Base Year Ending June 30, 1987: \$14,249,831

Fiscal Year	(a) Per Capita P. Income Change	(b) City/County Population Change	(a)x(b) Current Calculation Factor	Cumulative Factor	Amended Limit
1987-88	1.0347	1.0199	1.0553	1.0553	\$15,037,847
1988-89	1.0466	1.0579	1.1072	1.1684	\$16,649,876
1989-90	1.0519	1.0238	1.0769	1.2583	\$17,930,838
1990-91	1.0421	1.0435	1.0874	1.3683	\$19,498,555
1991-92	1.0414	1.0273	1.0698	1.4639	\$20,860,143
1992-93	0.9936	1.0615	1.0547	1.5440	\$22,001,327
1993-94	1.0272	1.0687	1.0978	1.6949	\$24,152,367
1994-95	1.0071	1.0415	1.0489	1.7778	\$25,333,288
1995-96	1.0472	1.0508	1.1004	1.9563	\$27,876,693
1996-97	1.0467	1.0373	1.0857	2.1240	\$30,266,894
1997-98	1.0467	1.0283	1.0763	2.2861	\$32,576,913
1998-99	1.0415	1.0337	1.0766	2.4612	\$35,072,257
1999-00	1.0453	1.0396	1.0867	2.6746	\$38,112,807
2000-01	1.0491	1.0401	1.0912	2.9185	\$41,587,510
2001-02	1.0782	1.0172	1.0967	3.2008	\$45,610,895
2002-03	0.9873	1.0143	1.0014	3.2053	\$45,675,589
2003-04	1.0231	1.0124	1.0358	3.3201	\$47,310,156
2004-05	1.0328	1.0090	1.0421	3.4598	\$49,301,686
2005-06	1.0526	1.0113	1.0645	3.6829	\$52,481,368
2006-07	1.0396	1.0163	1.0565	3.8912	\$55,448,952
2007-08	1.0442	1.0110	1.0557	4.1079	\$58,536,694
2008-09	1.0429	1.0258	1.0698	4.3946	\$62,622,954
2009-10	1.0062	1.0147	1.0210	4.4869	\$63,937,481
2010-11	0.9746	1.0139	0.9881	4.4337	\$63,179,627
2011-12	1.0251	1.0039	1.0291	4.5627	\$65,018,020
2012-13	1.0377	1.0105	1.0486	4.7845	\$68,177,626
2013-14	1.0512	1.0178	1.0699	5.1189	\$72,944,017
2014-15	0.9977	1.0037	1.0014	5.1261	\$73,045,518
2015-16	1.0382	1.0160	1.0548	5.4070	\$77,049,230
2016-17	1.0537	1.0216	1.0765	5.8204	\$82,940,408

15-16 Factors as reported by the State Department of Finance

Per Capita Personal Income change over Prior Year: 5.37%
Population Change:
City of Tustin: 2.16%
Orange County: 0.99%

FY 2016-2017 Expenditure Limit:	\$82,940,408
FY 2016-2017 Proposed GF Budget:	<u>\$58,027,500</u>
Estimated (Over)/Under Limit:	\$24,912,908

RESOLUTION NO. 16-38

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TUSTIN RELATING TO COMPENSATION AND BENEFITS FOR UNREPRESENTED EXECUTIVE MANAGEMENT AND MANAGEMENT EMPLOYEES, AND SUPERSEDING RESOLUTION 15-44

WHEREAS, the employees covered by this Resolution constitute Executive Management and Management personnel; and

WHEREAS, the City Council has consulted with the City Manager concerning the proposed employment terms contained herein;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Tustin (the "City") authorizes staff to implement the provisions of this Resolution and modify the City's Classification and Compensation Plans to reflect the changes approved in this Resolution, and that the wages, hours and conditions of employment be adopted and set forth as follows:

CHAPTER 1 – GENERAL PROVISIONS

Section 1: Classifications

The Executive Management unit includes the classifications designated by the City as "department heads". The Management unit includes all other unrepresented FLSA-exempt classifications designated by the City as "management" employees.

Whenever the term "Executive Management" is used in this Resolution, it shall be understood to include the City Manager. The benefits and terms of employment of the City Manager and any other Executive Management employee employed under an individual employment agreement shall be as set forth herein, provided that any contrary written terms established by the City Council or City Manager, which provide a greater benefit than provided for in this Resolution, shall prevail.

Section 2: Effective Dates

The effective date of each Section is July 1, 2016, unless otherwise stated herein.

CHAPTER 2 – COMPENSATION

Section 3: Salary

Effective the pay period which includes July 1, 2016, Executive Management and Management employees shall receive a three and one-half percent (3.5%) base salary increase.

With the paycheck issued for the pay period which includes July 1, 2017, all Executive Management employees who are employed by the City on the effective date will receive a one-time lump sum payment of nine thousand, two hundred and ninety-two dollars (\$9,292.00). In accordance with the California Public Employees' Retirement System regulations and definition of Special Compensation (2 CCR §571), this lump sum payment will not be reported to CalPERS for purposes of retirement.

With the paycheck issued for the pay period which includes July 1, 2017, all Management employees who are employed by the City on the effective date will receive a one-time lump sum payment of seven thousand, one hundred and forty-one dollars (\$7,141.00). In accordance with the California Public Employees' Retirement System regulations and definition of Special Compensation (2 CCR §571), this lump sum payment will not be reported to CalPERS for purposes of retirement.

The monthly salaries for employees covered by this Resolution are hereby incorporated and listed in Appendix A and Appendix B. The attached salary ranges shall constitute the basic compensation plan consisting of six (6) steps in each range.

For all employees covered by this Resolution, the hourly rate of pay shall be the monthly rate multiplied by twelve (12) divided by two-thousand and eighty (2080) annual hours.

Section 4: Bilingual Pay

The City shall pay Bilingual Pay in the amount of one hundred dollars (\$100) per month (paid biweekly) to employees in City-designated positions who demonstrate conversational skill in Spanish or another language approved by the Director of Human Resources as necessary for City business.

To qualify for Bilingual Pay, the employee must 1) have a business need to speak Spanish or another City-approved language in the performance of his/her public contact duties on a frequent and recurring basis and 2) successfully pass a City-sponsored examination for conversational skill. The Director of Human Resources may limit the number of employees receiving Bilingual Pay based on the needs of the City and may discontinue Bilingual Pay for any employee who no longer uses bilingual skills in the course of work.

Individuals are eligible to receive Bilingual Pay at the beginning of the first pay period after the Human Resources Department receives the employee's passing test results.

In compliance with the California Public Employees' Retirement System regulations and definition of special compensation (2 CCR §571), the monetary value of bilingual pay (Bilingual Premium) shall be reported to CalPERS as special compensation described in Title 2 CCR, Section 571(a)(4) as a "special assignment pay" – a type of reportable special compensation.

Section 5: Uniforms

The City shall provide employees in the classification of Police Captain with uniforms, including replacements as needed. Additionally, employees in these classifications receive an allowance of \$16.50 per biweekly pay period, up to a maximum of \$429 per year, for care and maintenance of uniforms. In compliance with the California Public Employees' Retirement System regulations and definition of special compensation (2 CCR §571), for "classic members" as defined by the Public Employees' Pension Reform Act of 2013, the compensation paid for the maintenance of required uniforms shall be reported to CalPERS as special compensation described in Title 2 CCR, Section 571(a)(5) as a "statutory item" – a type of reportable special compensation.

The City shall provide uniforms, including replacements as needed, to employees in the classifications of Maintenance Supervisor, Water Maintenance and Construction Supervisor, and Water Treatment Supervisor. In compliance with the California Public Employees' Retirement System regulations and definition of special compensation (2 CCR §571), for "classic members" as defined by the Public Employees' Pension Reform Act of 2013, the monetary value of the rental and maintenance of the required uniforms shall be reported to CalPERS as special compensation described in Title 2 CCR, Section 571(a)(5) as a "statutory item" – a type of reportable special compensation.

Section 6: Educational Incentive Pay

Employees in the classification of Police Captain who have obtained a master's degree and a POST Management Certificate are eligible to receive Educational Incentive Pay of \$500 per month (\$230.76 per pay period).

Such employees are eligible to receive Educational Incentive Pay at the beginning of the first pay period after Human Resources certifies that the employee has met all of the eligibility requirements.

In compliance with the California Public Employees' Retirement System regulations and definition of special compensation (2 CCR §571), the monetary value of educational incentive pay shall be reported to CalPERS as special compensation described in Title 2 CCR, Section 571(a)(2) as an "educational pay" – a type of reportable special compensation.

Section 7: Acting Pay

An employee assigned to temporarily work in a higher classification will receive Acting Pay. At the City Manager's discretion, the employee will either receive Acting Pay in an amount equal to 5% of the employee's base pay or the employee's base salary will be moved to Step A of the higher classification during the Acting assignment. Acting Pay will be paid effective the beginning of the first full pay period in which the employee serves in the Acting assignment.

In compliance with the California Public Employees' Retirement System regulations and definition of Special Compensation (2 CCR §571), the monetary value of Acting Pay shall be reported to CalPERS as Special Compensation. Acting Pay ("Temporary Upgrade Pay") is described in Title 2 CCR, Section 571(a)(3) as a "premium pay" – a type of reportable special compensation. In the event of a dispute, it is ultimately CalPERS who determines whether any form of pay is reportable special compensation.

CHAPTER 3 – BENEFITS

Section 8: Flexible Benefits Plan

The City contracts with the California Public Employees' Retirement System (CalPERS) for the provision of medical insurance. All Confidential employees shall receive the minimum amount required under the Public Employees' Medical and Hospital Care Act (PEMHCA) (\$125 for calendar year 2016 and a yet to be determined amount for subsequent calendar years) as well as an additional amount which is provided under a Section 125 Flexible Benefits program. The amounts below include the minimum amount under PEMHCA.

Effective the pay period that includes July 1, 2016, the monthly Flexible Benefits contribution per eligible Executive Management employee and Management employee (hired into the Management unit on or before September 3, 2002) is as follows:

Employee Only	Employee + 1 Dependent	Employee + 2 or more Dependents
\$1,225	\$1,443	\$1,789

Effective the pay period that includes July 1, 2017, the monthly Flexible Benefits contribution per eligible Executive Management employee and Management employee (hired into the Management unit on or before September 3, 2002) is as follows:

Employee Only	Employee + 1 Dependent	Employee + 2 or more Dependents
\$1,275	\$1,493	\$1,839

Effective the pay period that includes July 1, 2016, the monthly Flexible Benefits contribution per eligible Management employee (hired into the Management unit on or after September 4, 2002) is as follows:

Employee Only	Employee + 1 Dependent	Employee + 2 or more Dependents
\$1,025	\$1,150	\$1,300

Effective the pay period that includes July 1, 2017, the monthly Flexible Benefits contribution per eligible Management employee (hired into the Management unit on or after September 4, 2002) is as follows:

Employee Only	Employee + 1 Dependent	Employee + 2 or more Dependents
\$1,075	\$1,200	\$1,350

Employees who do not take medical insurance through the program offered by the City shall receive \$425 per month effective the pay period that includes July 1, 2016 and \$450 per month effective the pay period that includes July 1, 2017 as the Flexible Benefits Opt-Out contribution. As a condition of receiving such amount, the employee must provide evidence, satisfactory to the City, that he/she has medical insurance coverage comparable to coverage available through the City program. If the employee also opts out of the City's dental insurance, the employee must also provide evidence, satisfactory to the City, that he/she has dental insurance coverage comparable to coverage available through the City program.

The Flexible Benefits contribution consists of mandatory and discretionary allocations which may be applied to City-sponsored programs, including required payment towards employee medical insurance under the Public Employees' Medical and Hospital Care Act (PEMHCA). Employees may allocate the remaining amount among the following City-sponsored programs:

1. Medical insurance
2. Dental insurance
3. Additional life insurance
4. Vision insurance
5. Deferred compensation
6. Section 125 Flexible Spending Account programs (medical and/or dependent care reimbursement programs)
7. Eligible catastrophic care programs
8. Cash

Discretionary allocations are to be made in accordance with program/City requirements, including restrictions as to the time when changes may be made in allocations to the respective programs.

The Flexible Benefits program is governed by Section 125 of the Internal Revenue Code (IRC). The City retains the right to change administrators.

Participation in the Section 125 medical and/or dependent care reimbursement programs is voluntary and employee-funded.

Section 9: Retirement

Employees covered under this Resolution shall be members of the California Public Employees' Retirement System (CalPERS) and are subject to all applicable provisions of the City's contract with CalPERS.

Miscellaneous members employed by the City by December 31, 2011 shall be enrolled in the CalPERS 2% @ 55 plan in accordance with Government Code Section 21354 for Local Miscellaneous members. The plan includes both an employer and employee contribution. Effective the pay period that includes July 1, 2013, the employee is responsible for paying the employee contribution of 7% of the employee's wages through a pre-tax payroll deduction. The City has adopted the CalPERS resolution in accordance with IRS Code section 414(h)(2) to ensure that the employee contribution is made on a pre-tax. The plan has been amended to include Section 21573 (Third Level of 1959 Survivor Benefits), Section 20042 (One-Year Final Compensation), and Section 21024 (Military Service Credit as Public Service). The employee is responsible for paying the employee portion of the 1959 Survivor benefit premium.

These employees are also responsible for paying an additional pension contribution of three percent (3%) as cost sharing in accordance with Government Code section 20516(f), for a total employee pension contribution of ten percent (10%).

Miscellaneous members employed by the City on or after January 1, 2012 who are "classic members" as defined by the Public Employees' Pension Reform Act (PEPRA) of 2013 shall be enrolled in the CalPERS 2% @ 60 plan for Local Miscellaneous members. The plan includes both an employer and employee contribution.

The employee is responsible for paying the employee contribution of 7% of the employee's wages through a payroll deduction. The City has adopted the CalPERS resolution in accordance with IRS Code section 414(h)(2) to ensure that the employee contribution is made on a pre-tax basis. This plan provides retirement benefits based on the highest annual average compensation earnable during the three consecutive years of employment immediately preceding the effective date of his or her retirement or as designated by the employee in accordance with Government Code Section 20037. The plan provides for 3rd level of 1959 Survivor benefits with the employee paying the employee portion of the premium.

These employees are also responsible for paying an additional pension contribution of three percent (3%) as cost sharing in accordance with Government Code section 20516(f), for a total employee pension contribution of ten percent (10%).

Individuals first employed by the City on or after January 1, 2013 who are defined as "new members" by the Public Employees' Pension Reform Act (PEPRA) of 2013, shall be enrolled in the CalPERS 2% @ 62 plan for Local Miscellaneous members.

The employee is responsible for paying the employee contribution of one-half of the total normal cost of the plan, as defined by CalPERS, through a payroll deduction. Effective the pay period including July 1, 2015, the employee contribution is 6.25%. This amount will be determined by CalPERS in the future. The City has adopted the

CalPERS resolution in accordance with IRS Code section 414(h)(2) to ensure that the employee contribution is made on a pre-tax basis.

This plan provides retirement benefits based on the highest annual average compensation earnable during the three consecutive years of employment immediately preceding the effective date of his or her retirement or as designated by the employee in accordance with Government Code Section 7522.32(a). The plan provides for 3rd level of 1959 Survivor benefits with the employee paying the employee portion of the premium.

Employees first hired by the City as Local Safety Members prior to January 1, 2012 shall be provided the CalPERS 3% @ 50 retirement formula in accordance with Government Code section 21362.2.

These employees are responsible for paying the employee contribution of 9% of the employee's wages through a pre-tax payroll deduction. The City has adopted the CalPERS resolution in accordance with IRS Code section 414(h)(2) to ensure that the employee contribution is made on a pre-tax basis.

These employees are also responsible for paying an additional pension contribution of three percent (3%) as cost sharing in accordance with Government Code section 20516(f), for a total employee pension contribution of twelve percent (12%).

The plan has been amended to include Section 21574 (Fourth Level of 1959 Survivor Benefits), Section 20042 (One-Year Final Compensation), and Section 21024 (Military Service Credit as Public Service). The employee is responsible for paying the employee portion of the 1959 Survivor benefit premium.

Employees first hired by the City as Local Safety Members on or after January 1, 2012 who are "classic members" as defined by the Public Employees' Pension Reform Act (PEPRA) of 2013 shall be provided the CalPERS 2% @ 50 retirement formula.

The employee is responsible for paying the employee contribution of 9% through a pretax payroll deduction. The City has adopted the CalPERS resolution in accordance with IRS Code section 414(h)(2) to ensure that the employee contribution is made on a pre-tax basis.

These employees are also responsible for paying an additional pension contribution of three percent (3%) as cost sharing in accordance with Government Code section 20516(f), for a total employee pension contribution of twelve percent (12%).

The plan includes Section 21574 (Fourth Level of 1959 Survivor Benefits) and Section 21024 (Military Service Credit as Public Service). The employee is responsible for paying the employee portion of the 1959 Survivor benefit premium. This plan provides retirement benefits based on the highest annual average compensation earnable during

the three consecutive years of employment immediately preceding the effective date of his or her retirement or as designated by the employee in accordance with Government Code Section 20037.

Individuals first employed by the City on or after January 1, 2013 who are defined as "new members" by the Public Employees' Pension Reform Act (PEPRA) of 2013, shall be enrolled in the CalPERS 2.7% @ 57 plan for Local Safety members.

The employee is responsible for paying the employee contribution of one-half of the total normal cost of the plan, as defined by CalPERS, through a payroll deduction. Effective the pay period including July 1, 2015, the employee contribution is 11.50%. This amount will be determined by CalPERS in the future. The City has adopted the CalPERS resolution in accordance with IRS Code section 414(h)(2) to ensure that the employee contribution is made on a pre-tax basis.

The plan includes Section 21574 (Fourth Level of 1959 Survivor Benefits) and Section 21024 (Military Service Credit as Public Service). The employee is responsible for paying the employee portion of the 1959 Survivor benefit premium. This plan provides retirement benefits based on the highest annual average compensation earnable during the three consecutive years of employment immediately preceding the effective date of his or her retirement or as designated by the employee in accordance with Government Code Section 7522.32(a).

Section 10: Life Insurance

The City will provide life insurance for each Executive Management and Management employee and pay the required premiums. The death benefit of said policy shall be the greater of \$100,000 or one hundred percent (100%) of the employee's base annual salary, rounded to the next higher multiple of \$1,000, up to a maximum of \$200,000. The City will also provide \$1,000 per dependent of dependent life insurance and pay the required premiums.

Section 11: Short-Term / Long-Term Disability Insurance

The City shall maintain a short-term / long-term disability (STD/LTD) insurance program for non-industrial illnesses or injuries. Eligibility for benefits is subject to the requirements and approval of the STD/LTD insurance carrier.

An employee who is receiving STD benefits under the City's program will be granted a leave of absence for the duration of his/her non-industrial disability subject to a maximum period of six (6) months. Such leave of absence may be extended for an additional six (6) months under LTD, upon approval of the City Manager.

All unit employees are required to participate in the program. Premiums are deducted from the employee's pay on an after-tax basis.

In the event a non-industrial illness or injury is anticipated to exceed 30 days, the employee is first required to use 80 consecutive hours of his/her accrued leave during the 30 day period beginning with the first day of the leave. In the event no leave time is available, the employee shall be on leave without pay for 80 consecutive hours.

After the first 80 hours of leave, and for the remainder of the 30 day elimination period, the employee shall be compensated by the City at the rate of 60% of the employee's pre-disability base salary. This City payment is taxable income. The employee may supplement this City payment with accrued leave to enable him/her to receive an amount equivalent to no more than 100% of his/her pre-disability earnings.

In the event the employee is eligible for FMLA/CFRA leave, STD/LTD leave shall run concurrently with FMLA/CFRA leave.

For a new employee who has worked for the City for less than 12 consecutive months, and is therefore not eligible for FMLA/CFRA leave, the City will nevertheless provide the employee with the same Flexible Benefits contribution as was provided at the time of the non-industrial injury, for a period not to exceed 90 days. Should an employee receive 90 days of City-paid Flexible Benefits within the 12 month period prior to being eligible for this benefit pursuant to the FMLA/CFRA, and is subsequently eligible to receive this benefit pursuant to the FMLA/CFRA, the employee shall reimburse the City for his/her previous contribution.

Once the employee is on leave without pay, or the first 80 hours of leave has passed (whichever occurs first), no paid leave shall accrue to the employee.

After the 30 day elimination period, the STD/LTD carrier will provide the employee with a benefit of 60% of pre-disability base salary. The employee may supplement the STD/LTD carrier's payment with accrued paid leave to enable him/her to receive an amount equivalent to no more than 100% of his/her pre-disability earnings.

The employee is responsible for all benefit elections and payments during his/her leave unless he/she is eligible to opt out of such elections and chooses to do so. In the event the employee chooses to continue his/her benefit elections, the employee is required to make timely payment to the City for such elections (including the cost of the STD/LTD program). In the event timely payment is not made, the City is authorized to reduce the employee's accrued paid leave accounts, in an amount equivalent to the premiums owed by the employee. In the event no paid leave is available, the City is authorized to cancel the employee's coverage.

An employee is only eligible for the City's 60% STD/LTD salary continuation benefit once in any rolling 12-month period.

Section 12: Vehicle Allowance

Each Executive Management employee shall have his/her personal vehicle available and

shall use his/her personal vehicle for City business. To cover these costs, except as noted below, Executive Management employees shall receive a \$400 monthly vehicle allowance.

In consideration of the duties associated with the classification, employees in the classifications of City Manager, Police Chief and Police Captain are provided with a City vehicle in lieu of a vehicle allowance.

Section 13: Textbook and Tuition Reimbursement

The City shall provide eligible employees with textbook and tuition reimbursement in accordance with the guidelines and procedures specified in the Personnel Rules.

Employees are eligible for this benefit after completion of the initial probationary period. Requests to enroll in courses may be granted prior to the completion of probation; however, payment will not be made until the employee has completed the probationary period and attained regular status.

Employees may be reimbursed for up to \$4,000 per calendar year in covered expenses for attending graduate school, a four-year college or university, or a job-related program through University of California or California State University extended education programs and \$2,000 per year for attendance at a California Community College. This reimbursement benefit may be used for other job-related educational programs administered by other professional organizations with the express approval of the City Manager. If an employee separates from City service within one calendar year of receiving this Tuition Reimbursement benefit, the employee is responsible for refunding the City the full amount of the benefit that was paid. Funds will be deducted from the employee's final paycheck to cover the re-payment of the tuition reimbursement.

Section 14: Retiree Medical Insurance

The City will reimburse eligible unit employees up to a maximum of \$350 per month for the payment of CalPERS retiree medical insurance premiums. This amount is in addition to the minimum contribution towards retiree medical insurance required under the PEMHCA program (\$125 per month for calendar year 2016 and a yet to be determined amount for subsequent calendar years).

An employee hired by the City prior to July 1, 2011 is eligible for this benefit provided that he/she has been continuously employed by the City for five (5) full years, retires from the City and CalPERS, and enrolls in a CalPERS medical insurance plan immediately after retirement. Eligible employees who suffer a disability, are unable to return to work, and take a disability retirement from CalPERS may satisfy the five (5) year continuous service requirement using a combination of service with the City and service with any public agency with a reciprocal retirement system.

An employee hired by the City on or after July 1, 2011 is eligible for this benefit provided that he/she has been continuously employed by the City for ten (10) full years, retires from the City and CalPERS, and enrolls in a CalPERS medical insurance plan immediately after retirement. Eligible employees who suffer a disability, are unable to return to work, and take a disability retirement from CalPERS may satisfy the ten (10) year continuous service requirement using a combination of service with the City and service with any public agency with a reciprocal retirement system.

Reimbursement shall not be made until an employee appears on the City's CalPERS insurance billing. In order to maintain the retiree medical insurance stipend throughout retirement, an employee must maintain coverage in a CalPERS medical insurance plan; once coverage is dropped, reimbursement will cease and will not be reinstated.

CHAPTER 4 – LEAVES OF ABSENCE

Section 15: General Leave

Paid General Leave shall be granted to each full-time employee at the rates listed below per year, prorated on a biweekly basis for each biweekly pay period in which the employee is in paid status for at least 40 hours of the pay period. If the employee is in paid status between 40 – 80 hours of a pay period, his/her General Leave will be earned on a prorated basis for the pay period.

Service	Hours Per Year	Maximum Accrual
0 – 5 years	160	320
6 – 10 years	208	416
Over 10 years	248	496

When appointing an individual to an Executive Management or Management classification, the City Manager shall have the authority to consider the individual's prior employment in determining an advanced General Leave accrual rate.

Each January, Executive Management employees are eligible to receive up to sixteen (16) additional hours of General Leave for satisfactory performance as determined by the City Manager. Management employees may be entitled to eight (8) additional hours of General Leave as determined by their department head.

Once per fiscal year, Executive Management employees and Management employees with six (6) or more years of City service may request to cash out up to eighty (80) hours of accrued General Leave. Management employees with less than six (6) years of City service may request to cash out up to forty (40) hours of accrued General Leave.

In addition, for Fiscal Year 2015-16 through Fiscal Year 2017-18, once per fiscal year employees may cash out additional accrued General Leave as follows based on years of service used to determine General Leave accrual rates, provided employees have at least 160 hours of accrued General Leave at the time of cash out:

0-5 years	40 additional hours per year
6-10 years	50 additional hours per year
Over 10 years	60 additional hours per year

The additional hours may be cashed out at the same time as the initial 40 or 80 hours or at one additional time during each fiscal year. Additionally, any of the General Leave cash out may be directed to the employee's deferred compensation account up to the statutory limits for deferred compensation (in 2015, the statutory limits are \$18,000 per year, with a catch-up limit of \$36,000).

At any time, employees may accumulate General Leave to a maximum of two (2) times the employee's annual entitlement. Upon reaching the maximum, accrual will cease until leave is used to reduce the accrual below the maximum. Upon separation from City service the employee will be paid for unused Leave, not to exceed the maximum of two (2) years entitlement, at the employee's then current base salary rate.

Section 16: Administrative Leave

As exempt employees under the Fair Labor Standards Act (FLSA), Executive Management and Management employees are compensated for meeting the requirements and performing the duties of their jobs, regardless of the number or scheduling of hours worked. Such employees may be required periodically or routinely to work long or irregular hours, and to attend various meetings and functions outside of normal "business hours" to fulfill their responsibilities. No overtime compensation shall be provided for Executive Management and Management employees unless otherwise required by State or Federal law.

In lieu of overtime compensation, the City will provide employees with an annual credit of forty (40) hours of paid Administrative Leave each January. During the first calendar year of employment as an employee covered by this Resolution, employees will be granted a prorated share of Administrative Leave at the time of appointment, with the amount dependent upon the employee's hire date as follows:

Hire Date	Administrative Leave
1 st Quarter (January – March)	40 hours
2 nd Quarter (April – June)	30 hours
3 rd Quarter (July – September)	20 hours
4 th Quarter (October – December)	10 hours

Each January, each Executive Management and Management employee is eligible to receive up to an additional forty (40) hours of Administrative Leave pursuant to the recommendation of his/her Department Head or the City Manager, with such recommendation based on the individual's prior year's job performance and his/her commitment of time dedicated to City business in excess of his/her regular work

schedule. After the conclusion of the first calendar year of employment, employees shall be eligible for a prorated share of additional Administrative Leave, in accordance with the same guidelines as those governing the initial granting of Administrative Leave at time of appointment, as specified in this Section (e.g. an employee hired in the 3rd Quarter of Year 1 is eligible for up to 20 additional hours of Administrative Leave in January of Year 2). An employee whose performance is in need of improvement, pursuant to a performance evaluation or performance improvement plan, is not eligible to receive additional Administrative Leave. The accrual of Administrative Leave is limited to a maximum of eighty (80) hours at any time. Use of Administrative Leave is completely discretionary upon the approval of the Department Head or the City Manager.

Section 17: Holidays

The following days shall be holidays for which all employees will receive compensation either in pay or paid time off:

January 1	New Year's Day
Third Monday in January	Martin Luther King Jr. Day
Third Monday in February	Presidents' Day
Last Monday in May	Memorial Day
July 4	Independence Day
First Monday in September	Labor Day
November 11	Veterans Day
Thanksgiving Day	Thanksgiving Day
Day following Thanksgiving Day	Day after Thanksgiving Day
December 24	Christmas Eve
December 25	Christmas Day
December 31	New Year's Eve

When a holiday occurs on a Sunday, the following Monday will be observed instead. When a holiday occurs on a Saturday, the preceding Friday will be observed instead. If a holiday falls on a day that is also an employee's regular day off, the employee will accrue nine hours to his/her General Leave bank for the holiday. If a holiday falls on an employee's regularly scheduled working Friday, the employee will receive eight hours of holiday pay and accrue one hour to his/her General Leave bank.

Section 18: Bereavement Leave

Unit employees are allowed up to five (5) days of paid leave for the purpose of Bereavement Leave in the event of a death in the "immediate family". For purposes of this section, "immediate family" is defined as including spouse, registered domestic partner, mother, stepmother, father, stepfather, brother, sister, child, stepchild, grandparent, and grandchild of the employee or the employee's spouse/registered domestic partner.

CHAPTER 5 – WORKING CONDITIONS

Section 19: Alternate Work Schedules

Executive Management and Management employees are eligible for participation in the City's Alternate Work Schedule program. Such work schedules are subject to the needs of the City and the employee's department.

The City Manager has the authority to implement rules, policies and procedures for Alternative Work Schedules for Executive Management and Management employees.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Tustin held on the 21st day of June 2016.



JOHN NIELSEN,
Mayor

ATTEST:



ERICA N. RABE,
City Clerk

STATE OF CALIFORNIA)
COUNTY OF ORANGE) SS
CITY OF TUSTIN)

I, Erica N. Rabe, City Clerk and ex-officio Clerk of the City Council of the City of Tustin, California, do hereby certify that the whole number of the members of the City Council of the City of Tustin is five; that the above and foregoing Resolution No. 16-38 was duly passed and adopted at a regular meeting of the Tustin City Council, held on the 21st day of June 2016, by the following vote:

COUNCILMEMBER AYES:	<u>Nielsen, Bernstein, Gomez, Murray,</u>	
	<u>Puckett</u>	(5)
COUNCILMEMBER NOES:	<u>None</u>	(0)
COUNCILMEMBER ABSTAINED:	<u>None</u>	(0)
COUNCILMEMBER ABSENT:	<u>None</u>	(0)



ERICA N. RABE,
City Clerk

APPENDIX A – EXECUTIVE MANAGEMENT MONTHLY SALARY RANGES

Effective the pay period that includes July 1, 2016

Classification	Step A	Step B	Step C	Step D	Step E	Step F
Assistant City Manager	13295.05	13975.82	14691.46	15443.75	16234.55	17046.28
Deputy City Manager	11302.20	11880.87	12489.17	13128.62	13800.81	14490.85
Director of Community Dev	11388.28	11971.42	12584.42	13228.82	13906.21	14601.52
Director of Economic Development	10511.64	11037.22	11589.08	12168.53	12776.96	13415.81
Director of Finance / City Treasurer	12168.53	12791.62	13446.63	14135.17	14858.97	15601.92
Director of Human Resources	10331.59	10860.63	11416.75	12001.35	12615.88	13246.68
Director of Parks & Rec	10645.84	11190.96	11764.00	12366.38	12999.61	13649.59
Director of Public Wks / CE	12459.37	13097.35	13768.01	14473.01	15214.11	15974.81
Police Chief	13959.80	14674.61	15426.04	16215.94	17046.28	17898.65

APPENDIX B – MANAGEMENT MONTHLY SALARY RANGES

Effective the pay period that includes July 1, 2016

Classification	Step A	Step B	Step C	Step D	Step E	Step F
Accounting Supervisor	7599.56	7988.70	8397.76	8827.77	9279.80	9743.79
Administrative Services Mgr	8610.08	9050.96	9514.42	10001.62	10513.76	11039.44
Assistant Dir of Comm Dev	9490.70	9976.67	10487.54	11024.56	11589.08	12168.53
Assistant Dir of Comm Dev - Bldg	9965.23	10475.51	11011.92	11575.79	12168.53	12776.96
Assistant Dir of Comm Dev - Plan	9490.70	9976.67	10487.54	11024.56	11589.08	12168.53
Assistant Dir of Finance	8827.77	9279.80	9754.98	10254.49	10779.58	11318.56
Assistant Dir of Public Wks	10357.42	10887.78	11445.29	12031.35	12647.42	13279.79
Assistant to the City Manager	8610.08	9050.96	9514.42	10001.62	10513.76	11039.44
Building Inspection Supv	6640.97	6981.02	7338.49	7714.27	8109.28	8514.74
Building Official	9303.00	9779.37	10280.12	10806.53	11359.88	11927.87
City Clerk	8460.90	8894.15	9349.57	9828.33	10331.59	10848.17
Deputy Building Official	8503.26	8938.67	9396.38	9877.53	10383.31	10902.48
Deputy Director of Economic Dev	9490.70	9976.67	10487.54	11024.56	11589.08	12168.53
Deputy Director of Parks & Rec	8610.08	9050.96	9514.42	10001.62	10513.76	11039.44
Deputy Director of PW - Eng	10357.60	10887.97	11445.44	12031.44	12647.45	13279.82
Deputy Director of PW - Ops	9961.18	10471.19	11007.31	11570.88	12163.31	12771.47
Deputy Police Chief	12212.95	12838.33	13495.72	14170.51	14879.03	15622.98
Economic Devel & Housing Mgr	8805.76	9256.66	9730.65	10228.92	10752.70	11290.33
Field Services Manager	8610.08	9050.96	9514.42	10001.62	10513.76	11039.44
Finance Manager	8610.08	9050.96	9514.42	10001.62	10513.76	11039.44
Human Resources Manager	8610.08	9050.96	9514.42	10001.62	10513.76	11039.44
Information Tech Supervisor	8460.90	8894.15	9349.57	9828.33	10331.59	10848.17
Maintenance Supervisor	5803.30	6100.46	6412.84	6741.21	7086.40	7440.72
Plan Check Supervisor	6640.97	6981.02	7338.49	7714.27	8109.28	8514.74
Police Captain	11052.12	11618.05	12212.96	12838.33	13495.72	14170.51
Police Civilian Commander	8718.25	9164.67	9633.95	10127.26	10645.84	11178.13
Police Support Services Mgr	7449.26	7830.70	8231.68	8653.19	9096.28	9551.09
Principal Engineer	8503.26	8938.67	9396.38	9877.53	10383.31	10902.48
Principal Plan Check Engineer	8503.26	8938.67	9396.38	9877.53	10383.31	10902.48
Principal Planner	8314.31	8740.04	9187.58	9658.04	10152.58	10660.21
Public Works Inspection Supv	6223.55	6542.23	6877.22	7229.37	7599.56	7979.54
Public Works Manager	8231.72	8653.19	9096.28	9562.05	10051.69	10554.27
Recreation Superintendent	7505.27	7889.58	8293.57	8718.25	9164.67	9622.90
Recreation Supervisor	5745.63	6039.84	6349.11	6674.22	7015.97	7366.77
Senior Accountant	6040.14	6349.42	6674.54	7016.32	7375.60	7744.38
Senior Information Tech Spec	6131.00	6444.95	6774.96	7121.87	7486.56	7860.88
Senior Management Analyst	7943.49	8350.19	8777.72	9227.14	9699.57	10196.19

Classification	Step A	Step B	Step C	Step D	Step E	Step F
Senior Planner	6691.23	7033.86	7394.04	7772.65	8170.65	8579.18
Water Maint & Const Supv	6380.90	6707.63	7051.10	7412.15	7791.70	8181.28
Water Services Manager	9538.21	10026.62	10540.04	11079.75	11647.10	12229.45
Water Treatment Supervisor	7283.73	7656.70	8048.76	8460.90	8894.15	9338.86

RESOLUTION NO. 16-39

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TUSTIN RELATING TO COMPENSATION AND BENEFITS FOR UNREPRESENTED SUPERVISORY EMPLOYEES, AND SUPERSEDING RESOLUTION 15-46

WHEREAS, the employees covered by this Resolution constitute supervisory personnel; and

WHEREAS, the City Council has consulted with the City Manager concerning the proposed employment terms contained herein;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Tustin (the "City") authorizes staff to implement the provisions of this Resolution and modify the City's Classification and Compensation Plans to reflect the changes approved in this Resolution, and that the wages, hours and conditions of employment be adopted and set forth as follows:

CHAPTER 1 – GENERAL PROVISIONS

Section 1: Classifications

A "supervisory" employee is broadly defined as an employee with authority to hire, transfer, promote, discipline or assign other employees or effectively to recommend such action. These employees are often excluded from the bargaining unit of employees whom they supervise and prevented from being represented by the same organization that represents the employees supervised. The Supervisory unit consists of the classifications listed in Appendix A.

Section 2: Effective Dates

The effective date of each section is July 1, 2016, unless otherwise stated herein.

CHAPTER 2 – COMPENSATION

Section 3: Salary

Effective the pay period which includes July 1, 2016, Supervisory employees shall receive a three percent (3.0%) base salary increase.

With the paycheck issued for the pay period which includes July 1, 2017, all Supervisory employees who are employed by the City on the effective date will receive a one-time lump sum payment of four thousand and eighty-four dollars (\$4,084.00). In accordance with the California Public Employees' Retirement System regulations and definition of

Special Compensation (2 CCR §571), this lump sum payment will not be reported to CalPERS for purposes of retirement.

The monthly salaries for employees covered by this Resolution are hereby incorporated and listed in Appendix A. The attached salary ranges shall constitute the basic compensation plan consisting of six (6) steps in each range.

For all employees covered by this Resolution, the hourly rate of pay shall be the monthly rate multiplied by twelve (12) divided by 2080 annual hours.

Section 4: Overtime Compensation

Unit classifications are designated as non-exempt under the Fair Labor Standards Act and shall receive overtime compensation at the rate of time and one-half (1 ½) for all approved overtime hours worked in excess of 1) regularly scheduled hours per shift or 2) forty (40) hours worked in a seven (7) day work period. General Leave, Compensatory Time and Holiday hours shall be included within the above hours for eligibility, provided however, that Standby Duty shall not be considered in determining entitlement to overtime compensation.

Section 5: Bilingual Pay

The City shall pay Bilingual Pay in the amount of one hundred dollars (\$100) per month (paid bi-weekly) to employees in City-designated positions who demonstrate conversational skill in Spanish or another language approved by the Director of Human Resources as necessary for City business.

To qualify for Bilingual Pay, the employee must 1) have a business need to speak Spanish or another City-approved language in the performance of his/her public contact duties on a frequent and recurring basis and 2) successfully pass a City-sponsored examination for conversational skill. The Director of Human Resources may limit the number of employees receiving Bilingual Pay based on the needs of the City and may discontinue Bilingual Pay for any employee who no longer uses bilingual skills in the course of work.

Individuals are eligible to receive Bilingual Pay at the beginning of the first pay period after the Human Resources Department receives the employee's passing test results.

In compliance with the California Public Employees' Retirement System regulations and definition of special compensation (2 CCR §571), the monetary value of bilingual pay (Bilingual Premium) shall be reported to CalPERS as special compensation described in Title 2 CCR, Section 571(a)(4) as a "special assignment pay" – a type of reportable special compensation.

Section 6: Uniforms

Employees in the Police Department who are required by the City to wear a uniform on full-time basis will be provided with uniforms, including replacements as needed. The City will also provide these employees with an annual uniform maintenance allowance of \$250, paid biweekly over twenty-six (26) pay periods.

In compliance with the California Public Employees' Retirement System regulations and definition of special compensation (2 CCR §571), for "classic members" as defined by the Public Employees' Pension Reform Act of 2013, the compensation paid for the maintenance of required uniforms shall be reported to CalPERS as special compensation described in Title 2 CCR, Section 571(a)(5) as a "statutory item" – a type of reportable special compensation.

Section 7: Shift Differential

Any unit employee in the Police Department who is assigned on a regular basis (ten (10) or more continuous working days) to a shift that requires the employee to work hours after 8:00 p.m. shall receive a Shift Differential of \$50 per pay period. The right to assign and/or reassign an individual to a particular shift is the sole prerogative of the City. Any such assignment and/or reassignment shall not be subject to the grievance and/or discipline appeals process.

In compliance with the California Public Employees' Retirement System regulations and definition of special compensation (2 CCR §571), the monetary value of shift differential shall be reported to CalPERS as special compensation described in Title 2 CCR, Section 571(a)(4) as a "special assignment pay" – a type of reportable special compensation.

Section 8: Call Back Duty

Employees shall receive a minimum of two (2) hours of overtime compensation (at the rate of time and one-half (1 ½)) for any call (fifteen (15) or more minutes beyond the end of their shift) which requires them to return to duty.

Section 9: Standby Duty

Unit employees in the Police Department who are assigned to Standby Duty shall be compensated at the rate of one (1) hour of straight time compensation for each eight (8) hours of such duty. Such compensation on Holidays shall be at the rate of two (2) hours of straight time compensation for each eight (8) hours of Standby Duty.

Standby Duty for scheduled court appearances on behalf of the City shall be compensated at a rate of two (2) hours of straight time for morning (8:00 a.m. – 12:00 p.m.) appearances and two (2) hours straight time for afternoon (12:00 p.m. – 5:00 p.m.) appearances.

If an employee's scheduled Court Standby Duty is canceled and the employee is not advised of the cancellation before 6:00 p.m. on the day prior to the subpoena date, the

employee shall receive two (2) hours of Standby Pay. A reasonable effort by the City (e.g. phone call, voicemail, or email) to notify the employee prior to 6:00 p.m. on the day prior will negate the two (2) hours of Standby Pay. Employees who are scheduled for Standby Duty shall advise the department of a telephone number where they can be reached or a message can be left to advise them of a cancellation.

Section 10: Acting Pay

An employee assigned to temporarily work in a higher classification will receive Acting Pay. At the City Manager’s discretion, the employee will either receive Acting Pay in an amount equal to 5% of the employee’s base pay or the employee’s base salary will be moved to Step A of the higher classification during the Acting assignment. Acting Pay will be paid effective the beginning of the first full pay period in which the employee serves in the Acting assignment.

In compliance with the California Public Employees’ Retirement System regulations and definition of Special Compensation (2 CCR §571), the monetary value of Acting Pay shall be reported to CalPERS as Special Compensation. Acting Pay (“Temporary Upgrade Pay”) is described in Title 2 CCR, Section 571(a)(3) as a “premium pay” – a type of reportable special compensation. In the event of a dispute, it is ultimately CalPERS who determines whether any form of pay is reportable special compensation.

CHAPTER 3 – BENEFITS

Section 11: Flexible Benefits Plan

The City contracts with the California Public Employees’ Retirement System (CalPERS) for the provision of medical insurance. All Confidential employees shall receive the minimum amount required under the Public Employees’ Medical and Hospital Care Act (PEMHCA) (\$125 for calendar year 2016 and a yet to be determined amount for subsequent calendar years) as well as an additional amount which is provided under a Section 125 Flexible Benefits program. The amounts below include the minimum amount under PEMHCA.

Effective the pay period that includes July 1, 2016, the monthly Flexible Benefits contribution per employee is as follows:

Employee Only	Employee + 1 Dependent	Employee + 2 or more Dependents
\$1,000	\$1,125	\$1,275

Effective the pay period that includes July 1, 2017, the monthly Flexible Benefits contribution per employee is as follows:

Employee Only	Employee + 1 Dependent	Employee + 2 or more Dependents
\$1,050	\$1,175	\$1,325

Employees who do not take medical insurance through the program offered by the City shall receive \$400 per month effective the pay period that includes July 1, 2015, \$425 per month effective the pay period that includes July 1, 2016 and \$450 per month effective the pay period that includes July 1, 2017 as the Flexible Benefits Opt-Out contribution. As a condition of receiving such amount, the employee must provide evidence, satisfactory to the City, that he/she has medical insurance coverage comparable to coverage available through the City program. If the employee also opts out of the City's dental insurance, the employee must also provide evidence, satisfactory to the City, that he/she has dental insurance coverage comparable to coverage available through the City program.

The Flexible Benefits contribution consists of mandatory and discretionary allocations which may be applied to City-sponsored programs, including required City payment towards employee medical insurance under the Public Employees' Medical and Hospital Care Act (PEMHCA). Employees may allocate the remaining amount among the following City-sponsored programs:

1. Medical insurance
2. Dental insurance
3. Additional life insurance
4. Vision insurance
5. Deferred compensation
6. Section 125 Flexible Spending Account programs (medical and/or dependent care reimbursement programs)
7. Eligible catastrophic care programs
8. Cash

Discretionary allocations are to be made in accordance with program/City requirements including restrictions as to the time when changes may be made in allocations to the respective programs.

The Flexible Benefits Program is governed by Section 125 of the Internal Revenue Code (IRC). The City retains the right to change administrators.

Participation in the Section 125 medical and/or dependent care reimbursement programs is voluntary and employee-funded.

Section 12: Retirement

Employees covered under this Resolution shall be members of the California Public Employees' Retirement System (CalPERS) and are subject to all applicable provisions of the City's contract with CalPERS.

Miscellaneous members employed by the City by December 31, 2011 shall be enrolled in the CalPERS 2% @ 55 plan in accordance with Government Code Section 21354 for

Local Miscellaneous members. The plan includes both an employer and employee contribution. Effective the pay period that includes July 1, 2013, the employee is responsible for paying the employee contribution of 7% of the employee's wages through a pre-tax payroll deduction. The City has adopted the CalPERS resolution in accordance with IRS Code section 414(h)(2) to ensure that the employee contribution is made on a pre-tax. The plan has been amended to include Section 21573 (Third Level of 1959 Survivor Benefits), Section 20042 (One-Year Final Compensation), and Section 21024 (Military Service Credit as Public Service). The employee is responsible for paying the employee portion of the 1959 Survivor benefit premium.

These employees are responsible for paying an additional pension contribution of three percent (3%) as cost sharing in accordance with Government Code section 20516(f), for a total employee pension contribution of ten percent (10%).

Miscellaneous members employed by the City on or after January 1, 2012 who are "classic members" as defined by the Public Employees' Pension Reform Act (PEPRA) of 2013 shall be enrolled in the CalPERS 2% @ 60 plan for Local Miscellaneous members. The plan includes both an employer and employee contribution.

The employee is responsible for paying the employee contribution of 7% of the employee's wages through a payroll deduction. The City has adopted the CalPERS resolution in accordance with IRS Code section 414(h)(2) to ensure that the employee contribution is made on a pre-tax basis. This plan provides retirement benefits based on the highest annual average compensation earnable during the three consecutive years of employment immediately preceding the effective date of his or her retirement or as designated by the employee in accordance with Government Code Section 20037. The plan provides for 3rd level of 1959 Survivor benefits with the employee paying the employee portion of the premium.

These employees are responsible for paying an additional pension contribution of three percent (3%) as cost sharing in accordance with Government Code section 20516(f), for a total employee pension contribution of ten percent (10%).

Individuals first employed by the City on or after January 1, 2013 who are defined as "new members" by the Public Employees' Pension Reform Act (PEPRA) of 2013, shall be enrolled in the CalPERS 2% @ 62 plan for Local Miscellaneous members.

The employee is responsible for paying the employee contribution of one-half of the total normal cost of the plan, as defined by CalPERS, through a payroll deduction. Effective the pay period including July 1, 2015, the employee contribution is 6.25%. This amount will be determined by CalPERS in the future. The City has adopted the CalPERS resolution in accordance with IRS Code section 414(h)(2) to ensure that the employee contribution is made on a pre-tax basis.

This plan provides retirement benefits based on the highest annual average compensation earnable during the three consecutive years of employment immediately preceding the effective date of his or her retirement or as designated by the employee in accordance with Government Code Section 7522.32(a). The plan provides for 3rd level of 1959 Survivor benefits with the employee paying the employee portion of the premium.

Section 13: Life Insurance

The City will provide life insurance for each unit employee and pay the required premiums. The death benefit of said policy shall be the greater of \$100,000 or 100% of the employee's base annual salary, rounded to the next higher multiple of \$1,000, up to a maximum of \$200,000. The City will also provide \$1,000 per dependent of dependent life insurance and pay the required premiums.

Section 14: Short-Term / Long-Term Disability Insurance

The City shall maintain a short-term / long-term disability (STD/LTD) insurance program for non-industrial illnesses or injuries. Eligibility for benefits is subject to the requirements and approval of the STD/LTD insurance carrier.

An employee who is receiving STD benefits under the City's program will be granted a leave of absence for the duration of his/her non-industrial disability subject to a maximum period of six (6) months. Such leave of absence may be extended for an additional six (6) months under LTD, upon approval of the City Manager.

All unit employees are required to participate in the program. Premiums are deducted from the employee's pay on an after-tax basis.

In the event a non-industrial illness or injury is anticipated to exceed 30 days, the employee is first required to use 80 consecutive hours of his/her accrued leave during the 30 day period beginning with the first day of the leave. In the event no leave time is available, the employee shall be on leave without pay for 80 consecutive hours.

After the first 80 hours of leave, and for the remainder of the 30 day elimination period, the employee shall be compensated by the City at the rate of 60% of the employee's pre-disability base salary. This City payment is taxable income. The employee may supplement this City payment with accrued leave to enable him/her to receive an amount equivalent to no more than 100% of his/her pre-disability earnings.

In the event the employee is eligible for FMLA/CFRA leave, STD/LTD leave shall run concurrently with FMLA/CFRA leave.

For a new employee who has worked for the City for less than 12 consecutive months, and is therefore not eligible for FMLA/CFRA leave, the City will nevertheless provide the employee with the same Flexible Benefits contribution as was provided at the time of

the non-industrial injury, for a period not to exceed 90 days. Should an employee receive 90 days of City-paid Flexible Benefits within the 12 month period prior to being eligible for this benefit pursuant to the FMLA/CFRA, and is subsequently eligible to receive this benefit pursuant to the FMLA/CFRA, the employee shall reimburse the City for his/her previous contribution.

Once the employee is on leave without pay, or the first 80 hours of leave has passed (whichever occurs first), no paid leave shall accrue to the employee.

After the 30 day elimination period, the STD/LTD carrier will provide the employee with a benefit of 60% of pre-disability base salary. The employee may supplement the STD/LTD carrier's payment with accrued paid leave to enable him/her to receive an amount equivalent to no more than 100% of his/her pre-disability earnings.

The employee is responsible for all benefit elections and payments during his/her leave unless he/she is eligible to opt out of such elections and chooses to do so. In the event the employee chooses to continue his/her benefit elections, the employee is required to make timely payment to the City for such elections (including the cost of the STD/LTD program). In the event timely payment is not made, the City is authorized to reduce the employee's accrued paid leave accounts, in an amount equivalent to the premiums owed by the employee. In the event no paid leave is available, the City is authorized to cancel the employee's coverage.

An employee is only eligible for the City's 60% STD/LTD salary continuation benefit once in any rolling 12-month period.

Section 15: Retiree Medical Insurance

The City will reimburse eligible unit employees up to a maximum of \$250 per month for the payment of CalPERS retiree medical insurance premiums. This amount includes the minimum contribution towards retiree medical insurance required under the PEMHCA program (\$125 for calendar year 2016 and a yet to be determined amount for subsequent calendar years).

A unit employee hired by the City prior to July 1, 2011 is eligible for this benefit provided that he/she has been continuously employed by the City for five (5) full years, retires from the City and CalPERS, and enrolls in a CalPERS medical insurance plan immediately after retirement. Eligible employees who suffer a disability, are unable to return to work, and take a disability retirement from CalPERS may satisfy the five (5) year continuous service requirement using a combination of service with the City and service with any public agency with a reciprocal retirement system.

A unit employee hired by the City on or after July 1, 2011 is eligible for this benefit provided that he/she has been continuously employed by the City for ten (10) full years, retires from the City and CalPERS, and enrolls in a CalPERS medical insurance plan immediately after retirement. Eligible employees who suffer a disability, are unable to

return to work, and take a disability retirement from CalPERS may satisfy the ten (10) year continuous service requirement using a combination of service with the City and service with any public agency with a reciprocal retirement system.

Reimbursement shall not be made until an employee appears on the City's CalPERS insurance billing. In order to maintain the retiree medical insurance stipend throughout retirement, an employee must maintain coverage in a CalPERS medical insurance plan; once coverage is dropped, reimbursement will cease and will not be reinstated.

Section 16: Textbook and Tuition Reimbursement

The City shall provide eligible employees with textbook and tuition reimbursement in accordance with the guidelines and procedures specified in the Personnel Rules.

Employees are eligible for this benefit after completion of the initial probationary period. Requests to enroll in courses may be granted prior to the completion of probation; however, payment will not be made until the employee has completed the probationary period and attained regular status.

Employees may be reimbursed for up to \$4,000 per calendar year in covered expenses for attending graduate school, a four-year college or university, or a job-related program through University of California or California State University extended education programs and \$2,000 per year for attendance at a California Community College. This reimbursement benefit may be used for other job-related educational programs administered by other professional organizations with the express approval of the City Manager. If an employee separates from City service within one calendar year of receiving this Tuition Reimbursement benefit, the employee is responsible for refunding the City the full amount of the benefit that was paid. Funds will be deducted from the employee's final paycheck to cover the re-payment of the tuition reimbursement.

CHAPTER 4 – LEAVES OF ABSENCE

Section 17: General Leave

Paid General Leave shall be granted to each full-time employee at the rates listed below per year, prorated on a biweekly basis for each biweekly pay period in which the employee is in paid status for at least 40 hours of the pay period. If the employee is in paid status between 40 – 80 hours of a pay period, his/her General Leave will be earned on a prorated basis for the pay period.

Service	Hours Per Year	Maximum Accrual
0 – 5 years	160	320
6 – 10 years	208	416
Over 10 years	248	496

Each January, Supervisory employees may be entitled to an additional eight (8) hours of General Leave for satisfactory performance, upon the recommendation of their Department Head.

Once per fiscal year, employees may request to be paid for a maximum of twenty (20) hours of accrued General Leave.

In addition, for Fiscal Year 2015-16 through Fiscal Year 2017-18, once per fiscal year employees may cash out additional accrued General Leave as follows based on years of service used to determine General Leave accrual rates, provided employees have at least 160 hours of accrued General Leave at the time of cash out:

0-5 years	40 additional hours per year
6-10 years	50 additional hours per year
Over 10 years	60 additional hours per year

The additional hours may be cashed out at the same time as the initial 20 hours or at one additional time during each fiscal year. Additionally, any of the General Leave cash out may be directed to the employee's deferred compensation account up to the statutory limits for deferred compensation (in 2015, the statutory limits are \$18,000 per year, with a catch-up limit of \$36,000).

At any time, employees may accumulate General Leave to a maximum of two (2) times the employee's annual entitlement. Upon reaching the maximum, accrual will cease until leave is used to reduce the accrual below the maximum. Upon separation from City service the employee will be paid for unused Leave, not to exceed the maximum of two (2) years entitlement, at the employee's then current base salary rate.

Section 18: Compensatory Time Off

Employees working overtime will be eligible to accrue Compensatory Time Off in lieu of receiving overtime compensation at the rate of one and one-half (1 ½) hours for each hour of overtime worked. Employees may accrue up to ninety (90) hours of Compensatory Time Off. Employees will be paid for all Compensatory Time Off in January of each year provided that an employee may retain a maximum of forty (40) hours in his/her account if notice of such desired retention is submitted to the City.

An employee wishing to use his/her accrued Compensatory Time Off shall provide the City with reasonable notice of such request. "Reasonable notice" is defined as at least two weeks' notice. If reasonable notice is provided, the employee's request will not be denied unless it would be unduly disruptive to the department to grant the request. A request to use Compensatory Time Off with less than two weeks' notice may still be granted within the discretion of the supervisor or manager responsible for considering the request.

Section 19: Holidays

The following days shall be holidays for which all employees will receive compensation either in pay or paid time off:

January 1	New Year's Day
Third Monday in January	Martin Luther King Jr. Day
Third Monday in February	Presidents' Day
Last Monday in May	Memorial Day
July 4	Independence Day
First Monday in September	Labor Day
November 11	Veterans Day
Thanksgiving Day	Thanksgiving Day
Day following Thanksgiving Day	Day after Thanksgiving Day
December 24	Christmas Eve
December 25	Christmas Day
December 31	New Year's Eve

When a holiday occurs on a Sunday, the following Monday will be observed instead. When a holiday occurs on a Saturday, the preceding Friday will be observed instead. If a holiday falls on a day that is also an employee's regular day off, the employee will accrue nine hours to his/her General Leave bank for the holiday. For employees on the 9/80 schedule, if a holiday falls on an employee's regularly scheduled working Friday, the employee will receive eight hours of holiday pay and accrue one hour to his/her General Leave bank. For employees working the 4/10 schedule, if a holiday falls on an employee's regularly scheduled workday, the employee will receive nine hours of holiday pay and use accrued General Leave or Compensatory Time Off to ensure that hours paid will be equal to what he/she would receive for working his/her regular shift.

In December of each year, each regular and promotional probationary unit employee assigned to the Police Department may request Advance Holiday Pay, a cash out of the employee's holiday hours for the following year in lieu of having time off. The request may only be for 1) all cash, 2) all General Leave, or 3) half cash and half General Leave. This notification shall be in writing and is irrevocable. Administration of this program shall be consistent with the program adopted for employees represented by the Tustin Police Support Services Association (TPSSA).

In compliance with the California Public Employees' Retirement System regulations and definition of Special Compensation (2 CCR §571), the monetary value of holiday pay for employees who are normally required to work on an approved holiday because they work in positions that require scheduled staffing without regard to holidays shall be reported to CalPERS as Special Compensation. This pay is described in Title 2 CCR, Section 571(a)(5) as a "statutory pay" – a type of reportable special compensation.

Section 20: Bereavement Leave

Unit employees are allowed up to fifty (50) hours of paid leave for the purpose of Bereavement Leave in the event of a death in the "immediate family". For purposes of this section, "immediate family" shall be defined as including spouse, registered domestic partner, mother, stepmother, father, stepfather, brother, sister, child, stepchild, grandparent, and grandchild of the employee or the employee's spouse/registered domestic partner.

CHAPTER 5 – WORKING CONDITIONS

Section 21: Alternate Work Schedules

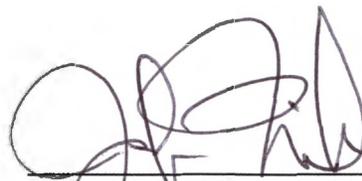
Unit employees are eligible for participation in the City's Alternate Work Schedule program. Such work schedules are subject to the needs of the City and the employee's department.

The City Manager has the authority to implement rules, policies and procedures for Alternative Work Schedules for Supervisory employees.

Section 22: Rest Periods

During each work shift of at least eight (8) hours, two (2) fifteen (15) minute rest periods will be scheduled. The scheduling of rest periods shall be at the discretion of the employee's supervisor and no compensation will be provided for rest periods not taken.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Tustin held on the 21st day of June 2016.



JOHN NIELSEN,
Mayor

ATTEST:

Erica N. Rabe

ERICA N. RABE,
City Clerk

STATE OF CALIFORNIA)
COUNTY OF ORANGE) SS
CITY OF TUSTIN)

I, Erica N. Rabe, City Clerk and ex-officio Clerk of the City Council of the City of Tustin, California, do hereby certify that the whole number of the members of the City Council of the City of Tustin is five; that the above and foregoing Resolution No. 16-39 was duly passed and adopted at a regular meeting of the Tustin City Council, held on the 21st day of June 2016, by the following vote:

COUNCILMEMBER AYES:	<u>Nielsen, Bernstein, Gomez, Murray</u>	
	<u>Puckett</u>	(5)
COUNCILMEMBER NOES:	<u>None</u>	(0)
COUNCILMEMBER ABSTAINED:	<u>None</u>	(0)
COUNCILMEMBER ABSENT:	<u>None</u>	(0)

Erica N. Rabe

ERICA N. RABE,
City Clerk

APPENDIX A – SUPERVISORY MONTHLY SALARY RANGES

Effective the pay period that includes July 1, 2016

Classification	Step A	Step B	Step C	Step D	Step E	Step F
Customer Service Supervisor	4,960.97	5,214.99	5,482.03	5,762.74	6,057.83	6,360.72
Management Analyst II	6,512.74	6,846.22	7,188.54	7,556.59	7,943.49	8,350.19
Police Comm Supervisor	5,938.02	6,242.08	6,561.71	6,897.70	7,250.90	7,613.45
Police Records Supervisor	5,938.02	6,242.08	6,561.71	6,897.70	7,250.90	7,613.45
Police Services Officer Supv	5,938.02	6,242.08	6,561.71	6,897.70	7,250.90	7,613.45
Property & Evidence Supv	5,938.02	6,242.08	6,561.71	6,897.70	7,250.90	7,613.45
Recreation Coordinator	4,766.68	5,010.76	5,267.34	5,537.06	5,820.58	6,111.61

TUSTIN HOUSING AUTHORITY RESOLUTION NO. 16-01

A RESOLUTION OF THE TUSTIN HOUSING AUTHORITY OF THE CITY OF TUSTIN, CALIFORNIA, ADOPTING THE HOUSING AUTHORITY BUDGET AND APPROPRIATING FROM THE ANTICIPATED REVENUES OF THE AUTHORITY FOR THE FISCAL YEAR 2016-2017

WHEREAS, in accordance with Section 1415 of the Tustin City code, the City Manager has prepared and submitted to the City Council a Proposed Annual Budget for the 2016-2017 fiscal year, beginning July 1, 2016; and

WHEREAS, the Commissioner, as the legislative body of the Tustin Housing Authority, has reviewed this proposed budget;

NOW, THEREFORE, the Commissioner of the Tustin Housing Authority does hereby resolve, determine and order as follows:

SECTION 1. A certain document is on file in the office of the City Clerk of the City of Tustin, being marked and designated "City of Tustin Proposed Biennial Budget 2015-2017". Said document, as prepared by the City Manager and reviewed and adjusted by the Commissioner, is hereby adopted for the fiscal year commencing July 1, 2016;

SECTION 2. The following sums of money are hereby appropriated from the anticipated revenues of the Tustin Housing Authority for the 2016-2017 fiscal year.

TUSTIN HOUSING AUTHORITY

Personnel	\$ 267,000
Operational Costs	<u>100,345</u>
TOTAL HOUSING AUTHORITY COSTS	\$ 367,345

PASSED AND ADOPTED at a regular meeting of the Tustin Housing Authority held on the 21st day of June, 2016.



JOHN NIELSEN,
Chairman

ATTEST:



ERICA N. RABE,
Secretary

STATE OF CALIFORNIA)
COUNTY OF ORANGE) SS
CITY OF TUSTIN)

I, Erica N. Rabe, Secretary of the Tustin Housing Authority of the City of Tustin, California, do hereby certify that the whole number of the members of the commissioners of the Tustin Housing Authority is five; that the above and foregoing Tustin Housing Authority Resolution No. 16-01 was duly passed and adopted at a regular meeting of the Tustin Housing Authority, held on the 21st day of June, 2016, by the following vote:

COMMISSIONERS AYES:	<u>Nielsen, Bernstein, Gomez, Murray,</u>	
	<u>Puckett</u>	(5)
COMMISSIONERS NOES:	<u>None</u>	(0)
COMMISSIONERS ABSTAINED:	<u>None</u>	(0)
COMMISSIONERS ABSENT:	<u>None</u>	(0)



ERICA N. RABE,
Secretary