



2016
Readoption

BUDGET OVERVIEW

Budget Overview & Forecast – September

Capital – October/November

Revenue Budget
October/November

- Property Taxes
- Fee Schedule
- Equipment Rental & Replacement

Recommended
Budget – October

Public Input
Nov

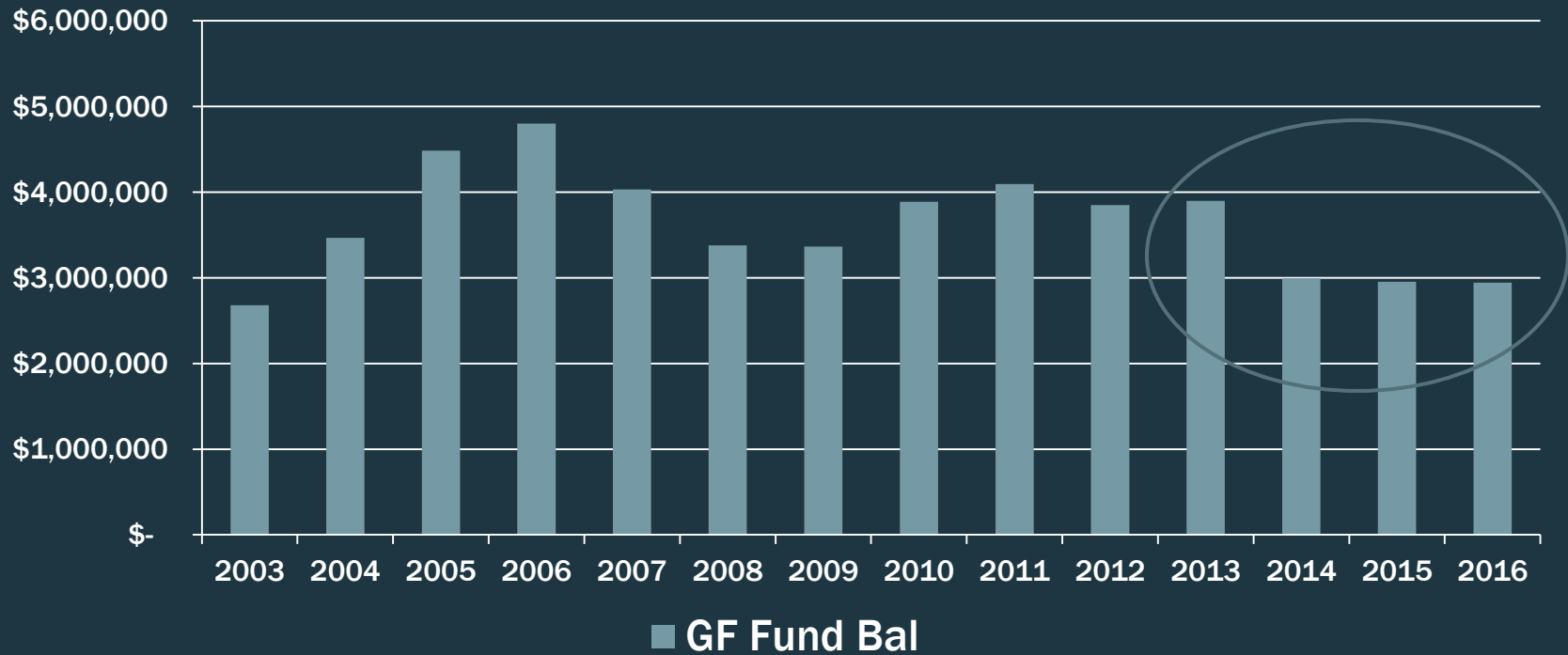
- Public Hearings

Budget
Approval
Dec

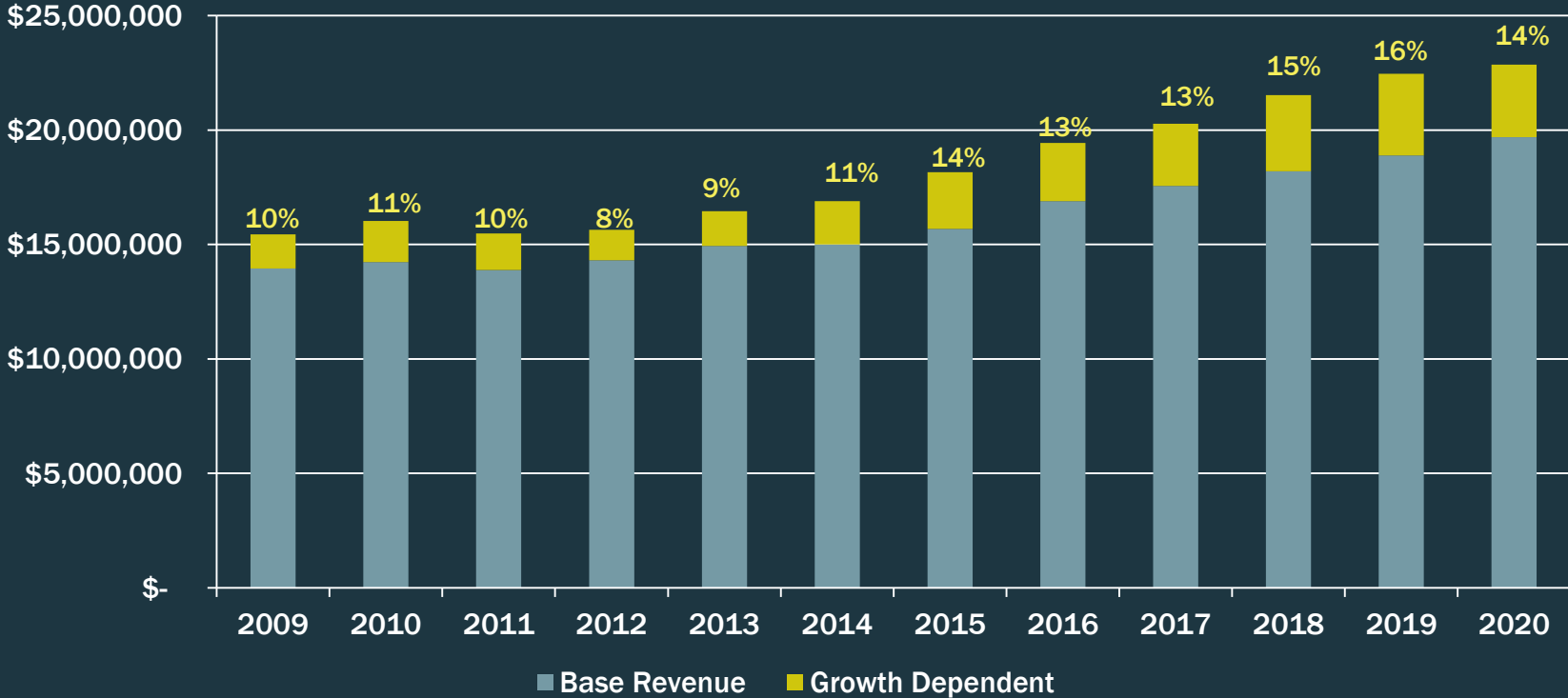
- Property Tax Resolutions
- Fee Schedule

CHALLENGES IN GF STRUCTURE

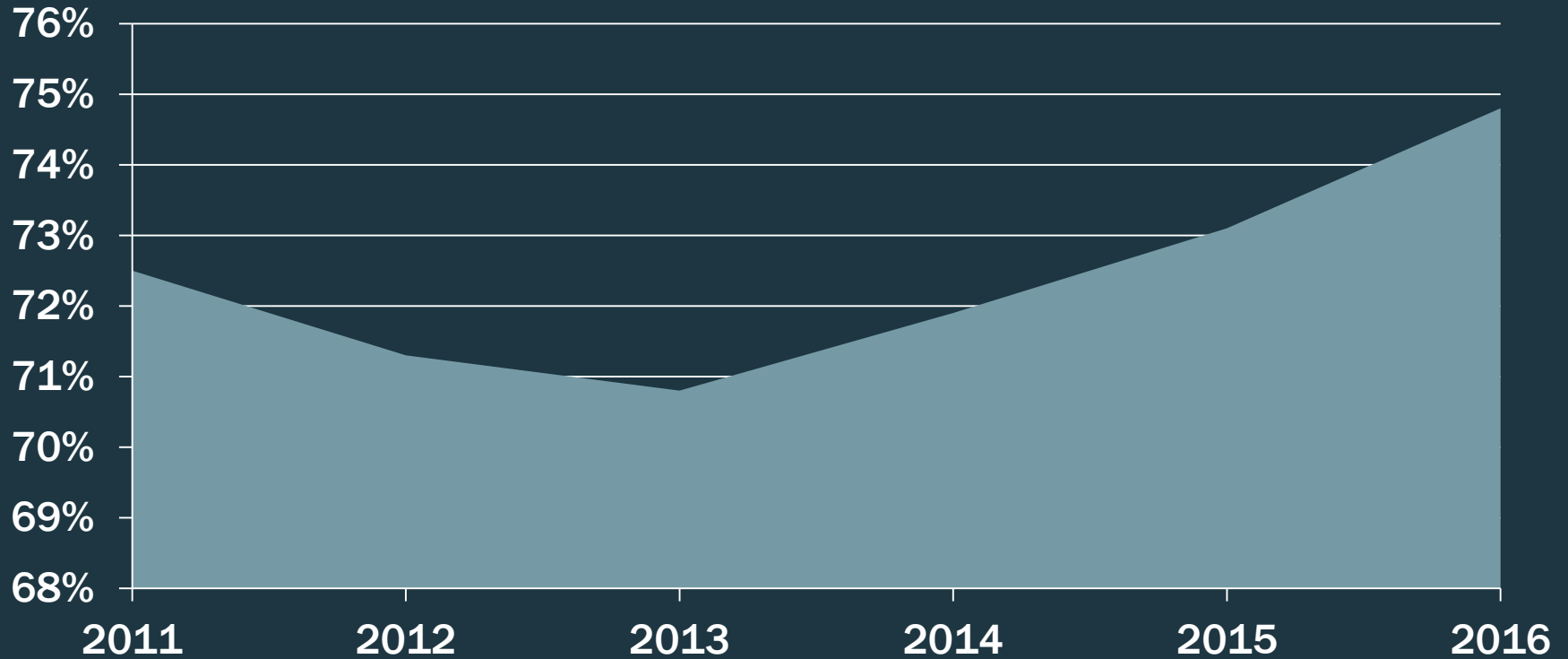
GF Fund Bal



SUSTAINABLE VS. DEVELOPMENT



RATIO OF LABOR TO OPERATING COSTS



COST OF LIVING INCREASES

COLA by Employee Group

Group	2011	2012	2013	2014	2015	2016		Total
Non-Rep	0.00%	1.00%	0.00%	3.00%	2.50%	2.50%	projected	9.00%
AFCSME	0.00%	1.00%	0.50%	3.00%	2.50%	2.50%		9.50%
OPEIU	0.00%	1.00%	0.50%	3.00%	2.60%	2.00%		9.10%
CPOA	0.00%	1.00%	0.00%	2.70%	4.00%	1.80%		9.50%
IAFF*	0.00%	1.00%	0.00%	3.50%	3.00%	3.00%		10.50%
CPEA	0.00%	1.00%	0.50%	3.00%	2.50%	2.50%		9.50%

IAFF * In 2014, there was an adjustment to reflect the decompressing of the pay schedule created by merger ILA as well as an adjustment to reinstitute a 20% differential distributed evenly across the six steps. Additionally, all employees in the bargaining unit received a 1.25% increase in base pay. This overall equated to a wage increase between 3% and 4% depending on step - 3.5% is used as an average.

EMPLOYER SHARE PENSION COSTS INCREASES

- PERS 1/2/3 increased **5.87%** over 5 years - 117 employees
- LEOFF 2 remained stable over 5 years 78 employees

MEDICAL PLAN INCREASES

	# Employees	2011	2012	2013	2014	2015	2016		Total
Regence	65%	11.00%	11.00%	6.00%	0.00%	5.00%	5.00%		38.00%
Kaiser	35%	17.40%	6.20%	5.09%	5.94%	6.30%	4.90%	projected	45.83%
					-1.2%	6.60%			

Note: 2014/2015 Kaiser rates reflect bargaining units settling contract with higher deductible plans.

COST OF AVERAGE POLICE EMPLOYEE

2009

■ Police Officer

- Salary = \$ 77,282
- Overtime=\$ 2,049
- LEOFF = \$ 4,016
- Benefits= \$ 23,064

Total \$106,411

2015

■ Police Officer

- Salary = \$86,759* 12.26%
- Overtime= \$ 2,804
- LEOFF = \$ 4,710 17.29%
- Benefits = \$30,148 30.71%

Total \$126,469 18.85%

Includes Prem. Pay 1%, Education Incentive 3%, Master Patrol Officer 6.5% and Specialty Pay 1.5%

COST OF AVERAGE ENGINEER

2009

■ Engineer

- Salary = \$ 57,297
- Overtime=\$ 0
- PERS III = \$ 3,893
- Benefits= \$ 18,786

Total \$79,976

2015

■ Engineer

- Salary = \$76,220 33.0%
- Overtime= \$ 0
- PERS III = \$ 7,756 99.2%
- Benefits = \$23,151 23.2%

Total \$107,127 33.9%

SIMPLE MATH

- Revenues on average are increasing 2.9% annually
- Expenditures on average are increasing 5% annually

Fund Balance has declined on average 6% annually