



**ANNUAL BUDGET  
FY 2020/2021**

City of Lake Alfred  
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Lake Alfred, FL 33850



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### *City Manager's Office*

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September 21, 2020

Honorable Mayor & City Commissioners,

I am pleased to present the City of Lake Alfred's biennial budget for fiscal year (FY) 20/21 & FY 21/22 for your consideration. The proposed budget includes the General Fund, Utility Fund, Stormwater Fund, the City's five-year Capital Improvements Program (CIP), and the City's Community Redevelopment Agency (CRA) Fund.

Within the budget process for each fiscal year I also generate a balanced second year budget for your review and consideration. The inclusion of a second year budget gives financial insight for both staff and the City Commission into the impact of changes to revenue and expenditures on future budgets. Having a balanced second year budget better prepares the City to transition projects and operational changes from goals into reality.

#### Capital

The five year capital improvement program continues the trend of a high level of investment across the spectrum of city operations. Vehicle replacement funding has been included for all of the departments consistent with the vehicle replacement program of replacing frequent use vehicles at 10 years and/or 100,000 miles.

Substantial projects in the CIP are generally split between implementation of the Parks and Recreation Master Plan and Utility Projects. With the completion of the neighborhood playgrounds and dock replacements the remaining substantive items within the Parks Plan is Central & Lions Park and the completion of the sidewalk network outlined within the plan.

Growth in the CRA Budget from \$20k in FY 15/16 to \$240k in the proposed FY 20/21 budget has allowed for accelerated investments into the P&R Master Plan. At current funding levels between the general fund and CRA \$170,000 dollars are being put aside each year with the goal of executing a phase of the Parks & Recreation Master Plan every two years (i.e. \$340k per cycle; excluding grant funding and impact fees). As a result of this planning, the FY 20/21 Budget includes \$320,000 for a Central Park phase.

Growth related utility projects represent a significant portion of the funding included in the CIP. Substantive projects include \$1.5 million for the CR 557 sewer force main extension to service northern growth along CR 557; \$1 million for water main relocates along 557 to accommodate the widening of CR 557; and a total of \$4.8 million for the construction of a new water plant to accommodate new growth and to provide redundancy and resilience to the City's water system since we currently only have the single water plant.

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## Revenue

The City's proposed two-year budget is balanced utilizing the current property millage rate of 7.239 which is equal to the same rate as last year but one-quarter (.25) of a mil reduction from the 2014 rate of 7.589.

The Community Redevelopment Agency gained \$50k in new revenue and is continuing its snowball growth up to a \$240k budget that 5 years prior was only \$20k. Continued development in downtown (e.g. 7 Eleven, Ace Hardware) will continue to increase this trend.

While we experienced a 12.8% increase in ad valorem revenues due to new construction and increased values this amount was needed to offset the reduction in revenue experienced as a result of Covid-19 and the response to it. Notable decreases in revenue as a result of Covid-19 were:

- Half-Cent Sales Tax: -\$72,261 (-17.7%)
- State Revenue Sharing: -\$26,753 (-14.3%)
- Interest Income: -\$30,000 (-66.7%)
- Mackay Rentals: -\$20,000 (-42.9%)

The proposed FY 20/21 Budget accounts for these reductions but the FY 21/22 second year budget shows these line items returning to their FY 19/20 levels based on the narrative that the Covid impacts are short-term. If the recovery of these line items is lagging behind or settles into a lower level we will address that in the next budget process. Additionally, we will need to be mindful that economic damage from Covid-19 and the associated response may seep into other areas of the budget and the economy as time goes on (i.e. foreclosures impacting real estate market). However, big cities may end up bearing the brunt of this damage and more rural areas, like ours, may actually see an increase in demand and development as a result of people leaving big cities. While this is speculative in nature, we will need to be prepared for whatever trend emerges.

## Expenditures

The budget mostly maintains expenditure levels with experience based adjustments. With the revenue reductions experienced as a result of Covid-19, facility maintenance projects have been reduced from \$60,000 to \$20,000 and sidewalk projects have been reduced from \$50,000 to \$10,000 in FY 20/21. These items are shown as being restored going into FY 21/22 based on the projected recovery of the revenue line items that were impacted in FY 20/21. If the revenue items do not recover to their previous levels these reductions in expenditures may need to extend further or offsets in other areas made to restore their previous funding levels. The CDBG grant funding we receive through the County can be used for sidewalk projects so the approximately \$30,000 we receive for that can be used to bolster that expense.

## Payroll

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The salary plan is fully funded for both years and includes step increases, longevity pay, incentive pay, and holiday pay for all city employees. The proposed FY 20/21 budget includes funding for a 1.5% Cost of Living Adjustment (COLA) to all city employees.

In accordance with City Personnel Policies city staff performed a salary study this year of employee compensation based upon a local labor market of larger nearby cities and comparator cities around the state of Florida that share one or more similar characteristics (i.e. population, number of employees, general fund budget). The goal of the salary plan is to have starting pay of each position at least 80% of the overall market average and 70% of the local labor market average. Targeted adjustments have been proposed based upon moving positions within the study to the targeted goals.

New positions identified in the 5-year Department Personnel Growth Plan have been delayed a year due to the revenue reductions and uncertainty surrounding Covid-19. While we are experiencing growth and will eventually need these new positions to maintain service levels it is prudent to delay new hires until things stabilize.

### Summary

The proposed FY 20/21 budget is balanced and contains significant long term capital investments within the CIP for utilities and parks and recreation projects.

The City's long term growth prospects look strong based upon our proximity to Tampa/Orlando on the I-4 corridor. The new land development code rewrite that is being presented for adoption this fall will be critical to streamlining our process while at the same time pairing market trends to desired design standards that are aimed to improve the overall quality of growth the City is experiencing.

The environmental remediation has been completed on the City owned downtown parcel across from the Dunkin Donut site and is ready for active marketing. The CRA also includes funding to bring on a retail consultant to market the downtown site and Lake Alfred as a whole.

Overall, the City is in sound financial condition with strong investments in capital. Long term financial indicators look favorable but focus will need to be given on the economic recovery from Covid-19 before we look to grow operations.

Respectfully submitted,



Ryan Leavengood  
City Manager

**CITY OF LAKE ALFRED  
FY 2020/2021 BUDGET  
SUMMARY**

	2020/2021	2021/2022		2020/2021	2021/2022
<b>General Fund</b>			<b>Community Redevelopment Agency</b>		
Revenues	5,853,886	5,935,922	Revenues	349,647	239,647
Expenditures	5,853,886	5,935,922	Expenditures	349,647	239,647
Contingency	2,018	4,624	Contingency	7,047	7,047
 <b>Enterprise Fund</b>			 <b>Stormwater</b>		
Revenues	3,590,500	5,325,050	Revenues	63,000	63,000
Expenditures	3,590,500	5,325,050	Expenditures	63,000	63,000
Contingency	5,227	2,954	Contingency	1,640	1,640
		<u><b>FY 2020/2021</b></u>			<u><b>FY 2021/2022</b></u>
<b>TOTAL BUDGET:</b>		<b>\$9,857,033</b>			<b>\$11,563,619</b>

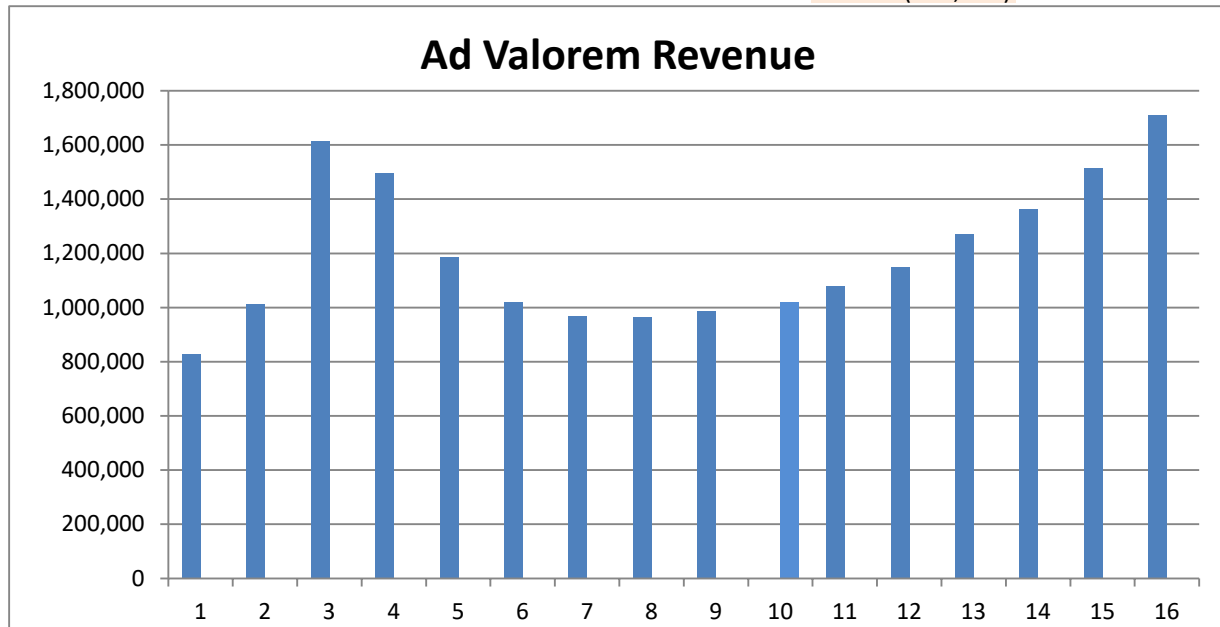
**CITY OF LAKE ALFRED - MILLAGE RATE ILLUSTRATION**

Year	Millage Rate	Taxable Value	Ad Valorem	95%
2005	0.007058	117,475,684	829,143	787,686
2006	0.007058	143,722,086	1,014,390	963,671
2007	0.00658	245,600,044	1,616,048	1,535,246
2008	0.00658	227,246,243	1,495,280	1,420,516
2009	0.00658	180,145,512	1,185,357	1,126,090
2010	0.00658	155,418,258	1,022,652	971,520
2011	0.006999	138,114,958	966,667	918,333
2012	0.007589	127,186,643	965,219	916,958
2013	0.007589	129,946,439	986,164	936,855
2014	0.007589	134,275,162	1,019,014	968,063
2015	0.007489	144,244,884	1,080,250	1,026,237
2016	0.007239	158,867,445	1,150,041	1,092,539
2017	0.007239	175,443,423	1,270,035	1,206,533
2018	0.007239	188,267,498	1,362,868	1,294,725
2019	0.007239	209,369,071	1,515,623	1,439,842
2020	0.007239	236,214,073	1,709,954	1,624,456

FY 2020/2021	PROPOSED RATE	7.239
	MILLAGE RATE * CUR YR GROSS	\$1,709,954
	BUDGET AT 95% OF REVENUE	\$1,624,456

FY 2020/2021	ROLL BACK RATE	6.7257
	ROLL BACK RATE * CUR YR GROSS	\$1,588,705
	BUDGET AT 95% OF REVENUE	\$1,509,270

BUDGET DIFFERENCE: CURRENT VS ROLLBACK (115,186)



## FY 2020/2021 Monthly Utility Rates

### Water Rates

**Base Charge:**

Residential (per unit)	\$9.50
Nonresidential	
5/8-inch	\$9.50
1-inch	\$23.74
1.5-inch	\$47.48
2-inch & above	\$75.96

**Usage Charges:**

Residential		
Block 1	\$1.10	0 - 5,000
Block 2	\$1.33	5,001 - 10,000
Block 3	\$1.55	10,001 +
Nonresidential		
Block 1	\$1.38	All Usage

### Sewer Rates

**Base Charge:**

Residential (per unit)	\$31.30
Nonresidential	
5/8-inch	\$40.69
1-inch	\$78.24
1.5-inch	\$156.48
2-inch & above	\$250.37

**Usage Charges:**

Residential	\$2.47	Up to 10,000
Nonresidential	\$2.47	All Usage

### Sanitation

Sanitation	\$20.66
Recycling	\$2.60
Fuel Service Charge	\$1.52

**Fuel Service Charge Calculation:**

Est. # of Customers	2,419
Sanitation Fuel (+10%):	\$44,000
Monthly per Customer:	\$1.52

(Sanitation Fuel + 10% / # of Customers / 12)

### Stormwater

Residential	\$2.00
Commercial	\$5.00
Industrial	\$8.00

Water/Sewer: 3% increase every odd year on October 1st

Sanitation: 3% increase every even year on October 1st

**CITY OF LAKE ALFRED**

CAPITAL IMPROVEMENTS PROGRAM (CIP)

FY 2020/2021 - FY 2024/2025

	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	Funding
	1st Year	2nd Year				
	Budget	Budget				

**General Gov. / Finance / Community Development**

Replacement Vehicles			\$30,000	\$30,000	\$30,000	
Accounting/Permit Software			\$150,000			50k Gen Imp?
City Hall Conference Room					\$400,000	Impact / Permit
Technical Standards	\$25,000					
City Website Replacement		\$40,000				
<b>Total:</b>	\$25,000	\$40,000	\$180,000	\$30,000	\$430,000	

**Police Department**

Replacement Patrol Vehicle	\$45,000	\$50,000	\$50,000	\$50,000	\$100,000	
Evidence Building					\$300,000	Public Safety Imp
<b>Total:</b>	\$45,000	\$50,000	\$50,000	\$50,000	\$400,000	

**Fire Department**

Replacement Fire Engine	\$50,000	\$450,000	\$50,000	\$50,000	\$50,000	350k GF Asg.
Replace Tanker Truck		\$50,000	\$100,000			
Replacement Rescue Truck			\$50,000			
<b>Total:</b>	\$50,000	\$500,000	\$200,000	\$50,000	\$50,000	

**Community Redevelopment Agency**

Downtown Streetscaping					\$50,000	
P&R Master (Lions & Central)	\$220,000	\$120,000	\$240,000	\$160,000	\$320,000	110k CRA Asg.
Retail Development Consultant	\$40,000	\$40,000	\$40,000			
Façade Grant	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	
<b>Total:</b>	\$310,000	\$210,000	\$330,000	\$210,000	\$420,000	

**Parks and Recreation**

P&R Master Plan	\$100,000	\$50,000	\$100,000	\$50,000	\$100,000	50k GF Asg.
Gardner House Restoration		\$25,000	\$150,000	\$75,000	\$350,000	Hist. Pres. Grant
Vehicle Replacement				\$30,000		
<b>Total:</b>	\$100,000	\$75,000	\$250,000	\$155,000	\$450,000	

**Facility Ops. & Maint.**

Misc Projects	\$20,000	\$60,000	\$60,000	\$60,000	\$60,000	
<b>Total:</b>	\$20,000	\$60,000	\$60,000	\$60,000	\$60,000	

**Public Works**

Replacement Service Vehicles		\$30,000		\$30,000		
Lightning Loader Replacement				\$160,000		Sanitation R.
Garbage Truck Replacement		\$250,000			\$250,000	Sanitation R.
Sidewalk Projects	\$10,000	\$20,000	\$50,000	\$50,000	\$50,000	
Street Resurfacing	\$150,000		\$200,000		\$200,000	Local Gas Tax
<b>Total:</b>	\$160,000	\$300,000	\$250,000	\$240,000	\$500,000	



**CITY OF LAKE ALFRED**


**CAPITAL IMPROVEMENTS PROGRAM (CIP)**


FY 2020/2021 - FY 2024/2025

	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	Funding
	1st Year	2nd Year				

**Public Utilities**

Replacement Service Vehicles		\$30,000		\$30,000		
CR 557 Sewer Extension		\$1,500,000				Sewer Impact
Sewer Infill Project				\$2,000,000		Partial Grant Offset
557 Widening: Main Relocate		\$1,000,000				Water Impact
New Water Plant	\$800,000		\$4,000,000			Partial Grant Offset
Polk Cooperative Rate Study						Water Impact
Buena Vista Master Lift Station			\$600,000			1/2 Impact
Stormwater Master Plan	\$40,000					Stormwater R.
Stormwater/Trail Project				\$100,000		
Vac Trailer	\$90,000					40k EF Asg.
<b>Total:</b>	\$930,000	\$2,530,000	\$4,600,000	\$2,130,000	\$0	



 Funding Reserves

 External Funding

 Restricted Funding

City of Lake Alfred  
GENERAL FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 July - EXP	EXP %	20/21 PROP.	21/22 PLANNED
<b>REVENUES</b>								
				 Increase Revenue				
				 Decrease Revenue				
001.000- TAXES								
311.110	Ad Valorem Taxes - (M)	1,175,198	1,327,768	1,439,842	1,469,016	102%	1,624,456	1,656,945
312.300	9th Cent Gas Tax - (M)	28,140	26,859	25,000	26,416	106%	28,000	28,000
312.410	Local Option Gas Tax - (M/S)	156,958	159,957	163,135	132,746	81%	159,183	163,135
312.420	5th Cent Gas Tax - (M/S)	97,907	107,747	101,526	84,808	84%	97,311	101,526
312.520	Casualty Insurance Tax -(A)	38,910	44,206	31,535	-	0%	31,535	31,535
314.100	Electric Service Tax - (M)	379,858	399,382	380,000	318,845	84%	380,000	380,000
314.300	Water Service Tax - (M)	64,549	70,819	65,000	61,251	94%	70,000	70,000
312.510	Insurance Premium Tax - (A)	25,382	26,739	28,000	-	0%	28,000	28,000
314.800	Propane Service Tax - (M)	10,062	16,806	12,000	19,973	166%	20,000	20,000
315.000	Local Comm Tax - (M/S)	133,772	125,629	130,000	111,069	85%	130,000	130,000
335.180	Half-Cent Sales Tax - (M/S)	368,469	396,295	408,978	322,536	79%	336,717	408,978
TOTAL TAXES		2,479,205	2,702,207	2,785,016	2,546,660	91%	2,905,202	3,018,119
001.000- LICENSES AND PERMITS								
321.110	Business Tax	11,227	12,454	10,000	4,103	41%	11,000	11,000
321.100	Code Enf. Assessment	7,219	1,063	5,000	306	6%	5,000	5,000
322.025	Remittance Fee	44,143	28,282	30,000	8,968	30%	30,000	30,000
322.200	Education Fee	2,304	2,630	2,500	1,985	79%	2,500	2,500
322.100	Alarm Permit	200	450	200	150	75%	200	200
349.322	Building Inspections	455	585	600	420	70%	600	600
322.300	Archive Fee	2,310	2,662	2,000	1,984	99%	2,500	2,500
354.000	Code Enforcement Liens	165	1,475	2,000	173	9%	2,000	2,000
354.100	Lien Searches	7,391	6,123	7,000	4,585	66%	6,000	6,000
367.500	Com. Dev. Prof. Services Billout	8,875	72,557	40,000	39,777	99%	40,000	40,000
322.000	Building Permits	344,932	221,391	150,000	154,177	103%	150,000	150,000
TOTAL LICENSES AND PERMITS		429,221	349,672	249,300	216,628	87%	249,800	249,800
001.000- FRANCHISE FEES								
323.100	Electric FF - (M)	360,879	382,240	365,000	298,670	82%	360,000	360,000
323.400	Gas FF - (Q)	23,907	45,600	45,000	37,722	84%	45,000	45,000
323.700	Solid Waste FF - (M)	24,824	32,335	25,000	28,833	115%	32,000	32,000
TOTAL FRANCHISE FEES		409,610	460,175	435,000	365,225	84%	437,000	437,000

City of Lake Alfred  
GENERAL FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 July - EXP	EXP %	20/21 PROP.	21/22 PLANNED
<b>001.000- CHARGES FOR SERVICES</b>								
341.200	Zoning Fees	38,802	15,980	25,000	13,828	55%	20,000	20,000
341.041	Library Printing	5,916	6,102	6,500	4,230	65%	6,500	6,500
341.050	Misc Services	794	463	1,000	2,807	281%	1,000	1,000
343.800	Cemetery Sales	10,275	7,600	10,000	13,925	139%	10,000	10,000
347.208	Summer Rec Program	20,895	23,298	21,000	-	0%	21,000	21,000
TOTAL CHARGES FOR SERVICES		76,682	53,443	63,500	34,790	55%	58,500	58,500
<b>001.000- INTERGOVERNMENTAL</b>								
335.120	State Revenue Sharing -(M/S)	169,542	182,350	186,657	126,840	68%	159,904	186,657
335.122	8th Cent Motor Fuel Tax - (M/S)	69,317	73,461	72,589	45,582	63%	46,797	73,461
335.140	Mobile Home Licenses - (A/M)	18,831	20,052	20,000	20,563	103%	20,000	20,000
335.150	Alcohol Beverage Lic - (Q)	1,993	3,167	2,000	3,857	193%	3,000	3,000
331.100	Grant - Florida Grants	13,750	49,006	-	-	0%	-	-
334.220	Grant - Police Dept.	-	-	17,000	14,953	88%	17,000	17,000
331.200	Grant - Police	-	-	-	-	0%	-	-
334.260	Right of Way Maint - (Q)	35,120	29,220	29,000	21,915	76%	29,000	29,000
334.952	Street Lights Maint -(A)	23,233	32,587	31,000	-	0%	32,000	32,000
331.540	Grant	3,000	55,851	-	36,096	0%	-	-
331.550	CDBG	-	30,958	30,000	-	0%	30,000	30,000
337.210	SRO Supplement -(Q)	87,412	201,248	206,000	153,532	75%	206,000	212,180
338.350	Library Cooperative -(BA)	39,593	40,494	40,000	47,528	119%	45,000	45,000
342.340	Fire Automatic Aid - (Q)	20,000	-	-	-	0%	-	-
TOTAL INTERGOVERNMENTAL		481,791	718,394	634,246	470,866	74%	588,701	648,298
<b>001.000- SANITATION</b>								
343.300	Sanitation	505,767	541,072	535,000	463,716	87%	570,000	570,000
343.400	Recycling	57,991	62,300	60,000	52,298	87%	64,000	64,000
343.301	Extra Trash Pickup	256	719	1,500	350	23%	1,500	1,500
343.307	Fuel Adjustment Fee	39,094	39,861	44,000	36,555	83%	44,000	44,000
343.306	Garbage Late Fees	15,627	16,226	15,000	8,178	55%	15,000	15,000
TOTAL SANITATION		618,735	660,178	655,500	561,097	86%	694,500	694,500

City of Lake Alfred  
GENERAL FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 July - EXP	EXP %	20/21 PROP.	21/22 PLANNED
<b>001.000- FINES AND FORFEITURES</b>								
351.000	Police Fines - (M)	18,351	12,482	16,000	8,275	52%	15,000	15,000
351.100	Police Education	1,590	2,397	1,000	820	82%	1,000	1,000
351.200	Forfeiture (Confiscated)	475	400	-	-	0%	-	-
351.300	Police Detail	6,340	5,235	6,000	4,713	79%	6,000	6,000
352.000	Library Fines	1,688	1,810	1,500	734	49%	1,500	1,500
349.400	Restitution	638	2,942	1,500	1,961	131%	1,500	1,500
TOTAL FINES AND FORFEITURES		29,082	25,266	26,000	16,503	63%	25,000	25,000
<b>001.000- INTEREST EARNED</b>								
361.000	Interest Income	41,805	52,556	45,000	24,236	54%	15,000	15,000
361.100	Interest - Investments	-	-	-	-	0%	-	-
TOTAL INTEREST EARNED		41,805	52,556	45,000	24,236	54%	15,000	15,000
<b>001.000- RENTALS</b>								
362.030	Rental - Highlands	4,611	5,686	4,500	3,175	71%	4,500	4,500
362.032	Rental - Mackay Preserve	41,530	21,972	35,000	14,800	42%	20,000	20,000
362.033	Rental - Cancellation Fee	2,700	2,100	3,000	750	25%	2,000	2,000
362.034	Rental - Lions Park	1,334	2,869	1,500	550	37%	1,500	1,500
362.038	Rental - Tower	137,483	108,434	100,000	74,491	74%	100,000	100,000
TOTAL RENTAL		187,658	141,061	144,000	93,766	65%	128,000	128,000

City of Lake Alfred  
GENERAL FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 July - EXP	EXP %	20/21 PROP.	21/22 PLANNED
<b>001.000- MISCELLANEOUS</b>								
365.000	Sale of Surplus Property	7,175	13,625	10,000	420	4%	10,000	10,000
319.100	Motor Fuel Tax Refund - (M)	7,868	5,716	7,000	7,432	106%	7,000	7,000
366.400	Donations	8,453	2,636	1,000	3,760	376%	1,000	1,000
369.000	Miscellaneous Income	7,095	4,625	7,000	1,094	16%	5,000	5,000
369.100	Storage	-	-	1,000	-	0%	1,000	1,000
369.200	Bluegrass Barbecue Bash	950	6,119	7,000	9,601	137%	7,000	7,000
369.300	Insurance Proceeds	14,224	15,464	15,000	-	0%	10,000	10,000
369.400	Event Reimbursement	2,690	533	1,200	-	0%	1,200	1,200
369.500	Ridge League Receipts	5,526	3,180	5,000	-	0%	5,000	5,000
	<b>TOTAL MISCELLANEOUS</b>	<b>53,981</b>	<b>51,898</b>	<b>54,200</b>	<b>22,307</b>	<b>41%</b>	<b>47,200</b>	<b>47,200</b>
<b>001.000- TRANSFERS</b>								
381.224	Reserve - Rec. Impact Fee	35,154	-	-	-	0%	-	-
381.233	Public Safety Impact Fees	66,925	-	45,000	-	0%	-	-
381.314	Local Option Gas Tax	-	90,289	-	-	0%	57,062	-
381.315	General Gov. Impact Fees	-	250,876	-	-	0%	-	-
381.316	HRA Reserves	-	22,000	-	-	0%	-	-
381.320	Assigned Reserves	-	185,000	-	-	0%	50,000	-
381.375	Sanitation Reserve	-	174,050	-	-	0%	-	-
381.401	General Fund Reserve	182,637	109,000	-	-	0%	-	-
381.402	EF Interfund Transfer	255,000	411,005	265,000	220,833	83%	270,000	275,000
381.403	EF Cost Allocation	206,809	231,420	280,701	233,918	83%	282,421	294,005
381.524	Bldg Dept Reserve	-	-	-	-	0%	-	-
381.538	SW Cost Allocation	30,000	30,000	32,500	27,083	83%	32,500	32,500
381.850	CRA Cost Allocation	-	12,996	13,000	10,833	83%	13,000	13,000
	<b>TOTAL TRANSFERS</b>	<b>776,525</b>	<b>1,516,636</b>	<b>636,201</b>	<b>492,667</b>	<b>77%</b>	<b>704,983</b>	<b>614,505</b>
	<b>TOTAL ALL REVENUES</b>	<b>5,584,295</b>	<b>6,731,486</b>	<b>5,727,963</b>	<b>4,844,745</b>	<b>85%</b>	<b>5,853,886</b>	<b>5,935,922</b>

City of Lake Alfred  
GENERAL FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 July - EXP	EXP %	20/21 PROP.	21/22 PLANNED
<b><u>EXPENDITURES</u></b>								
001.510-	GENERAL GOVERNMENT							
422.000	General Employees Retirement	216,098	229,964	245,849	245,849	100%	247,802	247,802
422.100	Public Safety Retirement	13,337	103,440	95,024	95,025	100%	68,360	97,159
422.200	Pension Offset (ASGD)	31,000	-	-	-	0%	-	-
423.000	Group Health Insurance	353,174	408,832	424,011	324,588	77%	455,406	455,406
423.100	HRA Deductible (ASGD)	17,537	30,910	10,000	30,269	303%	10,000	10,000
424.000	Workers Comp Insurance	99,224	107,158	109,584	-	0%	119,332	119,332
425.000	Unemployment Compensation	191	56	1,000	-	0%	1,000	1,000
432.000	Accounting & Auditing	44,231	33,508	45,000	43,352	96%	45,000	45,000
434.100	Cell Tower Consultant	24,299	4,420	1,000	2,022	202%	1,000	1,000
440.200	Employee Holiday Dinner	5,710	5,301	6,000	4,867	81%	6,000	6,000
440.201	Ridge League Dinner/Ridge Art	11,344	8,583	8,000	4,284	54%	8,000	8,000
440.300	Employee Meetings/Awards	4,374	5,548	5,000	6,106	122%	5,000	5,000
440.400	Tuition/CDL Assistance	6,488	10,000	15,000	7,827	52%	10,000	10,000
445.000	Property & Liability	132,322	100,164	120,675	2,576	2%	125,338	125,338
449.000	Insurance Claims	7,856	-	2,000	-	0%	2,000	2,000
452.300	IT - Software & Specialist	24,086	68,487	40,000	42,183	105%	40,000	40,000
452.400	IT - Hardware & Computer	26,834	51,448	20,000	4,114	21%	25,000	25,000
531.000	Transit Cost Allocation	13,208	21,416	20,000	21,416	107%	35,000	35,000
480.100	Leave Buyback	29,233	45,432	40,000	50,891	127%	40,000	40,000
480.102	Payroll Offset	-	-	-	-	0%	-	-
510.999	Contingency	-	1,070	4,751	-	0%	2,018	4,624
510.979	Fire Engine Reserve (ASGD)	50,000	50,000	50,000	-	0%	50,000	50,000
510.978	General Fund Reserve	-	87,000	-	-	0%	26,000	26,000
510.997	Building Reserve	-	76,541	-	-	0%	-	-
510.977	CRA Cost Out	-	67,456	94,997	91,738	97%	120,513	120,513
510.996	Sanitation Capital Res. (18%)	95,928	102,559	101,150	87,673	87%	114,120	114,120
510.995	GF Retirement Cost Out	(216,098)	(229,964)	(245,849)	(245,849)	100%	(247,802)	(247,802)
510.994	Public Safety Retire Cost Out	(13,337)	(103,411)	(95,024)	(95,024)	100%	(68,360)	(97,159)
510.993	Health Insurance Cost Out	(353,174)	(408,832)	(424,011)	(325,604)	77%	(455,406)	(455,406)
510.992	Work Comp Insurance Cost Out	(99,224)	(107,158)	(109,584)	-	0%	(119,332)	(119,332)
510.991	Property & Liability Cost Out	(132,322)	(97,673)	(120,675)	-	0%	(125,338)	(125,338)
510.998	Local Option Gas Tax Reserve	97,907	-	101,526	-	0%	-	101,526
464.100	Capital - Project	-	-	-	95,821	0%	-	40,000
464.200	Capital - Purchase	34,189	-	-	-	0%	-	-
464.300	Capital - Carryover	-	-	-	-	0%	-	-
	<b>TOTAL GEN GOVERNMENT</b>	<b>524,415</b>	<b>672,255</b>	<b>565,424</b>	<b>494,124</b>	<b>87%</b>	<b>540,651</b>	<b>684,783</b>

City of Lake Alfred  
GENERAL FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 July - EXP	EXP %	20/21 PROP.	21/22 PLANNED
001.511- CITY COMMISSION								
411.000	Salaries & Wages	27,095	29,980	27,500	23,167	84%	27,500	27,500
421.000	FICA Expense	2,073	2,270	2,104	1,772	84%	2,104	2,104
424.000	Workers Comp Insurance	992	1,345	1,096	1,119	102%	1,193	1,193
440.300	Training & Travel	10,869	9,545	9,000	1,798	20%	9,000	9,000
443.200	Electric	5,993	6,183	5,500	4,400	80%	5,500	5,500
445.000	Property & Liability	18,053	20,202	18,101	18,197	101%	18,801	18,801
451.000	Office Supplies	28	550	500	-	0%	500	500
452.000	Operating Supplies	2,008	613	1,000	-	0%	1,000	1,000
452.940	Uniforms	289	356	800	-	0%	800	800
454.000	Sub. & Membership	1,528	1,583	2,500	1,626	65%	2,500	2,500
TOTAL CITY COMMISSION		68,928	72,627	68,101	52,079	76%	68,898	68,898
001.512- CITY ADMINISTRATION								
412.000	Salaries & Wages	172,396	227,649	249,397	211,331	85%	268,738	270,276
413.000	Part-Time Wages	-	-	5,000	-	0%	5,000	5,000
414.000	Overtime Wages	936	3,978	1,000	332	33%	1,000	1,000
421.000	FICA & Tax Expense	39,205	42,696	40,006	38,984	97%	44,618	44,736
422.000	Retirement	51,363	63,767	43,925	60,322	137%	60,099	60,099
423.000	Life & Health Insurance	33,626	39,018	38,111	32,981	87%	41,162	42,282
424.000	Workers Comp Insurance	1,996	2,683	2,192	2,232	102%	2,387	2,387
431.200	Deed Recording Escrow	585	1,640	500	1,696	339%	1,000	1,000
431.500	Employee Exams	-	42	-	44	0%	-	-
434.000	Contractual Services	15,146	15,811	15,000	10,942	73%	15,000	15,000
434.600	Municipal Code Corp	18,579	6,264	5,000	900	18%	5,000	5,000
440.300	Training & Travel	6,971	8,280	10,000	4,329	43%	10,000	10,000
440.500	Expense Allowance	10,262	9,895	10,000	7,388	74%	10,000	10,000
441.000	Communications	2,488	969	2,600	791	30%	2,600	2,600
443.200	Electric	1,345	1,380	1,500	982	65%	1,500	1,500
446.100	R & M - Auto	338	398	500	-	0%	500	500
446.120	R & M - Copier	2,128	2,445	2,000	2,017	101%	2,500	2,500
446.348	R & M - Software (A)	1,880	1,149	2,500	2,179	87%	2,500	2,500
449.000	Legal Advertisement	10,899	18,686	13,000	9,482	73%	13,000	13,000
451.000	Office Supplies	2,232	1,336	1,500	933	62%	1,500	1,500
452.000	Operating Supplies	901	2,051	1,500	527	35%	1,500	1,500
452.700	Fuel	203	280	500	129	26%	500	500
453.100	City Election	2,629	2,517	2,500	-	0%	2,500	2,500
454.000	Sub. & Membership	1,977	2,764	2,000	2,525	126%	2,000	2,000
CITY ADMIN. TOTAL		378,085	455,698	450,230	391,046	87%	494,605	497,380

City of Lake Alfred  
GENERAL FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 July - EXP	EXP %	20/21 PROP.	21/22 PLANNED
001.514- CITY ATTORNEY								
431.400	Legal	76,794	113,099	100,000	79,018	79%	100,000	100,000
TOTAL CITY ATTORNEY		76,794	113,099	100,000	79,018	79%	100,000	100,000
001.513- FINANCE								
412.000	Salaries & Wages	116,126	125,816	129,696	110,936	86%	138,834	139,156
414.000	Overtime Pay	161	212	100	209	209%	100	100
421.000	FICA Expense	8,687	9,922	9,929	8,916	90%	10,628	10,653
422.000	Retirement	11,681	11,793	12,390	12,292	99%	12,390	12,390
423.000	Life & Health Insurance	13,054	14,005	15,018	12,677	84%	16,131	18,138
424.000	Workers Comp Insurance	1,490	2,137	1,644	1,810	110%	1,790	1,790
431.500	Employee Exams	84	-	50	-	0%	50	50
433.000	Bank Service Charges	181	10,676	6,000	3,183	53%	5,000	5,000
440.300	Training & Travel	3,484	4,189	3,000	1,987	66%	3,000	3,000
441.000	Communications	2,646	2,679	3,000	2,241	75%	3,000	3,000
443.200	Electric	1,345	1,380	1,500	982	65%	1,500	1,500
446.000	R & M Services	245	166	500	130	26%	500	500
446.348	Software - ADG (A)	8,692	9,180	10,000	8,481	85%	9,000	9,000
451.000	Office Supplies	1,793	1,304	1,500	668	45%	1,500	1,500
452.000	Operating Supplies	1,733	1,991	2,000	1,129	56%	2,000	2,000
452.940	Uniforms & Shoes	432	364	800	289	36%	800	800
454.000	Sub. & Membership (A)	230	485	250	358	143%	500	500
TOTAL FINANCE		172,064	196,299	197,377	166,288	84%	206,724	209,077



City of Lake Alfred  
GENERAL FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 July - EXP	EXP %	20/21 PROP.	21/22 PLANNED
001.521- POLICE DEPT								
412.000	Salaries & Wages	652,549	702,198	794,290	641,656	81%	827,151	834,961
414.000	Overtime Pay	10,052	39,008	10,000	17,630	176%	20,000	20,000
421.000	FICA Expense	50,359	56,549	61,528	49,771	81%	64,807	65,405
422.000	Retirement	37,346	96,700	96,700	94,080	97%	76,549	76,549
422.100	State Contribution	38,910	44,206	31,535	-	0%	31,535	31,535
423.000	Life, Health & Special Risk Ins.	91,386	94,328	133,373	82,702	62%	143,598	151,978
424.000	Workers Comp Insurance	25,810	34,866	28,492	29,001	102%	31,026	31,026
431.500	Employee Exams	2,650	5,703	3,000	3,051	102%	3,000	3,000
441.300	Training & Travel	7,364	3,484	6,000	3,445	57%	6,000	6,000
441.000	Communications	10,423	11,028	9,300	8,054	87%	9,300	9,300
443.200	Electric	9,294	9,553	10,000	6,798	68%	10,000	10,000
445.000	Property & Liability	6,454	8,027	7,241	7,279	101%	7,520	7,520
446.000	R & M Services	171	3,571	5,000	7,689	154%	5,000	5,000
446.100	R & M - Auto	20,665	19,709	18,000	17,654	98%	20,000	20,000
446.120	R & M - Copier	2,001	1,394	2,500	1,603	64%	2,500	2,500
446.200	R & M - Radios (A)	5,890	5,760	6,000	933	16%	6,000	6,000
446.700	R & M - Tiburon (A)	2,550	2,550	2,550	2,550	100%	2,550	2,550
449.000	Contractual Services	2,219	2,732	2,500	1,281	51%	6,000	6,000
451.000	Office Supplies	1,150	1,651	2,000	1,685	84%	2,000	2,000
452.000	Operating Supplies	4,263	3,152	3,000	1,972	66%	3,000	3,000
452.012	K-9 Expenses	2,000	1,396	1,500	742	49%	1,500	1,500
452.100	Computer Replacement	4,386	3,797	5,000	4,931	99%	6,000	6,000
452.700	Fuel	35,981	31,827	35,000	23,367	67%	35,000	35,000
452.940	Uniforms & Shoes	2,871	5,185	4,500	5,251	117%	4,500	4,500
454.000	Sub. & Membership	125	310	300	310	103%	300	300
464.200	Capital - Purchase	36,348	81,166	85,000	4,127	5%	40,000	50,000
464.300	Capital - Grant Equipment	6,573	15,221	17,000	104,665	616%	17,000	17,000
TOTAL POLICE DEPT		1,069,790	1,285,071	1,381,309	1,122,227	81%	1,381,836	1,408,624

City of Lake Alfred  
GENERAL FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 July - EXP	EXP %	20/21 PROP.	21/22 PLANNED
001.522- FIRE DEPT								
412.000	Salaries & Wages	328,419	342,876	341,841	322,677	94%	338,657	346,149
413.000	Part Time Wages	38,593	32,646	36,000	30,927	86%	36,000	36,000
413.100	On-Call	844	3,257	5,000	2,810	56%	5,000	5,000
414.000	Overtime Pay	3,635	5,053	5,000	4,808	96%	5,000	5,000
421.000	FICA Expense	28,184	28,902	29,670	26,703	90%	29,426	29,999
422.000	Retirement	5,183	36,194	36,194	31,675	88%	22,787	22,787
422.100	State Contribution	25,382	26,710	21,000	-	0%	21,000	21,000
423.000	Life, Health & Special Risk Ins	44,261	50,090	50,114	42,025	84%	54,010	57,910
424.000	Workers Comp Insurance	17,912	24,213	19,725	20,159	102%	21,480	21,480
431.500	Employee Exams	3,884	4,502	4,000	2,054	51%	3,000	3,000
440.300	Training & Travel	2,963	2,454	5,000	2,955	59%	4,000	4,000
441.000	Communications	5,137	4,834	3,700	3,633	98%	3,700	3,700
443.200	Electric	7,406	7,616	8,000	5,420	68%	8,000	8,000
445.000	Property & Liability	6,685	8,027	7,241	7,279	101%	7,520	7,520
446.000	R & M Services	6,271	6,337	6,000	8,666	144%	6,000	6,000
446.100	R & M - Auto	3,654	12,386	15,000	13,757	92%	15,000	15,000
446.110	R & M - SCBA	3,664	2,533	3,500	2,049	59%	3,500	3,500
446.200	R & M - Radio (A)	4,212	4,290	4,000	-	0%	4,000	4,000
446.348	R & M - Software	861	905	1,000	1,195	120%	1,000	1,000
451.000	Office Supplies	1,012	596	1,000	1,149	115%	1,000	1,000
452.000	Operating Supplies	1,964	1,584	2,500	1,344	54%	2,500	2,500
452.140	Fire Prevention Program	1,139	1,495	1,500	1,476	98%	1,500	1,500
452.700	Fuel	3,894	3,475	4,000	2,337	58%	4,000	4,000
452.800	Diesel	948	1,310	4,000	1,190	30%	4,000	4,000
452.940	Uniforms & Shoes	1,283	2,691	4,000	2,316	58%	4,000	4,000
454.000	Sub. & Membership	4,780	250	400	100	25%	400	400
452.941	Bunker Gear Replacements	130	6,176	5,000	5,003	100%	5,000	5,000
464.200	Capital - Purchase	33,223	-	-	51,856	0%	-	-
TOTAL FIRE DEPT		585,523	621,402	624,384	595,563	95%	611,480	623,445

City of Lake Alfred  
GENERAL FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 July - EXP	EXP %	20/21 PROP.	21/22 PLANNED
001.524- COMMUNITY DEVELOPMENT								
412.000	Salaries & Wages	172,047	141,051	213,857	162,790	76%	220,633	223,531
413.000	Part Time Wages	4,475	-	-	-	0%	-	-
414.000	Overtime Pay	1,039	1,465	200	1,032	516%	200	200
421.000	FICA Expense	11,176	10,260	16,375	11,959	73%	16,894	17,115
422.000	Retirement	11,681	11,793	18,439	18,439	100%	18,585	18,585
423.000	Life & Health Insurance	15,698	17,198	21,927	20,675	94%	23,597	25,977
424.000	Workers Comp Insurance	2,500	3,380	2,740	2,818	103%	2,983	2,983
431.000	Professional Services	39,702	89,204	50,000	13,742	27%	50,000	50,000
431.100	CFRPC Contract	15,000	38,000	-	38,158	0%	-	-
431.200	Building Official	-	-	60,000	19,828	33%	60,000	60,000
431.500	Employee Exams	204	266	100	333	333%	500	500
434.600	Special Magistrate	496	273	3,000	1,061	35%	2,000	2,000
440.300	Training & Travel	3,516	5,913	5,000	3,036	61%	5,000	5,000
441.000	Communications	3,665	3,543	3,500	2,924	84%	3,500	3,500
443.200	Electric	12,004	12,392	12,000	8,819	73%	12,000	12,000
445.000	Property & Liability	1,141	1,338	1,207	1,213	101%	1,253	1,253
446.000	R & M Services	-	-	500	629	126%	500	500
446.100	R & M - Auto	625	426	500	55	11%	500	500
446.120	R & M - Copier	5,176	6,004	6,500	4,224	65%	6,000	6,000
446.220	Code Enf. Abatement	1,305	620	2,000	-	0%	2,000	2,000
446.348	R & M - Software	2,010	1,845	2,000	2,888	144%	3,000	3,000
451.000	Office Supplies	1,852	1,887	1,500	1,810	121%	1,500	1,500
452.000	Operating Supplies	2,245	2,205	2,000	868	43%	2,000	2,000
452.700	Fuel	403	106	1,000	288	29%	1,000	1,000
454.000	Sub. & Membership	1,149	2,117	1,500	1,728	115%	1,500	1,500
464.100	Capital - Project	15,000	127,913	-	40,557	0%	-	-
464.200	Capital - Purchase	-	-	-	-	0%	-	-
TOTAL COMMUNITY DEVELOPMENT		324,109	479,199	425,844	359,874	85%	435,146	440,646

City of Lake Alfred  
GENERAL FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 July - EXP	EXP %	20/21 PROP.	21/22 PLANNED
<b>001.540- PUBLIC WORKS ADMIN</b>								
412.000	Salaries & Wages	46,193	47,330	49,190	41,601	85%	50,048	50,168
421.000	FICA Expense	3,552	3,677	3,763	3,251	86%	3,829	3,838
422.000	Retirement	5,840	5,897	5,217	6,146	0%	6,195	6,195
423.000	Life & Health Insurance	6,611	7,085	6,909	5,818	84%	7,466	7,839
424.000	Workers Comp Insurance	953	1,306	1,096	1,077	98%	1,193	1,193
431.500	Employee Exams	84	194	300	42	14%	300	300
440.300	Training & Travel	863	710	1,000	106	11%	1,000	1,000
441.000	Communications	4,359	4,453	5,200	3,535	68%	5,200	5,200
443.200	Electric	1,448	1,486	1,500	1,058	71%	1,500	1,500
445.000	Property & Liability	1,117	1,338	1,207	1,213	101%	1,253	1,253
446.120	R & M - Copier	454	-	-	-	0%	-	-
451.000	Office Supplies	1,058	1,530	1,000	636	64%	1,000	1,000
452.000	Operating Supplies	233	611	500	60	12%	500	500
452.940	Uniforms & Shoes	6,874	7,680	7,000	5,687	81%	7,000	7,000
454.000	Sub. & Membership	63	63	200	63	32%	200	200
464.100	Capital - Project	-	-	-	-	0%	-	-
464.200	Capital - Purchase	-	-	-	-	0%	-	-
TOTAL PW ADMIN		79,702	83,360	84,082	70,293	84%	86,684	87,187
<b>001.519- OPERATIONS &amp; FACILITY MAINTENANCE</b>								
431.300	Engineering	12,367	940	5,000	-	0%	5,000	5,000
441.000	Communications	1,829	1,817	1,700	1,437	85%	1,700	1,700
443.200	Electric	1,112	1,194	500	850	170%	500	500
445.000	Property & Liability	3,402	4,014	3,620	3,639	101%	3,760	3,760
446.000	R & M Services	43,948	44,276	30,000	29,949	100%	30,000	30,000
452.000	Operating Supplies	10,454	10,361	10,000	12,695	127%	10,000	10,000
464.000	Capital - Sub 20k	-	-	27,000	23,105	86%	18,000	18,000
464.100	Capital - Project	188,934	67,907	60,000	-	0%	20,000	60,000
464.200	Capital - Purchase	-	-	-	-	0%	-	-
TOTAL OPERATIONS & FACILITY MAINT		262,046	130,509	137,820	71,675	52%	88,960	128,960

City of Lake Alfred  
GENERAL FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 July - EXP	EXP %	20/21 PROP.	21/22 PLANNED
001.534- SANITATION								
412.000	Salaries & Wages	101,269	79,910	86,942	73,743	85%	89,390	89,980
414.000	Overtime Pay	4,329	5,048	7,000	5,173	74%	7,000	7,000
421.000	FICA Expense	8,071	6,444	7,187	6,022	84%	7,374	7,419
422.000	Retirement	17,521	17,690	5,059	18,439	364%	18,585	18,585
423.000	Life & Health Insurance	19,573	18,139	20,727	16,926	82%	22,397	23,517
424.000	Workers Comp Insurance	5,916	8,027	6,575	6,672	101%	7,160	7,160
431.500	Employee Exams	375	602	500	88	18%	500	500
434.200	Disposal Fees - Recycling	9,002	17,142	11,000	5,134	47%	11,000	11,000
445.000	Property & Liability	6,765	8,027	7,241	7,279	101%	7,520	7,520
446.100	R & M - Auto	69,496	72,874	55,000	100,148	182%	70,000	70,000
449.110	Disposal Fees - Land Fill	140,940	151,019	120,000	134,726	112%	150,000	150,000
452.000	Operating Supplies	847	1,794	1,000	729	73%	1,000	1,000
452.800	Diesel	40,992	39,911	40,000	27,624	69%	40,000	40,000
464.200	Capital - Purchase	6,180	25,571	-	25,985	0%	-	-
464.300	Capital- Garbage Truck	-	148,479	-	-	0%	-	-
TOTAL SANITATION		431,276	600,677	368,230	428,688	116%	431,926	433,682

City of Lake Alfred  
GENERAL FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 July - EXP	EXP %	20/21 PROP.	21/22 PLANNED
001.541- ROADS AND STREETS								
412.000	Salaries & Wages	103,636	104,985	109,519	98,178	90%	112,531	113,231
413.000	Part Time Wages	41,271	27,100	30,000	25,301	84%	30,000	30,000
414.000	Overtime Pay	4,543	9,934	5,000	4,025	81%	5,000	5,000
421.000	FICA Expense	10,373	10,806	11,056	9,723	88%	11,286	11,340
422.000	Retirement	23,362	23,586	24,585	24,585	100%	24,780	24,780
423.000	Life & Health Insurance	24,530	25,201	27,636	20,558	74%	29,863	31,356
424.000	Workers Comp Insurance	7,945	10,754	8,767	8,952	102%	9,547	9,547
431.300	Engineering	-	1,225	1,000	1,000	100%	1,000	1,000
431.500	Employee Exams	1,050	740	1,000	442	44%	1,000	1,000
443.200	Electric	51,475	53,337	52,000	37,957	73%	52,000	52,000
445.000	Property & Liability	5,389	8,027	7,241	7,279	101%	7,520	7,520
446.000	R & M Services	2,984	3,519	4,000	3,607	90%	4,000	4,000
446.020	R & M - Traffic Signs	7,118	9,704	6,000	3,608	60%	6,000	6,000
446.080	R & M - Traffic Signals	7,561	6,556	7,000	5,860	84%	7,000	7,000
446.100	R & M - Auto	17,460	11,943	12,000	13,172	110%	12,000	12,000
446.200	R & M - Street Sweeper	5,026	898	5,000	2,056	41%	5,000	5,000
446.280	R & M - Street Lights	6,492	7,454	7,000	7,577	108%	8,000	8,000
446.290	R & M - Tree Maint	3,425	7,974	7,000	7,970	114%	7,000	7,000
446.500	R & M - Cemeteries	1,999	4,214	5,000	815	16%	5,000	5,000
446.600	R & M - Right of Way	13,258	21,408	20,000	14,157	71%	20,000	20,000
452.000	Operating Supplies	7,034	11,277	7,000	5,196	74%	7,000	7,000
452.700	Fuel	13,257	12,549	12,000	8,823	74%	12,000	12,000
452.800	Diesel	1,006	497	2,000	522	26%	1,000	1,000
453.000	Sidewalk Projects	20,089	20,851	50,000	18,108	36%	10,000	20,000
464.100	Capital - Projects	-	-	-	601	0%	-	-
464.200	Capital - Purchases	36,855	383,271	30,000	29,179	97%	-	30,000
464.300	Road & Street Paving	67,117	217,881	-	44,464	0%	154,373	-
TOTAL STREETS		484,255	995,691	451,802	403,715	89%	542,900	430,773

City of Lake Alfred  
GENERAL FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 July - EXP	EXP %	20/21 PROP.	21/22 PLANNED
001.589- CENTRAL GARAGE & MOTOR POOL								
412.000	Salaries & Wages	33,926	35,187	36,550	30,534	84%	37,190	38,027
413.000	Part Time Wages	14,213	16,052	15,000	12,663	84%	15,000	15,000
414.000	Overtime Pay	370	706	500	575	115%	500	500
421.000	FICA Expense	3,809	3,959	3,982	3,336	84%	4,031	4,095
422.000	Retirement	5,840	5,897	6,146	6,146	100%	6,195	6,195
423.000	Life & Health Insurance	6,545	7,022	6,909	5,796	84%	7,466	7,839
424.000	Workers Comp Insurance	1,965	2,710	2,192	2,261	103%	2,387	2,387
431.000	Employee Exams	42	-	100	44	44%	100	100
441.000	Communications	273	259	500	180	36%	500	500
443.200	Electric	2,941	2,972	3,500	2,115	60%	3,500	3,500
445.000	Property & Liability	8,933	8,027	7,241	7,945	110%	7,520	7,520
446.000	R & M Services	976	2,902	500	1,692	338%	500	500
446.100	R & M - Auto	1,566	148	500	687	137%	500	500
452.000	Operating Supplies	20,751	17,102	16,000	9,291	58%	16,000	16,000
452.700	Fuel	552	340	500	147	29%	500	500
452.800	Supplies - Diesel	48,071	53,281	47,500	26,221	55%	47,500	47,500
452.900	Supplies - Gas & Oil	83,636	86,239	80,000	40,462	51%	80,000	80,000
454.000	Sub. & Membership	1,500	1,500	1,500	1,500	100%	1,500	1,500
458.900	Cost Out - Labor	(13,005)	(12,781)	(15,000)	(9,963)	66%	(15,000)	(15,000)
458.901	Cost Out - Fuel	(81,995)	(74,232)	(80,000)	(51,895)	65%	(80,000)	(80,000)
458.902	Cost Out - Diesel	(45,164)	(49,088)	(47,500)	(32,355)	68%	(47,500)	(47,500)
464.200	Capital - Purchase	-	-	-	-	0%	-	-
TOTAL CGMP		95,745	108,202	86,619	57,382	66%	88,388	89,662

City of Lake Alfred  
GENERAL FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 July - EXP	EXP %	20/21 PROP.	21/22 PLANNED
001.572.- PARKS & RECREATION								
412.000	Salaries & Wages	164,457	161,148	168,515	141,697	84%	175,999	178,735
413.000	Part Time Wages	44,730	50,996	52,000	36,161	70%	52,000	52,000
414.000	Overtime Pay	3,806	3,368	3,000	2,298	77%	3,000	3,000
421.000	FICA Expense	16,043	16,454	17,099	13,888	81%	17,671	17,881
422.000	Retirement	29,202	29,483	30,731	30,731	100%	30,975	30,975
423.000	Life & Health Insurance	31,056	33,338	35,746	29,475	82%	38,528	41,655
424.000	Workers Comp Insurance	8,948	12,092	9,863	10,064	102%	10,740	10,740
431.500	Employee Exams	1,765	1,415	1,000	100	10%	1,000	1,000
440.300	Training & Travel	778	817	1,000	244	24%	1,000	1,000
441.000	Communications	1,282	2,529	2,700	4,664	173%	5,000	5,000
443.200	Electric	12,356	14,196	12,000	9,349	78%	12,000	12,000
444.100	Rental Equipment	116	183	500	129	26%	500	500
445.000	Property & Liability	5,713	8,027	7,241	7,279	101%	7,520	7,520
446.000	R & M Services	7,486	17,328	17,000	19,389	114%	18,000	18,000
446.100	R & M - Auto	6,313	3,466	5,000	4,734	95%	5,000	5,000
446.120	R & M - Copier	2,322	2,419	3,000	1,805	60%	3,000	3,000
448.000	Events & Promotions	16,508	19,135	20,000	20,300	102%	20,000	20,000
451.000	Office Supplies	478	1,206	500	478	96%	500	500
452.100	Summer Rec. Expense	11,910	12,860	10,000	161	2%	10,000	10,000
452.000	Operating Supplies	10,803	12,961	12,000	8,295	69%	12,000	12,000
452.700	Fuel	6,885	7,953	7,000	5,723	82%	7,000	7,000
452.800	Diesel	403	492	500	267	53%	500	500
452.940	Uniforms & Shoes	1,569	1,812	1,500	1,514	101%	1,500	1,500
454.000	Sub. & Membership	-	-	-	-	0%	-	-
464.100	Capital - Project	105,154	128,220	65,000	51,762	80%	30,000	30,000
464.200	Capital - Purchases	6,416	117,088	30,000	24,950	83%	-	-
464.300	Capital - Master Plan (ASGD)	55,000		50,000	1,108	2%	100,000	50,000
TOTAL PARKS		551,499	658,986	562,894	426,565	76%	563,435	519,506



City of Lake Alfred  
GENERAL FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 July - EXP	EXP %	20/21 PROP.	21/22 PLANNED
001.572- MACKAY PRESERVE								
441.000	Communications	600	690	600	450	75%	600	600
443.200	Electric	5,903	5,918	6,500	4,211	65%	6,500	6,500
445.000	Property & Liability	5,079	5,352	4,827	4,853	101%	5,014	5,014
446.000	R & M Services	5,623	870	6,000	4,513	75%	6,000	6,000
449.000	Contractual Maint Services	5,000	6,300	6,000	4,900	82%	6,000	6,000
452.000	Operating Supplies	3,214	4,951	4,000	1,867	47%	4,000	4,000
464.100	Capital - Projects	43,750	67,146	-	7,000	0%	-	-
TOTAL MACKAY PRESERVE		69,169	91,227	27,927	27,794	100%	28,114	28,114
001.571- LIBRARY								
413.000	Salaries & Wages	95,411	97,181	100,832	84,611	84%	109,974	110,598
421.000	FICA Expense	7,299	7,584	7,714	6,626	86%	8,413	8,461
422.000	Retirement	5,840	5,897	5,196	6,146	118%	6,195	6,195
423.000	Life & Health Insurance	6,542	7,021	6,909	5,795	84%	7,466	7,839
424.000	Workers Comp Insurance	1,934	2,701	2,192	2,252	103%	2,387	2,387
431.500	Employee Exams	44	-	200	-	0%	200	200
440.300	Training & Travel	-	165	500	-	0%	500	500
441.000	Communications	3,638	3,591	3,500	2,854	82%	3,500	3,500
443.200	Electric	7,644	7,802	8,000	5,552	69%	8,000	8,000
445.000	Property & Liability	2,027	2,676	2,414	2,426	101%	2,507	2,507
446.000	R & M Services	1,185	1,067	2,000	3,958	198%	3,000	3,000
446.120	R & M - Copier	3,148	2,909	3,000	1,893	63%	3,000	3,000
446.438	R & M - Software	1,170	2,127	1,500	600	40%	1,500	1,500
446.660	R & M - Books	12,169	14,954	15,000	10,189	68%	15,000	15,000
451.000	Office Supplies	1,485	1,429	1,500	1,154	77%	1,500	1,500
452.000	Operating Supplies	1,808	2,166	2,000	1,834	92%	2,000	2,000
452.160	Youth Programs	4,159	4,488	5,000	4,663	93%	5,000	5,000
454.000	Sub. & Membership	1,784	3,427	2,000	3,085	154%	4,000	4,000
464.100	Capital - Projects	-	-	-	-	0%	-	-
464.200	Capital - Purchases	-	-	-	-	0%	-	-
TOTAL LIBRARY		157,287	167,185	169,456	143,638	85%	184,141	185,186
TOTAL GEN FUND EXP.		5,330,687	6,731,487	5,701,499	4,889,969	86%	5,853,886	5,935,922

City of Lake Alfred  
COMMUNITY REDEVELOPMENT AGENCY  
FY 2020-2021

83.33%

Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 JULY - EXP	EXP %	FY 20/21 PROP.	FY 21/22 PLANNED
<b>REVENUE</b>								
311.120	CRA - Tax Increment County	42,790	65,111	93,915	90,443	96%	119,134	119,134
311.121	CRA - Tax Increment City	48,344	67,456	94,997	91,738	97%	120,513	120,513
311.122	CRA Reserves	-	104,037	-	-	0%	110,000	-
	TOTAL CRA	91,134	236,604	188,912	182,181	96%	349,647	239,647
<b>EXPENDITURES</b>								
101.515- CRA								
432.000	Audit	-	-	600	-	0%	600	600
440.300	Training & Travel	563	590	2,000	495	25%	2,000	2,000
446.000	R & M Services	420	1,404	6,000	-	0%	6,000	6,000
454.000	Subscriptions & Memberships	-	670	1,000	570		1,000	1,000
458.903	Cost Allocation	-	12,996	13,000	10,833	83%	13,000	13,000
510.999	Contingency	66,666	-	6,312	-	0%	7,047	7,047
464.100	Capital - Project	23,485	192,444	110,000	-	0%	270,000	160,000
464.200	Capital - Purchase	-	28,500	-	-	0%	-	-
463.300	Capital - Façade Grant	-	-	50,000	-	0%	50,000	50,000
	TOTAL CRA	89,780	236,604	188,912	11,898	6%	349,647	239,647

City of Lake Alfred  
ENTERPRISE FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 JULY - EXP	EXP %	FY 20/21 PROP.	FY 21/22 PLANNED
<b><u>REVENUES</u></b>								
401.000- UTILITY BILLING RECEIPTS								
343.302	Water Revenue	668,194	692,317	710,000	603,395	85%	720,000	741,600
343.308	Temp Water Service	3,800	4,000	2,500	3,650	146%	4,000	4,000
343.305	Irrigation	213,334	241,565	240,000	224,063	93%	250,000	257,500
343.500	Sewer Revenue	1,422,867	1,475,671	1,515,000	1,307,085	86%	1,515,000	1,560,450
343.550	Tap Fees	12,600	8,300	10,000	4,775	48%	10,000	10,000
343.304	Turn On Fee	20,570	20,775	20,000	13,010	65%	20,000	20,000
365.000	Scrap Metal	670	-	1,000	1,882	188%	1,000	1,000
369.000	Non Payment Fees	26,070	28,595	27,000	13,195	49%	27,000	27,000
343.314	Water Meter Fee	86,265	65,164	80,000	18,146	23%	80,000	80,000
343.310	NSF Check Fee	1,725	1,550	1,500	1,125	75%	1,500	1,500
343.306	Late Fees	50,954	53,784	51,000	26,962	53%	51,000	51,000
343.312	Turn Off Fee	16,975	18,550	17,000	11,165	66%	17,000	17,000
343.317	Service Work Orders	120	598	1,000	70	7%	1,000	1,000
343.311	Write Off Accounts Collect	2,519	3,794	3,000	2,758	92%	3,000	3,000
361.000	Interest - Bank	45,022	81,790	50,000	47,190	94%	50,000	50,000
384.100	Enterprise Reserve	250,977	144,696	20,000	-	0%	40,000	500,000
384.200	Water Impact Fees	-	34,795	40,000	-	0%	-	500,000
384.300	Wastewater Impact Fees	-	38,837	-	-	0%	-	1,500,000
384.400	Grants	-	15,313	-	11,295	0%	-	-
384.500	Debt Proceeds	-	-	-	-	-	800,000	-
TOTAL UTILITY REVENUES		2,822,642	2,930,094	2,789,000	2,289,791	82%	3,590,500	5,325,050

City of Lake Alfred  
ENTERPRISE FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 JULY - EXP	EXP %	FY 20/21 PROP.	FY 21/22 PLANNED
<b><u>EXPENDITURES</u></b>								
401.536- SERVICE								
412.000	Salaries & Wages	283,251	288,481	336,616	281,948	84%	350,563	353,922
413.000	Part Time Wages	16,224	16,997	-	-	0%	-	-
414.000	Overtime Pay	6,077	7,845	6,000	6,693	112%	6,000	6,000
421.000	FICA Expense	23,607	24,249	26,210	22,691	87%	27,277	27,534
422.000	Retirement	46,724	47,172	4,307	49,170	1142%	49,560	49,560
423.000	Life & Health Insurance	46,041	46,541	56,473	39,260	70%	60,925	65,172
424.000	Workers Comp Insurance	15,908	21,513	16,438	16,774	102%	17,900	17,900
431.300	Engineering	-	1,200	5,000	10,060	201%	5,000	5,000
431.500	Employee Exams	285	467	500	382	76%	500	500
433.000	Point and Pay Fees	-	-	-	15,623	0%	25,000	25,000
440.300	Training & Travel	1,057	718	1,000	614	61%	1,000	1,000
441.000	Postage & Communications	26,617	28,844	28,000	21,416	76%	28,000	28,000
443.200	Electric	1,785	1,831	2,000	1,303	65%	2,000	2,000
446.100	R & M - Auto	17,442	15,233	15,000	10,775	72%	15,000	15,000
446.120	R & M - Copier	2,560	2,208	3,000	1,397	47%	3,000	3,000
446.348	Annual Software Maint. (A)	3,946	3,622	4,000	3,749	94%	4,000	4,000
446.350	R & M - Water Lines	25,359	25,300	25,000	19,175	77%	25,000	25,000
446.360	R & M - Fire Hydrants	3,451	1,913	20,000	16,337	82%	20,000	40,000
446.370	R & M - Lift Stations	69,697	133,805	75,000	50,520	67%	75,000	75,000
446.380	R & M - Sewer Lines	14,841	10,737	15,000	8,621	57%	15,000	15,000
446.390	R & M - Services	-	7,997	5,000	987	20%	5,000	5,000
452.000	Operating Supplies	11,656	10,696	8,000	6,811	85%	8,000	8,000
452.700	Fuel	17,747	15,131	18,000	9,863	55%	18,000	18,000
452.800	Diesel	1,354	5,066	1,000	2,303	230%	2,000	2,000
452.900	Meter & Fittings	92,858	102,163	90,000	59,251	66%	90,000	90,000
452.940	Uniforms & Shoes	4,931	4,779	4,000	4,563	114%	4,000	4,000
536.910	Interfund Transfer - General	255,000	231,420	265,000	233,918	88%	270,000	275,000
533.910	Cost Allocation - General	206,809	411,005	280,701	220,833	79%	282,421	294,005
536.999	Contingency	-	-	9,132	-	0%	5,227	2,954
464.100	Capital - Project	50,000	-	-	-	0%	-	-
464.200	Capital - Vehicle & Equip	-	-	-	-	0%	-	30,000
464.300	Capital - Carryover	-	-	-	-	0%	-	-
TOTAL SERVICE		1,245,227	1,466,933	1,320,376	1,115,037	84%	1,415,374	1,487,547

City of Lake Alfred  
ENTERPRISE FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 JULY - EXP	EXP %	FY 20/21 PROP.	FY 21/22 PLANNED
401.533- WATER OPERATIONS								
431.300	Engineering	17,696	12,756	10,000	20,132	201%	10,000	10,000
434.000	Contractual Services	7,940	3,172	10,000	5,322	53%	10,000	10,000
434.100	Engineering- Water Monitor	24,250	16,490	16,000	5,890	37%	16,000	16,000
440.100	Land Leases	1,477	640	3,000	-	0%	3,000	3,000
440.300	Training & Travel	269	417	1,000	327	33%	1,000	1,000
443.200	Electric	42,901	44,288	42,000	31,518	75%	42,000	42,000
445.000	Property & Liability	8,854	10,703	9,654	9,705	101%	10,027	10,027
446.000	R & M Services	23,443	30,228	30,000	36,828	123%	35,000	35,000
452.000	Operating Supplies	1,483	667	1,500	897	60%	1,500	1,500
452.600	Chemicals	54,734	61,145	55,000	42,494	77%	55,000	55,000
454.000	Subscriptions & Membership	560	560	2,000	560	28%	2,000	2,000
463.800	Water Cooperative	222,061	10,890	10,000	18,587	186%	15,000	15,000
464.100	Capital - Project	9,557	23,905	40,000	21,500	54%	840,000	-
464.200	Capital - Vehicle & Equip	3,220	-	-	35,231	0%	-	-
TOTAL WATER OPS		418,445	215,861	230,154	228,991	99%	1,040,527	200,527

City of Lake Alfred  
ENTERPRISE FUND  
FY 2020-2021

83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 JULY - EXP	EXP %	FY 20/21 PROP.	FY 21/22 PLANNED
<b>401.535- WASTE WATER OPERATIONS</b>								
412.000	Salaries & Wages	126,111	132,491	139,956	122,036	87%	123,061	123,985
414.000	Overtime Pay	5,252	10,792	4,000	3,606	90%	4,000	4,000
421.000	FICA Expense	10,048	10,906	11,013	9,009	82%	9,720	9,791
422.000	Retirement	23,362	23,586	24,585	24,585	100%	24,780	24,780
423.000	Life & Health Insurance	25,401	27,359	27,636	20,717	75%	27,636	29,018
424.000	Workers Comp Insurance	4,954	6,718	6,575	6,727	102%	7,160	7,160
431.300	Engineering	28,821	26,463	10,000	18,070	181%	10,000	10,000
431.500	Employee Exams	621	84	300	282	94%	300	300
434.100	Contractual Services	-	-	500	-	0%	500	500
434.500	Sampling of Wells	10,161	17,873	12,000	12,249	102%	18,000	18,000
434.510	Sludge Hauling	23,565	6,642	30,000	26,712	89%	20,000	20,000
440.300	Training & Travel	404	750	1,000	573	57%	1,000	1,000
441.000	Communications	7,455	7,875	8,000	5,649	71%	8,000	8,000
443.200	Electric	91,654	94,919	90,000	67,549	75%	90,000	90,000
445.000	Property & Liability	33,735	40,000	36,203	36,394	101%	37,601	37,601
446.000	R & M Services	66,115	73,809	70,000	68,103	97%	75,000	75,000
446.100	R & M - Auto	2,505	1,997	1,000	2,542	254%	3,000	3,000
446.200	R & M - Line Replacement	-	-	50,000	18,674	37%	50,000	50,000
452.000	Operating Supplies	2,718	4,147	3,000	2,662	89%	3,000	3,000
452.100	Septic to Sewer Program	-	-	-	-	0%	15,000	15,000
452.600	Chemicals	44,300	46,525	41,000	41,367	101%	50,000	50,000
452.700	Fuel	1,896	3,623	2,000	1,042	52%	2,000	2,000
452.940	Uniforms & Shoes	288	-	750	688	92%	750	750
464.100	Capital - Project	95,515	156,652	-	3,600	0%	-	2,500,000
464.200	Capital - Vehicle & Equip	-	-	70,000	564,069	806%	-	-
<b>TOTAL WASTE WATER</b>		<b>604,881</b>	<b>693,211</b>	<b>639,517</b>	<b>1,056,905</b>	<b>165%</b>	<b>580,509</b>	<b>3,082,886</b>
<b>401.000- DEBT SERVICE</b>								
517.716	Loan F-EF Refi Bridge (2023)	238,445	238,443	238,445	238,443	100%	238,445	238,445
517.719	Wastewater Loan (2027)	315,645	315,646	315,645	315,646	100%	315,645	315,645
<b>TOTAL DEBT SERVICE</b>		<b>554,090</b>	<b>554,089</b>	<b>554,090</b>	<b>554,089</b>	<b>100%</b>	<b>554,090</b>	<b>554,090</b>
<b>TOTAL EXPENDITURES</b>		<b>2,884,018</b>	<b>2,930,094</b>	<b>2,744,137</b>	<b>2,955,022</b>	<b>108%</b>	<b>3,590,500</b>	<b>5,325,050</b>

City of Lake Alfred  
STORMWATER  
FY 2020-2021

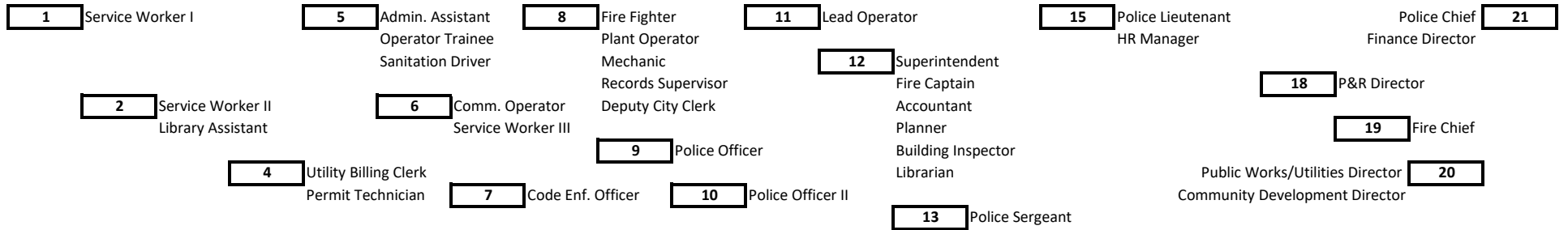
83.33% Complete

ACCT. #	ACCOUNT DESCRIPTION	FY 17/18 ACTUAL	FY 18/19 ACTUAL	FY 19/20 PROP.	2020 JULY - EXP	EXP %	FY 20/21 PROP.	FY 21/22 PLANNED
<b>REVENUE</b>								
401.000- STORMWATER								
343.900	Stormwater	61,375	63,835	62,000	54,052	87%	63,000	63,000
381.538	Storm Water Reserve	-	3,113	-	4,739	0%	-	-
TOTAL STORMWATER		61,375	66,948	62,000	58,791	95%	63,000	63,000
<b>EXPENDITURES</b>								
401.538- STORMWATER								
431.300	Engineering - Master Plan	1,673	3,448	10,000	708	7%	10,000	10,000
434.000	Contractual Services (NPD)	4,189	7,178	1,500	3,600	240%	1,500	1,500
440.300	Training & Travel	-	45	500	279	56%	500	500
443.200	Electric	-	-	160	-	0%	160	160
446.000	R & M Services	1,041	3,507	4,000	1,576	39%	4,000	4,000
446.200	Street Sweeping Contract	16,618	16,697	11,000	10,020	91%	11,000	11,000
452.000	Operating Supplies	1,200	-	1,000	-	0%	1,000	1,000
452.940	Subscriptions & Members	1,414	703	700	562	80%	700	700
458.903	Cost Allocation	30,000	30,000	32,500	27,083	83%	32,500	32,500
999.000	Contingency	5,240	-	640	-	0%	1,640	1,640
464.200	Capital - Vehicle & Equip	-	5,370	-	9,479	0%	-	-
TOTAL STORMWATER		61,375	66,948	62,000	53,307	86%	63,000	63,000

City of Lake Alfred - Salary Schedule  
FY 2020 / 2021

COLA: 1.50%

Step (2%)	Grade (6%)																				
	10.80	11.44	12.13	12.86	13.63	14.45	15.32	16.23	17.21	18.24	19.33	20.50	21.72	23.03	24.41	25.87	27.43	29.07	30.82	32.67	34.63
Base	22,457	23,804	25,232	26,746	28,351	30,052	31,855	33,767	35,793	37,940	40,217	42,630	45,187	47,899	50,773	53,819	57,048	60,471	64,099	67,945	72,022
(1y)1	22,906	24,280	25,737	27,281	28,918	30,653	32,492	34,442	36,508	38,699	41,021	43,482	46,091	48,857	51,788	54,895	58,189	61,680	65,381	69,304	73,462
(2y)2	23,364	24,766	26,252	27,827	29,497	31,266	33,142	35,131	37,239	39,473	41,841	44,352	47,013	49,834	52,824	55,993	59,353	62,914	66,689	70,690	74,932
(4y)3	23,831	25,261	26,777	28,383	30,086	31,892	33,805	35,833	37,983	40,262	42,678	45,239	47,953	50,830	53,880	57,113	60,540	64,172	68,023	72,104	76,430
(6y)4	24,308	25,766	27,312	28,951	30,688	32,529	34,481	36,550	38,743	41,068	43,532	46,144	48,912	51,847	54,958	58,255	61,751	65,456	69,383	73,546	77,959
(8y)5	24,794	26,282	27,859	29,530	31,302	33,180	35,171	37,281	39,518	41,889	44,402	47,067	49,891	52,884	56,057	59,420	62,986	66,765	70,771	75,017	79,518
(10y)6	25,290	26,807	28,416	30,121	31,928	33,844	35,874	38,027	40,308	42,727	45,290	48,008	50,888	53,942	57,178	60,609	64,245	68,100	72,186	76,517	81,108
Phase >1	25,796	27,343	28,984	30,723	32,567	34,521	36,592	38,787	41,114	43,581	46,196	48,968	51,906	55,020	58,322	61,821	65,530	69,462	73,630	78,048	82,730
Phase >2	26,312	27,890	29,564	31,338	33,218	35,211	37,324	39,563	41,937	44,453	47,120	49,947	52,944	56,121	59,488	63,057	66,841	70,851	75,102	79,609	84,385





**City of Lake Alfred Payroll  
Fiscal Year 2020/2021**

COLA: 1.50%

Position	DOH	Yrs.	Gr.	St.	POSITION STARTING SALARY	STEP ADJ BASE SALARY	Adjustment	Holiday	Education	Longevity
<b>City Commission</b>										
Mayor					6,000	6,000		300		
Vice Mayor					5,000	5,000		300		
Commissioner					5,000	5,000		300		
Commissioner					5,000	5,000		300		
Commissioner					5,000	5,000		300		
<b>City Administration</b>										
City Manager	3/5/2012	9	-	5 ^1	109,694	123,533		1%	M	4.75%
HR Manager	5/1/2017	4	15	3	50,773	53,880	4 Yr Step	1%	B	
Deputy City Clerk	10/14/2013	7	8 ^2	4	33,767	41,068		1%	B	1.25%
<b>Finance Department</b>										
Finance Director	1/11/2005	16	21	6 ^1	72,022	82,730		1%	B	4.25%
Accountant	5/15/2017	4	12	3 ^1	42,630	46,144	4 Yr Step	1%	B	
<b>Police Department</b>										
Police Chief	10/12/1987	33	21	6	72,022	81,108		1%		8.50%
Police Lieutenant	7/24/1995	26	15	6	50,773	57,178		1%		5.50%
Police Sergeant*	2/8/2016	5	13	3	45,187	47,953		1%		1.00%
Records Supervisor	4/3/2017	4	8	3	33,767	35,833	4 Yr Step	1%		
Police Officer II	9/1/2004	17	10	6	37,940	42,727		1%		3.25%
Police Officer II	8/30/2010	14	10	6	37,940	42,727		1%		2.50%
Police Officer II	10/1/2020	3	10	2	37,940	39,473		1%		
Police Officer II (SRO)	8/20/2018	3	10	2	37,940	39,473		1%	A	
Police Officer II	10/29/2018	2	10	2	37,940	39,473	2 Yr Step	1%		
Police Officer	12/14/2015	5	9	3	35,793	37,983		1%		0.25%
Police Officer II	10/10/2016	4	10	3	37,940	40,262	4 Yr Step	1%		
Police Officer	3/6/2017	4	9	3	35,793	37,983	4 Yr Step	1%		
Police Officer* (SRO)	10/15/2018	4	9	3	35,793	37,983	4 Yr Step	1%		
Police Officer (SRO)	10/1/2020		9	B	35,793	35,793		1%		
Police Officer	10/1/2020		9	B	35,793	35,793		1%		
Comm. Operator	10/1/2020		6	B	30,052	30,052		1%		
Comm. Operator	8/31/2009	12	6	6	30,052	33,844		1%		2.00%
Comm. Operator*	5/13/2019	3	6	2	30,052	31,266		1%		
Comm. Operator	6/22/2020	1	6	1	30,052	30,653	1 Yr Step	1%		

**City of Lake Alfred Payroll  
Fiscal Year 2020/2021**

COLA: 1.50%

Position	DOH	Yrs.	Gr.	St.	POSITION STARTING SALARY	STEP ADJ BASE SALARY	Adjustment	Holiday	Education	Longevity
<b>Fire Department</b>										
Fire Chief	1/2/2007	14	19	6	64,099	72,186		1%		4.50%
Fire Capt	4/18/2005	16	12	6	42,630	48,008		1%		4.25%
Fire Capt	11/29/2019	1	12	1	42,630	43,482	1 Yr Step	1%		
Fire Capt/Inspector	12/1/2006	14	12	6	42,630	50,888		1%		3.00%
FF/EMT	2/17/2020	1	8	1	33,767	34,442	1 Yr Step	1%		
FF/EMT	1/24/2010	11	8	6	33,767	38,027		1%		1.75%
FF/EMT	11/27/2017	3	8	2	33,767	35,131		1%	A	0.25%
<b>Community Development</b>										
Director*	2/9/2015	10	20	6	67,945	78,048	10 Yr Step	1%	M	1.75%
Planner	12/9/2019	1	12	1	42,630	43,482	1 Yr Step	1%		
Building Inspector	1/6/2020	1	12	1	42,630	43,482	1 Yr Step	1%		
Code Officer (P/T)	3/25/2020	1	6	1	19,113	19,495	1 Yr Step	300		
Permit Technician	3/7/2018	3	4	2	26,746	27,827		300		
<b>PW Administration</b>										
Superintendent	11/4/2009	11	12	6	42,630	48,008		1%		3.25%
<b>Sanitation &amp; Refuse</b>										
Sanitation Driver	10/4/2017	3	5	2	28,351	29,497		300		
Sanitation Driver	4/11/2019	2	5	2	28,351	29,497	2 Yr Step	300		
Sanitation Driver	5/2/2019	2	5	2	28,351	29,497	2 Yr Step	300		
<b>Roads &amp; Streets Maintenance</b>										
Svc Wkr III	3/11/2013	8	6	5	30,052	33,180	8 Yr Step	1%		1.00%
Svc Wkr II	4/26/2005	16	2	6	23,804	26,807		300		3.00%
Svc Wkr II	2/9/2015	6	2	4	23,804	25,766	6 Yr Step	300		0.50%
Svc Wkr II	6/1/2020	1	2	1	23,804	24,280	1 Yr Step	300		
<b>Central Garage &amp; Motor Pool</b>										
Mechanic	9/24/2014	7	8	4	33,767	36,550		1%		0.75%
<b>Parks &amp; Recreation</b>										
Director	9/16/2014	7	18	4	60,471	65,456		1%	B	2.00%
Admin. Assistant	10/22/2012	8	5	5	28,351	31,302	8 Yr Step	1%		1.00%
Svc Wkr II	7/3/2017	4	2	3	23,804	25,261	4 Yr Step	300		
Svc Wkr II	3/5/2018	3	2	2	23,804	24,766		300		
Svc Wkr II	5/26/2020	1	2	1	22,948	23,407	1 Yr Step			

**City of Lake Alfred Payroll  
Fiscal Year 2020/2021**

COLA: 1.50%

Position	DOH	Yrs.	Gr.	St.	POSITION STARTING SALARY	STEP ADJ BASE SALARY	Adjustment	Holiday	Education	Longevity
<b>Library</b>										
Librarian	10/1/2010	10	12	6	42,630	48,008	10 Yr Step	1%	M	1.50%
Asst Librarian (P/T)	11/12/2010	10	2 ^1	6	16,663	19,891	10 Yr Step	300	A	2.00%
Asst Librarian (P/T)	1/6/2014	7	2	4	16,663	18,036		300		0.75%
Asst Librarian (P/T)	7/13/2015	6	2	4	16,663	18,036	6 Yr Step	300		0.50%

**Enterprise Operations**

**Service Operations**

Director	5/7/2001	20	20 ^1	6	67,945	81,108		1%		5.25%
Admin Assistant	10/30/2006	14	5 ^1	6	28,351	33,844		1%		2.50%
Superintendent	3/23/2020	1	12	1	42,630	43,482	1 Yr Step	1%	B	
UB Clerk	7/20/2011	10	4	6	26,746	30,121	10 Yr Step	1%		1.50%
UB Clerk	1/6/2016	5	4	3	26,746	28,383		300		0.25%
UB Clerk (P/T)	12/11/2017	3	2	2	16,663	17,336		300		
Svc Wkr II	4/1/2019	2	2	2	23,804	24,766	2 Yr Step	300		
Svc Wkr III	1/9/2017	4	6	3	30,052	31,892	4 Yr Step	1%		
Svc Wkr II	10/7/2019	1	2	1	23,804	24,280	1 Yr Step	300		
Svc Wkr II	5/11/2020	1	2	1	23,804	24,280	1 Yr Step	300		

**Wastewater Operations**

Superintendent	6/3/2013	8	12 ^1	5	42,630	49,891	8 Yr Step	1%		2.00%
Plant Operator	7/31/2017	4	8	3	33,767	35,833	4 Yr Step	1%		
Plant Operator	8/20/2018	3	8	2	33,767	35,131		1%		

P/T - Regular Part Time

	FY 20/21	FICA Exp.	Education	Holiday	Longevity
M - Master (6%)	\$ 2,547,254	\$ 215,408	\$29,139	\$28,759	\$44,755
B - Bachelor (4%)					
A - Associate (2%)					

\* Adjusted DOH

^ Assignment Pay 2,815,788

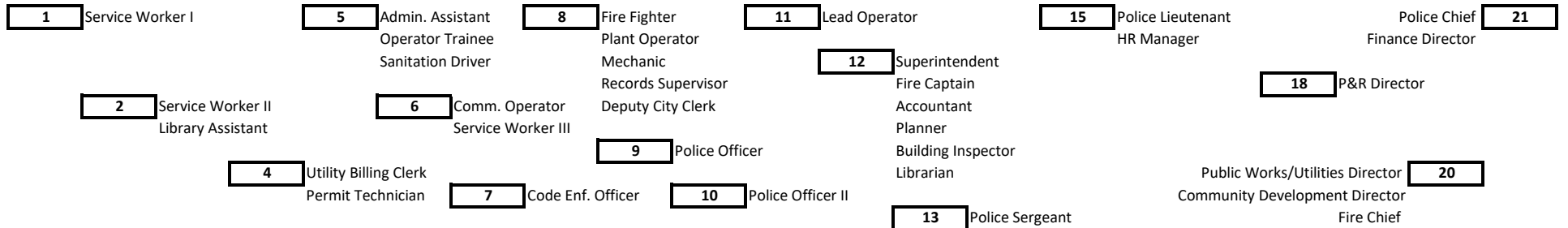
> Phase in Grade Increase 215,408

\$ 3,031,196

City of Lake Alfred - Salary Schedule  
FY 2021 / 2022

COLA: 0.00%

Step (2%)	Grade (6%)																				
	10.80	11.44	12.13	12.86	13.63	14.45	15.32	16.23	17.21	18.24	19.33	20.50	21.72	23.03	24.41	25.87	27.43	29.07	30.82	32.67	34.63
Base	22,457	23,804	25,232	26,746	28,351	30,052	31,855	33,767	35,793	37,940	40,217	42,630	45,187	47,899	50,773	53,819	57,048	60,471	64,099	67,945	72,022
(1y)1	22,906	24,280	25,737	27,281	28,918	30,653	32,492	34,442	36,508	38,699	41,021	43,482	46,091	48,857	51,788	54,895	58,189	61,680	65,381	69,304	73,462
(2y)2	23,364	24,766	26,252	27,827	29,497	31,266	33,142	35,131	37,239	39,473	41,841	44,352	47,013	49,834	52,824	55,993	59,353	62,914	66,689	70,690	74,932
(4y)3	23,831	25,261	26,777	28,383	30,086	31,892	33,805	35,833	37,983	40,262	42,678	45,239	47,953	50,830	53,880	57,113	60,540	64,172	68,023	72,104	76,430
(6y)4	24,308	25,766	27,312	28,951	30,688	32,529	34,481	36,550	38,743	41,068	43,532	46,144	48,912	51,847	54,958	58,255	61,751	65,456	69,383	73,546	77,959
(8y)5	24,794	26,282	27,859	29,530	31,302	33,180	35,171	37,281	39,518	41,889	44,402	47,067	49,891	52,884	56,057	59,420	62,986	66,765	70,771	75,017	79,518
(10y)6	25,290	26,807	28,416	30,121	31,928	33,844	35,874	38,027	40,308	42,727	45,290	48,008	50,888	53,942	57,178	60,609	64,245	68,100	72,186	76,517	81,108
Phase >1	25,796	27,343	28,984	30,723	32,567	34,521	36,592	38,787	41,114	43,581	46,196	48,968	51,906	55,020	58,322	61,821	65,530	69,462	73,630	78,048	82,730
Phase >2	26,312	27,890	29,564	31,338	33,218	35,211	37,324	39,563	41,937	44,453	47,120	49,947	52,944	56,121	59,488	63,057	66,841	70,851	75,102	79,609	84,385



**City of Lake Alfred Payroll  
Fiscal Year 2021/2022**

COLA:

Position	DOH	Yrs.	Gr.	St.	POSITION STARTING SALARY	STEP ADJ BASE SALARY	Adjustment	Holiday	Education	Longevity
<b>City Commission</b>										
Mayor					6,000	6,000		300		
Vice Mayor					5,000	5,000		300		
Commissioner					5,000	5,000		300		
Commissioner					5,000	5,000		300		
Commissioner					5,000	5,000		300		
<b>City Administration</b>										
City Manager	3/5/2012	10	-	6 ^1	108,073	124,142	10 Yr Step	1%	M	5.25%
HR Manager	5/1/2017	5	15	3	50,773	53,880		1%	B	0.25%
Deputy City Clerk	10/14/2013	8	8 ^2	4	33,767	41,068	8 Yr Step	1%	B	1.50%
<b>Finance Department</b>										
Finance Director	1/11/2005	17	21	6 ^1	72,022	82,730		1%	B	4.50%
Accountant	5/15/2017	5	12	3 ^1	42,630	46,144		1%	B	0.25%
<b>Police Department</b>										
Police Chief	10/12/1987	34	21	6	72,022	81,108		1%		8.75%
Police Lieutenant	7/24/1995	27	15	6	50,773	57,178		1%		5.75%
Police Sergeant*	2/8/2016	6	13	4	45,187	48,912	6 Yr Step	1%		1.25%
Records Supervisor	4/3/2017	5	8	3	33,767	35,833		1%		0.25%
Police Officer II	9/1/2004	18	10	6	37,940	42,727		1%		3.50%
Police Officer II	8/30/2010	15	10	6	37,940	42,727		1%		2.75%
Police Officer II	10/1/2020	4	10	3	37,940	40,262	4 Yr Step	1%		
Police Officer II (SRO)	8/20/2018	4	10	3	37,940	40,262	4 Yr Step	1%	A	
Police Officer II	10/29/2018	3	10	2	37,940	39,473		1%		
Police Officer	12/14/2015	6	9	4	35,793	38,743	6 Yr Step	1%		0.50%
Police Officer II	10/10/2016	5	10	3	37,940	40,262		1%		0.25%
Police Officer	3/6/2017	5	9	3	35,793	37,983		1%		0.25%
Police Officer* (SRO)	10/15/2018	5	9	3	35,793	37,983		1%		
Police Officer (SRO)	10/1/2020	1	9	1	35,793	36,508	1 Yr Step	1%		
Police Officer	10/1/2020	1	9	1	35,793	36,508	1 Yr Step	1%		
Comm. Operator	10/1/2020	1	6	1	30,052	30,653	1 Yr Step	1%		
Comm. Operator	8/31/2009	13	6	6	30,052	33,844		1%		2.25%
Comm. Operator*	5/13/2019	4	6	3	30,052	31,892	4 Yr Step	1%		
Comm. Operator	6/22/2020	2	6	2	30,052	31,266	2 Yr Step	1%		

**City of Lake Alfred Payroll  
Fiscal Year 2021/2022**

COLA:

Position	DOH	Yrs.	Gr.	St.	POSITION STARTING SALARY	STEP ADJ BASE SALARY	Adjustment	Holiday	Education	Longevity
<b>Fire Department</b>										
Fire Chief	1/2/2007	15	20	6	67,945	76,517		1%		4.75%
Fire Capt	4/18/2005	17	12	6	42,630	48,008		1%		4.50%
Fire Capt	11/29/2019	2	12	2	42,630	44,352	2 Yr Step	1%		
Fire Capt/Inspector	12/1/2006	15	12	6	42,630	50,888		1%		3.25%
FF/EMT	2/17/2020	2	8	2	33,767	35,131	2 Yr Step	1%		
FF/EMT	1/24/2010	12	8	6	33,767	38,027		1%		2.00%
FF/EMT	11/27/2017	4	8	3	33,767	35,833	4 Yr Step	1%	A	0.50%
<b>Community Development</b>										
Director*	2/9/2015	11	20	6	67,945	78,048		1%	M	2.00%
Planner	12/9/2019	2	12	2	42,630	44,352	2 Yr Step	1%		
Building Inspector	1/6/2020	2	12	2	42,630	44,352	2 Yr Step	1%		
Code Officer (P/T)	3/25/2020	2	6	2	19,113	19,885	2 Yr Step	300		
Permit Technician	3/7/2018	4	4	3	26,746	28,383	4 Yr Step	300		
<b>PW Administration</b>										
Superintendent	11/4/2009	12	12	6	42,630	48,008		1%		3.50%
<b>Sanitation &amp; Refuse</b>										
Sanitation Driver	10/4/2017	4	5	3	28,351	30,086	4 Yr Step	1%		
Sanitation Driver	4/11/2019	3	5	2	28,351	29,497		300		
Sanitation Driver	5/2/2019	3	5	2	28,351	29,497		300		
<b>Roads &amp; Streets Maintenance</b>										
Svc Wkr III	3/11/2013	9	6	5	30,052	33,180		1%		1.25%
Svc Wkr II	4/26/2005	17	2	6	23,804	26,807		300		3.25%
Svc Wkr II	2/9/2015	7	2	4	23,804	25,766		300		0.75%
Svc Wkr II	6/1/2020	2	2	2	23,804	24,766	2 Yr Step	300		
<b>Central Garage &amp; Motor Pool</b>										
Mechanic	9/24/2014	8	8	5	33,767	37,281	8 Yr Step	1%		1.00%
<b>Parks &amp; Recreation</b>										
Director	9/16/2014	8	18	5	60,471	66,765	8 Yr Step	1%	B	2.25%
Admin. Assistant	10/22/2012	9	5	5	28,351	31,302		1%		1.25%
Svc Wkr II	7/3/2017	5	2	3	23,804	25,261		300		0.25%
Svc Wkr II	3/5/2018	4	2	3	23,804	25,261	4 Yr Step	300		0.25%
Svc Wkr II	5/26/2020	2	2	2	22,948	23,875	2 Yr Step			

**City of Lake Alfred Payroll  
Fiscal Year 2021/2022**

COLA:

Position	DOH	Yrs.	Gr.	St.	POSITION STARTING SALARY	STEP ADJ BASE SALARY	Adjustment	Holiday	Education	Longevity
<b>Library</b>										
Librarian	10/1/2010	11	12	6	42,630	48,008		1%	M	1.75%
Asst Librarian (P/T)	11/12/2010	11	2 ^1	6	16,663	19,891		300	A	2.25%
Asst Librarian (P/T)	1/6/2014	8	2	5	16,663	18,397	8 Yr Step	300		1.00%
Asst Librarian (P/T)	7/13/2015	7	2	4	16,663	18,036		300		0.75%

**Enterprise Operations**

**Service Operations**

Director	5/7/2001	21	20 ^1	6	67,945	81,108		1%		5.50%
Admin Assistant	10/30/2006	15	5 ^1	6	28,351	33,844		1%		2.75%
Superintendent	3/23/2020	2	12	2	42,630	44,352	2 Yr Step	1%	B	
UB Clerk	7/20/2011	11	4	6	26,746	30,121		1%		1.75%
UB Clerk	1/6/2016	6	4	4	26,746	28,951	6 Yr Step	300		0.50%
UB Clerk (P/T)	12/11/2017	4	2	3	16,663	17,683	4 Yr Step	300		0.25%
Svc Wkr II	4/1/2019	3	2	2	23,804	24,766		300		
Svc Wkr III	1/9/2017	5	6	3	30,052	31,892		1%		0.25%
Svc Wkr II	10/7/2019	2	2	2	23,804	24,766	2 Yr Step	300		
Svc Wkr II	5/11/2020	2	2	2	23,804	24,766	2 Yr Step	300		

**Wastewater Operations**

Superintendent	6/3/2013	9	12 ^1	5	42,630	49,891		1%		2.25%
Plant Operator	7/31/2017	5	8	3	33,767	35,833		1%		0.25%
Plant Operator	8/20/2018	4	8	3	33,767	35,833	4 Yr Step	1%		

P/T - Regular Part Time

	FY 21/22	FICA Exp.	Education	Holiday	Longevity
M - Master (6%)	\$ 2,569,708	\$ 217,699	\$29,272	\$28,951	\$49,905
B - Bachelor (4%)					
A - Associate (2%)					

\* Adjusted DOH

^ Assignment Pay 2,845,739

> Phase in Grade Increase 217,699

\$ 3,063,439

**CITY OF LAKE ALFRED**

DEPARTMENT PERSONNEL PLAN

	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
<b>Admin</b>					
<b>Finance</b>					
<b>Community Dev.</b>					
<b>Police</b>			Police Officer		Police Officer
<b>Fire</b>				Firefighter	Firefighter
<b>Parks &amp; Rec.</b>		Library (P/T)		Svc. Worker	
		Park/Land Sup.			
<b>Public Works</b>			Sanit. Driver		
<b>Public Utilities</b>					
<b>CRA</b>				Svc. Worker	

\* Promotion (Not an additional position)



**Employee Market Gap Compensation Plan:**

	<u>Starting Pay*</u>	<u>12% Step**</u>	<u>5% Longevity***</u>	<u>Holiday</u>	<u>Education</u>	<u>Total</u>
Employee:	80%	90.09%	4.50%	0.90%	0.00%	95.50%
as % of market average				Associate	1.80%	97.30%
				Bachelor	3.60%	99.10%
				Master	5.41%	100.90%

\*Goal starting pay of 80% of overall market average as determined by the salary survey.

\*\* After 10 years of service

\*\*\* After 25 years of service

**Position Analysis**

Position Analysis	STARTING	Comp Sample	Comp %	LLM	LLM %	Overall	Overall %.	
	SALARY 19/20			Sample				
Librarian	\$ 37,380	\$ 50,599	74%	\$ 59,731	63%	\$ 55,817	69%	^^G
HR Manager	\$ 50,022	\$ 62,110	81%	\$ 84,753	59%	\$ 69,658	72%	*
Fire Chief	\$ 63,152	\$ 83,656	75%	\$ 91,166	69%	\$ 86,660	73%	^G
Building Inspector	\$ 42,000	\$ 57,370	73%	\$ 56,516	74%	\$ 56,858	74%	
P&R Director	\$ 56,205	\$ 67,518	83%	\$ 88,848	63%	\$ 76,050	74%	^G
City Manager	\$ 101,956	\$ 123,536	83%	\$ 165,970	61%	\$ 133,520	76%	^G
Police Chief	\$ 66,941	\$ 85,020	79%	\$ 105,502	63%	\$ 88,634	76%	^G
Deputy Clerk	\$ 33,268	\$ 41,803	80%	\$ 46,841	71%	\$ 43,482	77%	
Finance Director	\$ 66,941	\$ 83,697	80%	\$ 102,644	65%	\$ 87,249	77%	^G
Fire Captain	\$ 42,000	\$ 52,441	80%	\$ 59,354	71%	\$ 54,745	77%	
Superintendent	\$ 42,000	\$ 51,162	82%	\$ 59,069	71%	\$ 53,270	79%	
City Clerk	\$ 56,205	\$ 69,571	81%	\$ 73,374	77%	\$ 70,205	80%	
HR Specialist	\$ 33,268	\$ 41,413	80%	\$ 41,464	80%	\$ 41,443	80%	IA
Permit Technician	\$ 26,351	\$ 32,676	81%	\$ 33,504	79%	\$ 32,952	80%	
Police Lieutenant	\$ 50,022	\$ 60,352	83%	\$ 72,010	69%	\$ 62,538	80%	
Code Enf. Officer	\$ 31,385	\$ 41,177	76%	\$ 37,137	85%	\$ 40,023	81%	
Com. Dev. Director	\$ 66,941	\$ 78,422	85%	\$ 95,150	70%	\$ 82,984	81%	
Police Officer II	\$ 37,380	\$ 44,188	85%	\$ 51,125	73%	\$ 46,323	81%	
PW/PU Director	\$ 66,941	\$ 79,614	84%	\$ 94,586	71%	\$ 82,942	81%	
Plant Operator	\$ 33,268	\$ 40,253	83%	\$ 41,596	80%	\$ 40,666	82%	
Accountant	\$ 42,000	\$ 47,288	89%	\$ 58,195	72%	\$ 50,404	83%	
Police Sergeant	\$ 44,520	\$ 49,411	90%	\$ 65,079	68%	\$ 53,328	83%	
Mechanic	\$ 33,268	\$ 38,222	87%	\$ 43,672	76%	\$ 39,479	84%	
Admin. Assistant	\$ 27,932	\$ 32,880	85%	\$ 34,779	80%	\$ 33,006	85%	
Fire Fighter	\$ 33,268	\$ 37,808	88%	\$ 41,265	81%	\$ 38,960	85%	
Operator Trainee	\$ 27,932	\$ 32,676	85%	\$ 33,504	83%	\$ 32,952	85%	
Police Officer	\$ 35,264	\$ 40,212	88%	\$ 47,018	75%	\$ 41,725	85%	
Sanitation Driver	\$ 27,932	\$ 32,297	86%	\$ 34,015	82%	\$ 32,766	85%	
Service Worker II	\$ 23,452	\$ 28,962	81%	\$ 26,444	89%	\$ 28,369	85%	
Records Supervisor	\$ 33,268	\$ 32,781	101%	\$ 46,987	71%	\$ 42,252	86%	
Utility Billing Clerk	\$ 26,351	\$ 30,044	88%	\$ 31,836	83%	\$ 30,696	86%	
Finance Clerk	\$ 33,268	\$ 37,487	89%	\$ 39,397	84%	\$ 38,033	87%	IA
Service Worker III	\$ 29,608	\$ 33,770	88%	\$ 35,309	84%	\$ 34,155	87%	
Planner	\$ 42,000	\$ 40,000	105%	\$ 59,121	71%	\$ 54,341	88%	
Library Assistant	\$ 23,452	\$ 24,205	97%	\$ 28,252	83%	\$ 26,518	90%	
Comm. Operator	\$ 29,608	\$ 30,470	97%	\$ 37,710	79%	\$ 31,504	94%	
Service Worker I	\$ 22,125	\$ 23,743	93%	\$ 23,083	96%	\$ 23,649	95%	

^G = +6%

\*See position narrative for details

\* See position analysis in salary survey

IA = Inactive