

ISSUES AND UPDATES

PERSONNEL SERVICE COSTS

COMPENSATION

A market study was completed by The Waters Consulting Group as part of the Compensation Study and the results demonstrate the City is currently an average of 19.05% below market.

The FY 2010 budget does not include a market or merit increase for classified and exempt employees due to the financial condition of the organization. The City's pay plan was decreased by 1.2% beginning May 1, 2009, which saves approximately \$500,000 in the general fund.

Employees who are in the skill based pay plan are eligible for pay adjustments based on acquiring skills and knowledge that are associated with skill blocks. Each of the skill blocks was decreased by 1.2%

Hazardous Assignment Pay is paid to employees who perform demanding duties or duties with an unusual degree of responsibility, a heightened level of physical risk that is above the norm for the job, and where additional certification and/or continuing education is needed that is above and beyond the minimum requirements for the position. Assignment pay was also decreased by 1.2%.

BENEFITS

Fiscal year 2010 begins the seventeenth year the City has participated in the joint purchasing of health insurance through Northern Arizona Public Employees Benefit Trust (NAPEBT). NAPEBT includes four voting members: Coconino County, Flagstaff Unified School District, Coconino Community College, and the City of Flagstaff and three non-voting members: Flagstaff Housing Authority, NAIPTA and the County Accommodation School.

NAPEBT continues to fund a wellness program in an effort to control costs. This year NAPEBT held its first annual health fair. All of the insurance providers and various community medical providers and wellness vendors participated in the two day event. Employees were able to receive flu shots and wellness assessments free of charge.

The premium increase for health insurance this year is 1.9%. This is well below national trend for plans similar to the City's, which is approximately 10-15%. One of the reasons NAPEBT is below trend is that NAPEBT is operating under an administrative contract which has provided the NAPEBT Trustees more flexibility in managing costs. The 1.9%

increase will be absorbed by the Trust, thus there will be no increase passed on to the City or its employees this fiscal year.

FY 2010's budget reflects the continuation of the City of Flagstaff paying the full premium for the employee and reducing the subsidy for dependent health insurance by \$60. Its current rate of \$314.00 per month will become \$254.00 per month beginning July 1, 2009. For FY 2010 the total budget for employee only health insurance is \$4.0 million dollars, which is a decrease of 7.3% to all funds. The total cost of the dependent subsidy to the City is \$0.9 million which is a decrease of 31.1% to all funds.

Employees who do not elect dependent health insurance coverage normally receive \$60 per month in deferred compensation, but this benefit will be suspended beginning July 1, 2009. The savings to all funds is approximately \$380,000.

Dental insurance premiums, both employee only and dependent resulted in a rate increase of approximately 2.3%. The City pays 100% of employee coverage and employees pay 100% for dependent coverage. The cost to all funds is approximately \$325,000.

The Public Safety Personnel Retirement System (PSPRS) employer contribution will increase by 0.5% for Police and 1.7% for Fire in FY2010. The PSPRS employee contribution will remain 7.65% for the employee. The Arizona State Retirement System (ASRS) contribution will remain 9% for both the employer and employee. The ASRS long-term disability will be 0.4%, which is a 0.1% decrease in contribution rates. The cost to all funds is approximately \$2.7 million for PSPRS and \$2.6 million for ASRS.

CLASSIFICATION

Maintenance of the job classification system is an ongoing process to ensure that job classifications accurately reflect the responsibilities and tasks being performed by City employees. If a department head believes that an employee(s) is functioning out of class on a regular basis or that job responsibilities have changed sufficiently, a request may be made for the Human Resources Division to conduct a review. The Human Resources Division then conducts an audit and evaluates the request utilizing Decision Band Method (DBM) methodology.

If the audit and analysis indicates that an adjustment needs to be made to a position classification, Human Resources procedures allow for four types of changes.

1. RECLASS - An individual(s) within a classification is evaluated in regard to moving that person(s) from others in the same classification to a higher (or lower) classification. Some instances may include a title change.
2. RERANGE - A classification in a given pay range is evaluated in regard to moving that position classification to a higher (or lower) pay range. This affects all employees in the classification, including single incumbent classifications. Some instances may include a title change.
3. RETITLE - A job title is evaluated in regard to changing the job title only. This does not affect pay.
4. REZONE – An individual within a broadband may be move to a higher-level zone within the broadband based on the employee's performance.

The audit can also show that the position is properly classified and/or titled and that no changes are needed.

All requests from departments were submitted to Human Resources for review, and only those recommended for approval were forwarded to the Budget Team for inclusion in the FY2010 budget. Human Resources has notified all division directors of the status of their requests, whether approved or disapproved. All approved changes will be effective as of July 1, 2009.

Human Resources received a total of 27 requests for reclassifications/reranges and 8 requests for rezones. The following shows those that were approved:

REORGANIZATIONS

The following reorganizations have been completed:

(1) Citywide – The City was reorganized to include cross-disciplinary cabinets and new reporting structures in order to achieve council priorities; become more outcome focused; improve communication/break down silos; identify efficiencies and customer service opportunities; strengthen management; and stimulate organizational pride.

(2) Finance – The Finance section was reorganized in order to facilitate growth in their work program, to reduce the number of direct reports to the Finance Director, and to provide for better succession planning. Two existing Accountant IIs were reclassified to Finance Managers and the Finance Budget/Manager was reclassified to Finance Director.

(3) Fire – An existing Fuel Management Leadworker was reclassified to an Assistant Fire Fuel Manager in order to increase efforts in firewise communities and code enforcement.

(4) Human Resources – A HR Generalist position was added back during budget (replacing the HR Manager.) The Recruitment Specialist moved to HR Generalist and the Administrative Assistant moved to Recruitment Specialist.

(5) – Streets – Due to retirements and redistribution of duties and supervisory responsibilities: the Traffic Signal Tech was combined with the Maintenance Worker and reclassified to Streets Leadworker; the Maintenance Worker III Leadworker was combined with the Safety/Training Coordinator and reclassified to Streets Leadworker; and the Equipment Operator III Leadworker was retitled to Streets Leadworker.

(6) – Police Support Services – Due to the retirement of the Police Support Services Manager, duties were reassigned to a Police Records Supervisor and the position was reclassified to Police Support Services Supervisor.

(7) – GIS – The GIS section was reduced by 1 FTE due to budget cuts. The GIS Specialist was reclassified to GIS Systems Analyst (replacing GIS Analyst Senior). One GIS Technician was reclassified to GIS Specialist and one GIS Technician remains.

ORGANIZATIONAL STUDIES

No studies were necessary this year.

| 7/1/09 RETITLES | | | |
|----------------------------------|---------------------------------|-------|---------------------------|
| Old Title | New Title | Range | No. of Employees Effected |
| Fuel Management Officer | Wildland Fire Manager | 14 | 1 |
| Assistant Fire Fuel Manager | Assistant Wildland Fire Manager | 11 | 2 |
| Community Firewise Coordinator | Wildland Fire Specialist II | 9 | 1 |
| Firefighter Fuel Management Tech | Wildland Fire Specialist I | 7 | 2 |

| 7/1/09 RECLASSIFICATIONS/RERANGES | | | | |
|------------------------------------------|-----------|----------------------------------|-----------|---------------------------|
| Old Title | Old Range | New Title | New Range | No. of Employees Effected |
| Payroll Supervisor | 10 | Payroll Manager | 13 | 1 |
| Recreation Coordinator I | 4 | Recreation Coordinator II | 6 | 2 |
| Maintenance Worker III Leadworker | 10 | Facilities Maintenance Manager | 12 | 1 |
| Systems Administrator | 8 | Same | 9 | 1 |
| Landfill Leadworker | 9 | Landfill Supervisor | 10 | 1 |
| Administrative Assistant (Fire) | B13 | Administrative Specialist (Fire) | B21 | 1 |
| Warehouse Technician | 7 | Warehouse Specialist | 8 | 1 |
| Visitor Center Supervisor | 11 | Visitor Center Manager | 12 | 1 |
| Development Services Rep | 7 | Development Services Specialist | 8 | 1 |
| Publications Assistant | 7 | Publications Specialist | 8 | 1 |
| Administrative Assistant (Aquaplex) | B11 | Recreation Coordinator II | 6 | 1 |

| 7/1/09 REZONES | | | | |
|---------------------------|----------|---------------------------|----------|---------------------------|
| Current Job Title | Old Zone | New Job Title | New Zone | No. of Employees Effected |
| Administrative Assistant | B11 | Administrative Assistant | B12 | 1 |
| Administrative Assistant | B12 | Administrative Assistant | B13 | 1 |
| Administrative Specialist | B21 | Administrative Specialist | B22 | 1 |
| Administrative Specialist | B22 | Administrative Specialist | B23 | 1 |
| Case Manager | B51 | Case Manager | B52 | 1 |
| Project Manager | B51 | Project Manager | B52 | 1 |
| Project Manager | B52 | Project Manager | B53 | 2 |

Human Resources also received the following requests mid-year for new classifications, reclassifications, reranges and salary adjustments:

| MID YEAR CHANGES | |
|----------------------------|-------|
| NEW CLASSIFICATIONS | |
| Title | Range |
| Sustainability Specialist | 9 |
| HVACR Technician | 8 |

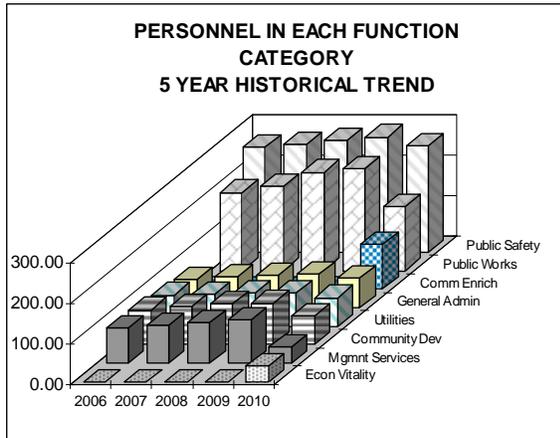
| MID YEAR CHANGES | | | | |
|-----------------------------------|-----------|-----------------------|-----------|---------------------------|
| RECLASSIFICATIONS/RERANGES | | | | |
| Old Title | Old Range | New Title | New Range | No. of Employees Effected |
| Inspector II | 9 | Inspection Supervisor | 11 | 1 |
| Traffic Engineer | 14 | Same | 15 | 1 |

| SALARY ADJUSTMENTS | |
|-------------------------------|---------------------------------------------------------------------------------------------------------------|
| Parks Maintenance Workers (6) | Salaries were increased by one step due to an inequity and compression created by a new hire's rate of pay. |
| Fire Captain (1) | Salary was adjusted to address and inequity that occurred when another employee was promoted. |
| Project Manager (1) | Salary was adjusted to address and inequity that occurred when the employee was transferred between sections. |
| Minimum Wage Adjustment | Minimum wage adjusted to \$7.25 comply with state law. |

POSITION ADDITIONS/DELETIONS

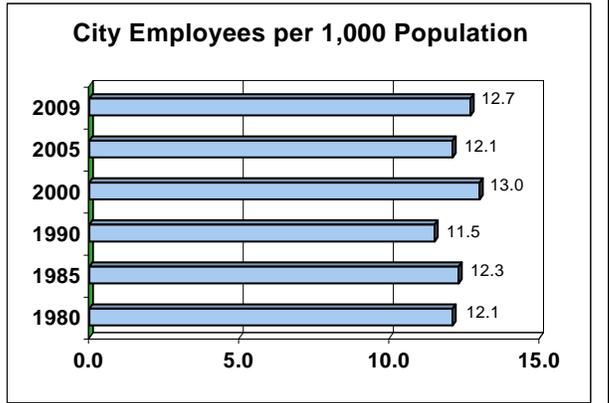
A review of the Personnel Table of Organization (see Appendix Section), provides complete detail, including staffing request changes that are reclassification requests and transfers of personnel between divisions to accommodate changing program needs.

A total of 88.8 FTE's were cut across all funds for FY2010. The following detail highlights the five year historical staffing trend as well as the City's calculation of City staff in comparison to population.



Employees per 1000 Population

| | <u>Population</u> | <u>Employees</u> | <u>Emp/Pop</u> |
|--------|-------------------|------------------|----------------|
| 1980 | 34,743 | 422 | 12.1 |
| 1985 | 38,247 | 470 | 12.3 |
| 1990 | 45,857 | 527 | 11.5 |
| 2000 | 52,894 | 685 | 13.0 |
| 2005 | 61,185 | 743 | 12.1 |
| 2009 * | 64,693 | 819 | 12.7 |



* Estimated census per July 1, 2008
Arizona Department of Economic Security

| FY2010 Personnel Staff Reductions | | | |
|--------------------------------------|-----------------------------------|-----------------------------------|-------------------------|
| Section | FY2009 Authorized Personnel | FY2010 Authorized Personnel | Personnel Reductions |
| City Manager | 8.5 | 7.5 | 1.0 |
| Capital Improvement | 14.5 | 11 | 3.5 |
| Risk Management | 3 | 2 | 1 |
| Law | 16.25 | 15 | 1.25 |
| Information Technology | 16 | 13 | 3 |
| Management Services | 12 | 8.5 | 3.50 |
| Sales Tax | 8.5 | 8 | 0.5 |
| Library | 53.77 | 50.77 | 3 |
| Finance | 14.14 | 11.5 | 2.64 |
| Community Development Administration | 3 | 2.5 | .5 |
| Planning & Development Services | 31 | 27.2 | 5.8 |
| Engineering | 25.5 | 20 | 5.5 |
| Fire | 101.75 | 99 | 2.75 |
| Police | 179 | 159 | 20 |
| Parks | 32.46 | 28.2 | 4.26 |
| Fleet | 15 | 14 | 1 |
| Facilities Maintenance | 12 | 11 | 1 |
| Recreation | 67.23 | 58.73 | 8.5 |
| Streets Maintenance | 41.06 | 36.31 | 4.75 |
| Airport | 10.5 | 9.5 | 1 |
| Environmental Services | 67.1 | 65.1 | 2 |
| Utilities Administration | 10.5 | 10 | 0.5 |
| Lake Mary Water Plant | 13 | 11 | 2 |
| Water Distribution System | 17 | 15 | 2 |
| Wastewater Treatment Plant | 13.5 | 12.5 | 1 |
| Wastewater Monitoring | 4 | 3 | 1 |
| City Court | 29.63 | 25.78 | 3.85 |
| Economic Development | 3 | 2 | 1 |
| Tourism- Visitor Center | 6.75 | 5.75 | 1 |
| Total | | | 88.8 |

CITY OF FLAGSTAFF
 Cost Allocation
 For Fiscal Year 2010

| PROVIDING SECTIONS | TRANSPOR- | | | | | | ENVIRON- | | | | TOTAL CHARGED OUT GF |
|-------------------------------|---------------------|----------------|------------------|----------------|------------------|----------------|----------------|------------------|-------------------|------------------|----------------------|
| | GENERAL 001 | LIBRARY 030 | HURF 40 | TATION 041-044 | UTILITY 201 | STORMWATER 210 | AIRPORT 270 | SERVICES 280 | TOTAL | | |
| General Fund Services | | | | | | | | | | | |
| City Manager | \$ 696,000 | 44,625 | 42,716 | 7,996 | 96,929 | 10,885 | 13,002 | 76,386 | 988,539 | 292,539 | |
| City Clerk | 194,279 | 13,451 | 13,141 | 10,950 | 31,574 | 2,079 | 3,948 | 27,062 | 296,484 | 102,205 | |
| Human Resources | 353,220 | 31,040 | 24,094 | - | 49,665 | 4,556 | 7,260 | 44,796 | 514,631 | 161,411 | |
| Risk Management | 159,405 | 14,805 | 13,149 | 7,264 | 29,550 | 2,190 | 3,929 | 25,067 | 255,359 | 95,954 | |
| Law | 452,226 | 38,707 | 41,319 | 46,630 | 106,640 | 6,292 | 12,674 | 87,302 | 791,790 | 339,564 | |
| Information Systems | 520,248 | - | 34,174 | - | 305,726 | - | 25,630 | 76,891 | 962,669 | 442,421 | |
| Management Services | 452,927 | 69,743 | 58,133 | 12,681 | 196,951 | 3,108 | 11,065 | 131,445 | 936,053 | 483,126 | |
| Customer Services | - | 1,075 | 962 | 1,008 | 692,935 | 22,385 | 41 | 211,943 | 930,349 | 930,349 | |
| Sales Tax | 399,128 | 34,110 | 120,117 | 150,685 | 26,090 | - | 16,527 | 39,988 | 786,645 | 387,517 | |
| Finance | 646,726 | 66,197 | 68,028 | 33,574 | 121,098 | 7,494 | 29,565 | 96,215 | 1,068,897 | 422,171 | |
| Community Dev Admin | 177,708 | - | - | - | - | - | - | 177,708 | - | - | |
| Engineering | 256,793 | - | 752,512 | - | - | 37,503 | - | - | 1,046,808 | 790,015 | |
| Community Investments | 1,179,835 | 23,208 | 24,774 | 27,959 | 63,941 | 3,773 | 7,599 | 52,346 | 1,383,435 | 203,600 | |
| Public Works Administration | 44,285 | - | 136,549 | - | - | - | 22,905 | 121,644 | 325,383 | 281,098 | |
| Mechanical Shop | 67,915 | 462 | 59,790 | - | 15,778 | 386 | 4,328 | 96,857 | 245,516 | 177,601 | |
| Facilities Maintenance | 862,954 | 104,650 | 18,644 | - | 35,450 | 13,193 | 90,627 | 160,164 | 1,285,682 | 422,728 | |
| Council & Commissions | 230,606 | 20,254 | 21,620 | 24,399 | 55,800 | 3,292 | 6,632 | 45,681 | 408,284 | 177,678 | |
| Non-Departmental | 2,768,488 | 90,696 | 117,504 | 68,888 | 337,471 | 15,487 | 82,811 | 271,292 | 3,752,637 | 984,149 | |
| Total General Fund | \$ 9,462,743 | 553,023 | 1,547,226 | 392,034 | 2,165,598 | 132,623 | 338,543 | 1,565,079 | 16,156,869 | 6,694,126 | |
| General Administration | | | | | | | | | | | |
| General Administration | \$ 2,375,378 | 142,628 | 168,593 | 72,840 | 620,084 | 26,002 | 66,443 | 337,504 | 3,809,472 | 1,434,094 | |
| Community Development | 434,501 | - | 752,512 | - | - | 37,503 | - | - | 1,224,516 | 790,015 | |
| Management Services | 1,498,781 | 171,125 | 247,240 | 197,948 | 1,037,074 | 32,987 | 57,198 | 479,591 | 3,721,944 | 2,223,163 | |
| Public Works | 975,154 | 105,112 | 214,983 | - | 51,228 | 13,579 | 117,860 | 378,665 | 1,856,581 | 881,427 | |
| Economic Vitality | 1,179,835 | 23,208 | 24,774 | 27,959 | 63,941 | 3,773 | 7,599 | 52,346 | 1,383,435 | 203,600 | |
| Non-Departmental | 2,999,094 | 110,950 | 139,124 | 93,287 | 393,271 | 18,779 | 89,443 | 316,973 | 4,160,921 | 1,161,827 | |
| Total General Fund | \$ 9,462,743 | 553,023 | 1,547,226 | 392,034 | 2,165,598 | 132,623 | 338,543 | 1,565,079 | 16,156,869 | 6,694,126 | |

COST ALLOCATION

The cost allocation plan has been developed utilizing a methodology that is in accordance with generally accepted accounting principles (GAAP). Incorporated within GAAP are three basic principles related to the allocation of central service support costs to operating departments that have been adhered to in the preparation of the cost allocation plan. First, costs should be necessary and reasonable for proper performance of a program. Second, costs should be charged or allocated to programs in accordance with relative benefits received. A program should only be charged for services it utilizes or benefits from, and should only be charged in relation to benefits derived from the service. Third, costs should be accorded consistent treatment as either direct or indirect. A cost should not be charged to a program as a direct cost if any other cost incurred for the same purpose in like circumstances have been allocated to the program as indirect costs. The methodology accommodates detailed analysis of all service areas through the provisions of a structure that identifies total costs (both direct and indirect) by activity and allocates/assigns costs to benefiting services utilizing a base that appropriately represents the level of benefit provided or derived from each activity by each service. The cost allocation is based on actual expenditures for the fiscal year ending June 30, 2008. The City utilized the services of a consultant to prepare this year's plan. The City also utilizes the cost allocation plan to calculate an indirect cost rate that is allowable in accordance with OMB A-87. The City will annually update the indirect cost rate based on actual expenditures, as required by OMB A-87.

METHODOLOGY

A multiple allocation base methodology has been utilized to prepare the Plan. This methodology acknowledges that the utilization of central administration and support (indirect) services by users varies by type of service. The cost of each indirect service or activity of a service is allocated to users based on an appropriate allocation base related to the service performed. For example, general accounting has been allocated to users based on total budgeted operating expenditures; accounts payable activities have been allocated on the number of accounts payable transactions processed during FY 2008; and human resources activities have been allocated on the number of budgeted full-time equivalent positions served.

In selecting an allocation base to be used, the objective has been to utilize a base for each service that is

available and reasonably results in the allocation of a service to users based on the relative benefit they receive or derive. A list of the allocation basis is provided in the Appendix.

FLEET MANAGEMENT

Fleet Management is dedicated to sustaining and preserving resources by providing vehicles and equipment that maximizes fuel efficiencies, reduces greenhouse gas and preserves the environment for the Citizens of Flagstaff.

Fleet Management has set the goals of:

- Preserving the environment
- Purchasing environmentally compatible vehicles
- Improving fuel efficiency
- Conserving resources
- Downsizing vehicles
- Reducing green house emissions by using alternative energy
- Rotating under-utilized vehicles

Each piece of equipment submitted for review is evaluated by the Fleet Superintendent and fleet staff. Units are forwarded to the Fleet Review Committee that is comprised of a few supervisors and line workers familiar with equipment use and application. Based on the evaluated vehicle physical condition, fiscal year-to-date costs, and probability of major component failure, units are recommended for retention or replacement. Recommendations are determined by Fleet Review Committee using strict budget funds and guidelines.

This past fiscal year the Fleet committee had a very busy year. Some of the major accomplishments that occurred:

- Fleet Review committee reviewed 31 replacement requests. 80% were purchased as hybrids, diesels, E-85 Ethanol Flex-fueled as well as two fuel efficient pool vehicles.
- Continued policy of purchasing diesel engines for 3/4 ton and larger trucks so as to operate on Biodiesel.
- Purchased 9 E-85 (Ethanol) Flex-fueled vehicles for the Police department.
- Interagency partnering with NAIPTA to purchase biodiesel from the City yard.
- Reviewed utilization and analysis on SUV'S, Vans, and light duty pickups.
- Provided Fleet Review committee members with training on the Fleet computer system.
- Updated the five and ten year fleet equipment/vehicle plan using the H.T.E. fleet system.
- Continued to monitor practical vehicle utilization and rotation.

| FLEET FISCAL YEAR 2010 REPLACEMENTS | | | |
|-------------------------------------|----------------|-------------------------------------------|-------------------|
| DIVISION | AMOUNT | DIVISION | AMOUNT |
| 17 ENGINEERING | | 41 ENVIRONMENTAL SERVICES | |
| PICKUP, 1/2 TON 4X4 EXT CAB (2) | \$ 46,000 | MACK TOPLOADER | 267,010 |
| 22 POLICE | | TRANSMISSION FOR G8-77 | 15,000 |
| PATROL SEDANS (6) | 153,000 | RAPIDRAIL AUTOCAR SIDE LOADER (4) | 110,000 |
| 26 PARKS | | LANDFILL/BACKHOE | 100,000 |
| PICKUP, 3/4 TON 4X4 DIESEL W/UTIL | 47,500 | TOTAL ENVIRONMENTAL SERVICES FLEET | 492,010 |
| TOTAL GENERAL FUND FLEET | 246,500 | | |
| 38 AIRPORT | | TOTAL FLEET REPLACEMENTS | \$ 751,010 |
| SNOWBLOWER | 12,500 | | |
| TOTAL AIRPORT FLEET | 12,500 | | |

Proposed objectives for FY 2010 include:

- Coordinate with the sustainability division to develop written “green fleet” policies to conserve precious resources.
- Coordinate with the sustainability division to review each replacement or new addition that could be hybrids, diesels, Ethanol (FFV’S).
- Coordinate with Purchasing to include estimated MPG estimates in all bids for vehicles and equipment.
- Fleet Committee reviewed 31 replacement requests and approved 19 for replacement. As a result of budget cuts, only 9 units will submitted to council for approval.
- Continue utilization study to reduce as many units from the fleet that are under-utilized.
- Continue to provide Naviline fleet computer system training for committee members.
- To purchase 80% of all replacement and new additions that will be hybrids, FFV’S, diesels, and more fuel efficient vehicles that are lower emissions and reduces greenhouse gasses.
- Participate in the Valley of the Sun Clean Cities Coalition of other agencies dedicated to conserving and promoting the use of alternative fuels.

FIVE-YEAR INFORMATION TECHNOLOGY PLAN

The City of Flagstaff’s IT Division will continue to refresh end-user equipment as well as servers and other equipment on a four-year rotation schedule. The goal is to continually improve the quality of service which IT provides to the City’s employees as well as to the citizens of the Greater Flagstaff area.

Items to consider

- E-Government initiatives
- Replacement of old telephone system with voice over IP in a 3-4 year phased approach
- Implementation of a Wi-Fi mesh network covering downtown Flagstaff
- Selection & installation of permitting software replacement
- Continuation of disaster recovery planning including real time off-site data replication with the County
- Plan for city-wide imaging solution
- Data sharing and collaboration with public and private agencies

FY2010 Acquisitions - \$872,500

IT expenditures have decreased in FY2010 in line with the city-wide 19% decrease. Large purchases include the Microsoft Enterprise agreement and the next phase of VOIP implementation.

PC and Network Replacements & Upgrades & GIS - \$336,448

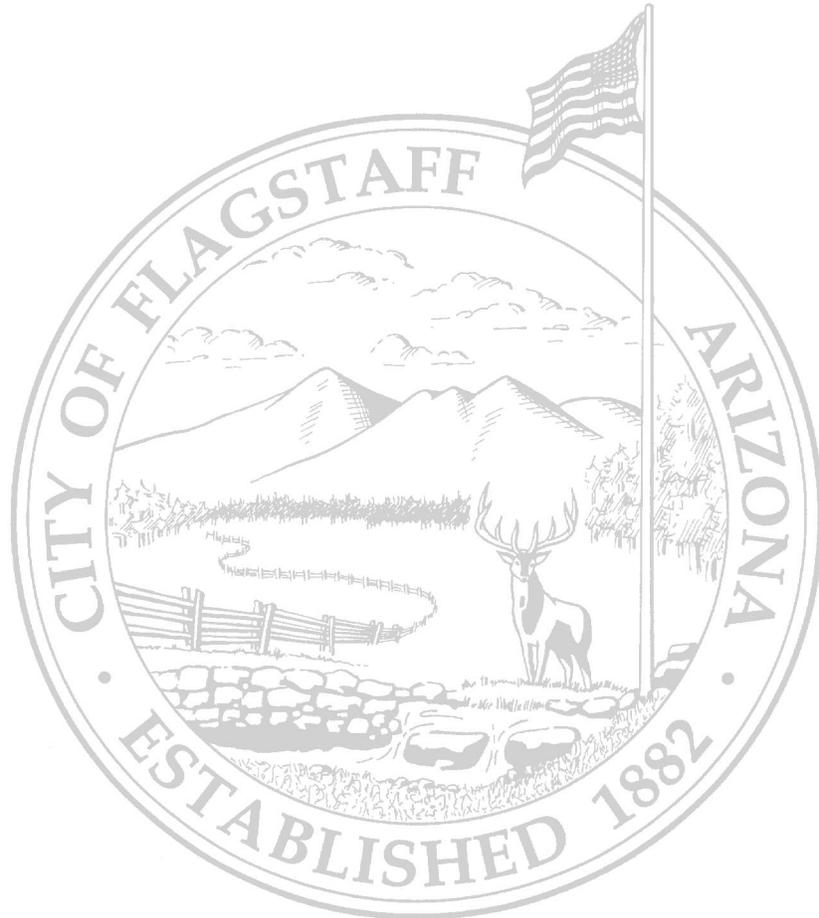
The budgeted amount will allow replacement of those pieces of end-user equipment that are four years old or older.

E-Government - \$90,000

Employee self-serve and video streaming were implemented in FY2009. The committee will continue to consider additional e-government opportunities.

Public Safety - \$244,700

The police departments Information Technology needs include PC and laptop replacement, server upgrades, and replacement of Mobile Digital computers, (MDC's) in police and fire vehicles. Software includes additional licenses for MS Office and new software for forensics. This year there are monies to add the Police Department to the City e-mail system.



IT Five Year Projection FY2010 - 2015

| IT Five Year Projections | Actual FY2008 | Budget FY2009 | Actual FY2009 | Budget FY2010 | FY2011 | FY2012 | FY2013 | FY2014 | FY2015 |
|-------------------------------------------------|-------------------|------------------|------------------|------------------|----------------|----------------|----------------|----------------|----------------|
| Replacement Programs | \$ 345,117 | 270,981 | 300,000 | 173,000 | 70,000 | 70,000 | 70,000 | 70,000 | 70,000 |
| Replacement PC's and Printers | - | 240,000 | - | 143,448 | 240,000 | 240,000 | 240,000 | 240,000 | 240,000 |
| Network equip | - | - | - | - | - | - | - | - | - |
| Total - Replacement Programs | 345,117 | 510,981 | 300,000 | 316,448 | 310,000 | 310,000 | 310,000 | 310,000 | 310,000 |
| GIS | | | | | | | | | |
| Hardware upgrades/replacement | - | 5,000 | - | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 |
| Software upgrades | - | 5,000 | - | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 |
| Total GIS | - | 10,000 | - | 20,000 | 20,000 | 20,000 | 20,000 | 20,000 | 20,000 |
| E-Gov | - | 60,000 | - | 90,000 | 30,000 | 30,000 | 30,000 | 30,000 | 30,000 |
| New Hardware & Software and Upgrades | | | | | | | | | |
| Work Order Management/HR | 190,202 | - | - | - | - | - | - | - | - |
| Sales Tax Software | - | 1,000,000 | - | - | 35,000 | 36,050 | 37,132 | 38,245 | 39,393 |
| Microsoft Enterprise Agreement | - | - | - | 185,000 | - | - | - | - | - |
| VOIP Migration - next phase | - | - | - | 100,000 | - | - | - | - | - |
| Hardware & Software Purchases | - | 1,189,619 | 225,580 | 587,500 | 175,000 | 180,250 | 185,658 | 191,227 | 196,964 |
| Total New Hardware & Software | 190,202 | 2,189,619 | 225,580 | 872,500 | 210,000 | 216,300 | 222,789 | 229,473 | 236,357 |
| Public Safety | | | | | | | | | |
| Police Upgrades | - | 149,000 | - | 199,700 | 200,000 | 206,000 | 212,180 | 218,545 | 225,102 |
| Public Safety Equipment | - | 125,000 | - | - | - | - | - | - | - |
| Add PD to City Email | - | - | - | 45,000 | - | - | - | - | - |
| E citation | - | - | - | - | - | - | - | - | - |
| Total Public Safety | - | 274,000 | - | 244,700 | 200,000 | 206,000 | 212,180 | 218,545 | 225,102 |
| Total Expenditures | \$ 535,319 | 3,044,600 | 525,580 | 1,543,648 | 770,000 | 782,300 | 794,969 | 808,018 | 821,459 |
| Funding | | | | | | | | | |
| General Fund MIS allocation | \$ - | 914,060 | - | - | - | - | - | - | - |
| One time monies | - | - | - | - | - | - | - | - | - |
| Carryover | - | - | - | - | - | - | - | - | - |
| Grants | - | - | - | - | - | - | - | - | - |
| Total Funding | - | 914,060 | - | - | - | - | - | - | - |
| Expenditure Summary | | | | | | | | | |
| Replacement Program | 345,117 | 510,981 | 300,000 | 316,448 | 310,000 | 310,000 | 310,000 | 310,000 | 310,000 |
| Local & Wide Area Network | - | - | - | - | - | - | - | - | - |
| GIS | - | 10,000 | - | 20,000 | 20,000 | 20,000 | 20,000 | 20,000 | 20,000 |
| E-Gov | - | 20,000 | - | 90,000 | 30,000 | 30,000 | 30,000 | 30,000 | 30,000 |
| New Hardware & Software Purchases | 190,202 | 2,189,619 | 225,580 | 872,500 | 210,000 | 216,300 | 222,789 | 229,473 | 236,357 |
| Public Safety | - | 274,000 | - | 244,700 | 200,000 | 206,000 | 212,180 | 218,545 | 225,102 |
| Total Expenditures | \$ 535,319 | 3,004,600 | 525,580 | 1,543,648 | 770,000 | 782,300 | 794,969 | 808,018 | 821,459 |

