

**FY 2014
FINAL BUDGET STUDY SESSION**

BOARD OF COUNTY
COMMISSIONERS

SANTA FE COUNTY, NEW MEXICO

JUNE 11, 2013

BCC FY 2014 INTERIM BUDGET REVIEW

The FY 2014 Interim Budget approved on May 28, 2014 included the following:

Additional funding for maintenance of existing County assets (i.e. open space, facilities, road, vehicles, etc.)

- Additional equipment and operators
- Additional staff for maintenance sections
- Additional funding for contracted maintenance

Additional and/or improved equipment for staff use

Expanded youth programming and library funding

Continued funding for the Regional Coalition of LANL Communities

Increased operating contingency/reserve

Funding to expand the motor pool

Funding to expand economic development activities

Investment in employees

- \$2.1M for COLA and retention incentives the breakdown of which was to be determined for the Final Budget
- Reduce employee health insurance contributions for staff earning under \$50K
- Merit pool for Departments and Elected Offices
- Provide education benefits
- Improve the physical work environment
- 10 Unfrozen FTEs
- 17.5 New FTEs

Increases to base due to State mandates

- 15% increase in health insurance premiums
- Increase to employer pick-up of PERA contributions of 1.125%

Asset Renewal and Replacement Schedule of \$5.8 million

Approved Interim
Budget
\$221,995,970

NEW FTES

SOURCE	DEPARTMENT	POSITION	REQUEST COST	MGT. RECOMM.		NOTES
				#	COST	
New FTE Requests						
Gen. Fund	Manager/Finance	1 - Budget Analyst	\$ 71,510	1.0	\$ 71,510	
Gen. Fund	Community Services/Seniors	1- Activity Coordinator	\$ 43,680	1.0	\$ 43,680	
Gen. Fund	Community Services/Seniors	1- Transportation Coordinator	\$ 52,416	-	\$ -	New FTE not needed, reorganization of CSD
Gen. Fund	Community Services/Seniors	1- Nutrition Coordinator	\$ 52,416	-	\$ -	New FTE not needed, reorganization of CSD
Gen. Fund	Community Services/Seniors	1- Driver/Cook's Assistant	\$ 34,944	1.0	\$ 34,944	
Gen. Fund	Community Services/Seniors	2- Cook (PRN)	\$ 14,554	0.5	\$ 14,554	
Gen. Fund	Community Services/Seniors	1- Driver (PRN)	\$ 6,717	0.3	\$ 6,717	
Gen. Fund	Community Services/Seniors	.25- Cook (currently .75 FTE)	\$ 9,464	0.3	\$ 9,464	
Gen. Fund	Growth Mgt./Bldg. & Development	1- Code Enforcement Officer	\$ 48,735	1.0	\$ 48,735	
Gen. Fund	ASD/Purchasing	2- Procurement Specialists	\$ 145,500	-	\$ -	Reconsider at mid-year
Gen. Fund	ASD/IT	1- System Administrator	\$ 82,929	-	\$ -	
Gen. Fund	ASD/IT	1- System Analyst Sr.	\$ 80,906	-	\$ -	Position to be transferred from RECC
Gen. Fund	Public Works/Business Unit	1- Project Manager	\$ 87,360	-	\$ -	
Gen. Fund	Public Works/ Business Unit	1- Hydrology Intern	\$ -	-	\$ -	
Bond Fund	Public Works/Project Delivery	1- Project Manager Sr.	\$ 96,173	1.0	\$ 96,173	Term position for Bond funded projects only
Gen. Fund	Public Works/Project Delivery	1- Project Manager	\$ 73,297	-		
Gen. Fund	Public Works/Open Space	2- Maintenance Technicians (replace 5 seasonal)	\$ 90,188	2.0	\$ 90,188	
Gen. Fund	County Clerk	4- .5 FTEs - Clerks (imaging project)	\$ 59,390	2.0	\$ 59,390	
Gen. Fund	County Treasurer	1- Investment Officer	\$ 77,000	-	\$ -	Contract services
Gen. Fund	County Treasurer	1- Tax Cashier I (currently .5 FTE Temp)	\$ 50,734	1.0	\$ 50,734	
Fire Ops	Public Safety/Fire/Admin	1- EMS Lieutenant	\$ 77,394	-	\$ -	
Fire Ops	Public Safety/Fire/Admin	1- Quarter Master	\$ 54,451	-	\$ -	
Fire Ops	Public Safety/Fire/Admin	1- Emergency Management Coord.	\$ 59,111	1.0	\$ 59,111	Term position
Fire Ops	Public Safety/Fire/Admin	1- Urban Wildland Fire Prev. Specialist	\$ 51,542	-	\$ -	
GF xfer	Corrections	5- Bail Bond Case Managers	\$ 204,407	1.0	\$ 40,881	
Utility Fund	Public Works/Utilities	Utility Workers/Operator I	\$ 98,280	5.0	\$ 98,280	Effective January 1, 2014 contingent upon estimated revenue materializing.
Utility Fund	Public Works/Utilities	Regulatory Compliance Manager	\$ 41,465	1.0	\$ 41,465	Effective January 1, 2014 contingent upon estimated revenue materializing.
Total New FTE Requests			\$ 1,764,566	19.0	\$ 765,827	

UNFROZEN FTES

SOURCE	DEPARTMENT	POSITION	REQUEST COST	MGT. RECOMM.		NOTES
				#	COST	
Requests to Unfreeze FTEs						
Gen. Fund	Growth Management/ Planning	1 - Community Planner	\$ 73,297	-		Reconsider at mid-year
Gen. Fund	Public Works/ Traffic Engineering	1 - Sign Technician	\$ 47,961	1.0	\$ 47,961	
GF xfer	Public Works/ Road Maint	3 - Heavy Equipment Operators	\$ 151,832	3.0	\$ 151,832	Commission priority
GF xfer	Public Works/ Road Maint	1 - Road Maintenance Worker	\$ 39,536	1.0	\$ 39,536	Commission priority
Fire Ops	Public Safety/Fire/Regional Staff	8 - Firefighter Cadets	\$ 504,032	3.0	\$ 189,012	
Gen. Fund	Public Safety/ RECC	1 - IT Manager	\$ 96,173	1.0	\$ 80,906	Transfer position to ASD/IT - consolidate functions
GF xfer	Corrections/Medical	2 - Therapists	\$ 147,056	1.0	\$ 73,528	
GF xfer	Corrections/ Maintenance	1 - Secretary Sr.	\$ 37,046	-		
	Total Requests to Unfreeze		\$1,096,933	10.0	\$ 582,774	

Total of Recommended New FTEs and Unfreezing of FTEs total:

\$1.3 million (recurring)

REVISED COMPENSATION RECOMMENDATION

- **Employees Earning \$30K or less / year:**
 - \$1,000 Retention Incentive – July & August, 2013
 - Increased contribution for health benefits from 70% to 80% - Effective July, 2013
 - 3% COLA – Effective July, 2013
- **Employees Earning >\$30 up to \$70K / year:**
 - \$1,000 Retention Incentive – July & August, 2013
 - Up to \$50K increased contribution for health benefits from 63% to 70%, >\$50K up to \$70K no change to health benefits contribution - Effective July, 2013
 - 2% COLA – Effective July, 2013
- **Employees Earning >\$70K / year:**
 - \$1,000 Retention Incentive – July & August, 2013 (AFSCME), performance-based (Non-Union only).
 - No change to health benefits contribution - Effective July, 2013
 - 2% COLA (AFSCME), 1% (Non-Union) with remaining funds to be included in a performance-based pool– Effective July, 2013
- **2% Merit Pool AFCME & Non-Union**
- **Public Safety Bargaining Unit Employees:**
 - Negotiated compensation packages.

Summary of Costs

Recurring Costs:

- COLA – Effective July 1, 2013 - \$481K
- Additional Health Benefit Contribution – \$437K
- 2% Merit Pool - \$669K
- Public Safety Bargaining Unit Negotiated Compensation Changes - \$411K (\$547K in FY 2015).
- Salary Adjustments to Correct Compensation Classes - \$100K

Recurring State Mandated:

- Increased Health Insurance Premium - \$596K
- Increased PERA Contribution (Employer Pick-Up) - \$502K

Non-Recurring:

- Retention Incentives - \$850K

TOTAL COST FOR FY 2014:

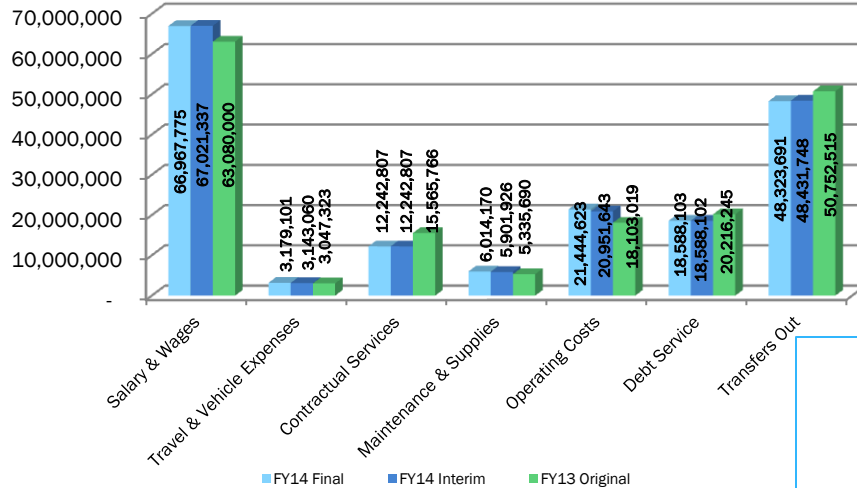
- Retention Incentives, Increased Contribution to Employees' Health Insurance, COLAs, Bargaining Units' plans, State Mandated Changes - **\$3.4m.**

TOTAL COST FOR FY 2015:

- Full-year of above, add comparable retention incentive - **\$4.0m.**

EXPENSE BUDGET COMPARISONS

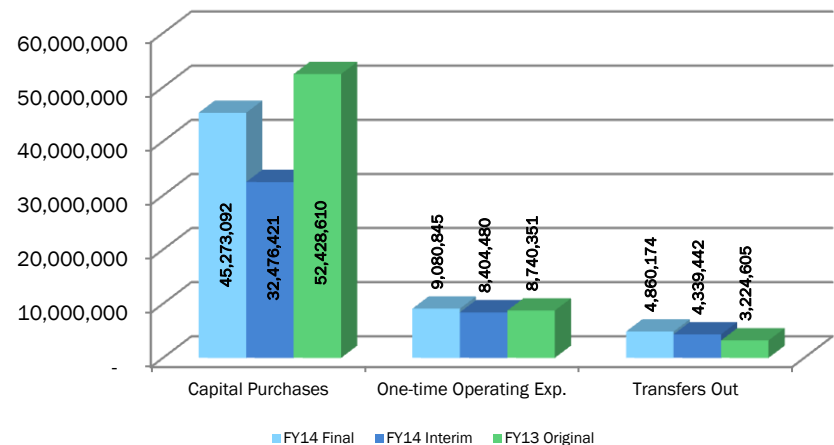
FY 14 Recommended Final w/ Comparisons to FY 14 Interim & FY 13 Budget (Recurring)



FY 2014 recurring expenses total \$176.8m or \$128.4m excluding transfers which are "double counted." This is compared to \$176.1m or \$125.3m excluding transfers. In FY 2013.

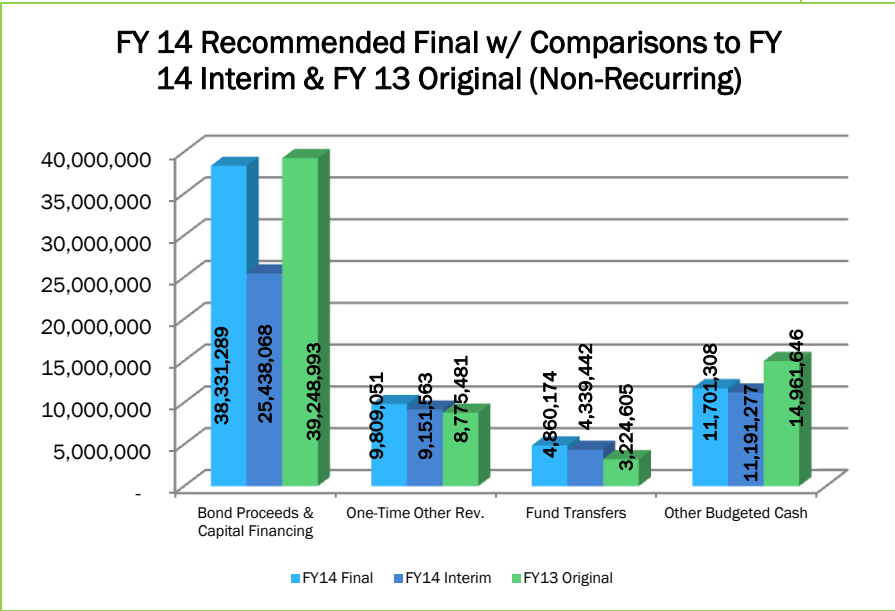
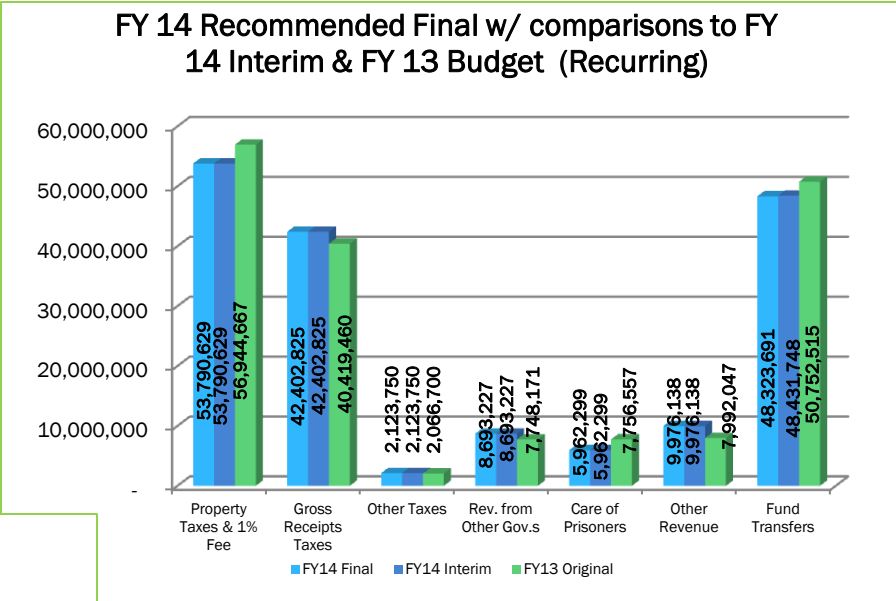
FY 2014 non-recurring expenses total \$59.2m or \$54.4m excluding transfers. In FY 2013 non-recurring expenses totaled \$64.4m or \$61.2m excluding transfers. The most significant difference is in Capital which is \$45.3m in FY14 vs. \$52.4m in FY13.

FY 14 Recommended Final w/ Comparisons to FY 14 Interim & FY 13 Budget (Non-Recurring)



REVENUE BUDGET COMPARISONS

FY 2014 recurring revenue totals \$171.3m or \$122.9m excluding transfers. These numbers were \$173.7m and \$122.9m for FY13 respectively.



FY 2014 non-recurring revenue totals \$64.7m or \$59.8m excluding transfers. In FY 2013 these numbers were \$66.2m and \$63.0m respectively.

USE OF CASH – TOTAL \$55.4 MILLION

RECURRING

- Non-employee BCC priorities - \$1.6m**
- COLA, Merit Pool, Bargaining Unit Negotiations & Add'l Health Benefit Contributions - \$1.6m**
- New and unfrozen FTEs \$1.4m**
- Other expenses - \$0.2m**
 - Low Income Property Tax Rebate
 - Fuel for expanding fleet
 - Additional Overtime needs

Total Recurring - \$4.8M

NON-RECURRING

- Capital Projects & One-time Maintenance \$33.1m**
- Recessionary contingency - \$5.0m**
- Asset Renewal and Replacement - \$5.8m**
- Retention Incentives - \$850K**
- One-time cash received for restricted purposes (grants, special fees, etc.) - \$1.1m**
- Transfers for one-time expenses - \$4.9m**

Total Non-Recurring - \$50.4M

MANAGEMENT RECOMMENDATION

FY 2014 FINAL BUDGET

Approve the FY 2014 Final Budget of \$235,974,381 as proposed, which includes:

- Tiered COLA and \$1,000 Retention Incentives for AFSCME & Non-Union staff;
 - 3% for < \$30K earners (AFSCME & Non-Union),
 - 2% for \$30K to \$70K earners (Non-Union), 2% all other AFSCME,
 - 1% for > \$70K earners (Non-Union) remainder in merit pool.
- Negotiated amounts for Public Safety Bargaining Units;
- New tiers of County contributions for health insurance benefits as described;
 - 80% for <\$30K earners,
 - 70% for \$30K to \$50K earners,
 - 63% for >\$50K earners.
- 19.0 new FTEs and 10 unfrozen FTEs as described;
- Operating costs associated with priorities as described;
- Asset Renewal and Replacement of \$5.8m.