

AGENDA
FLORENCE COUNTY COUNCIL WORKSESSION
CONFERENCE ROOM, ROOM 802
180 NORTH IRBY STREET
FLORENCE, SOUTH CAROLINA
THURSDAY, MARCH 13, 2014
7:30 a.m.

*Chairman James T. Schofield (Council District 8),
Councilman Waymon Mumford, Vice-Chairman (Council District 7)
Councilman Mitchell Kirby, Secretary-Chaplain (Council District 4)
Councilman Russell W. Culberson (Council District 6)
Councilman Alphonso Bradley (Council District 3)
Councilman Roger M. Poston (Council District 2)
Councilman Kent C. Caudle (Council District 5)
Councilman Willard Dorriety, Jr. (Council District 9)
Councilman Jason M. Springs (Council District 1)*

I. **CALL TO ORDER**

II. **DISCUSSION OF FIRE SERVICES AND PROPOSED ORDINANCES NO.
17-2013/14 AND NO. 18-2013/14**

[1 & 7]

III. **DISCUSSION OF FISCAL YEAR 2015 BUDGET**

[15]

IV. **OTHER BUSINESS**

V. **ADJOURN**

FLORENCE COUNTY COUNCIL WORKSESSION

March 13, 2014

AGENDA ITEM: Ordinance No. 17-2013/14

DEPARTMENT: County Council

ISSUE UNDER CONSIDERATION:

An Ordinance Dissolving Pursuant To Section 4-9-30(5)(E) Of The Code Of Laws Of South Carolina, 1976, As Amended, The Sardis-Timmonsville Rural Fire Protection District, And Dissolving The Johnsonville Rural Fire District, The Howe Springs Fire District, The Hannah-Salem-Friendfield Fire District, The West Florence Rural Fire District, And The Windy Hill/Olanta Rural Fire District, All Incident To The Establishment Of The Florence County Fire Protection District As A Special Tax Fire District Under Article 19 Of Title 4 Of The Code Of Laws Of South Carolina, 1976, As Amended, Providing For The Conditions With Respect To Said Dissolution, And Other Matters Related Thereto.

ATTACHMENTS:

Copy Of Proposed Ordinance No. 17-2013/14 As Introduced on February 20, 2014

Sponsor(s)	: Fire/Rescue Services	I, _____,
First Reading/Introduction	: February 20, 2014	Council Clerk, certify that this
Committee Referral	:	Ordinance was advertised for
Committee Consideration Date	:	Public Hearing on _____.
Committee Recommendation	:	
Second Reading	:	
Public Hearing	:	
Third Reading	:	
Effective Date	:	

ORDINANCE NO. 17-2013/14

COUNCIL-ADMINISTRATOR FORM OF GOVERNMENT FOR FLORENCE COUNTY

(An Ordinance Dissolving Pursuant To Section 4-9-30(5)(E) Of The Code Of Laws Of South Carolina, 1976, As Amended, The Sardis-Timmons ville Rural Fire Protection District, And Dissolving The Johnsonville Rural Fire District, The Howe Springs Fire District, The Hannah-Salem-Friendfield Fire District, The West Florence Rural Fire District, And The Windy Hill/Olanta Rural Fire District, All Incident To The Establishment Of The Florence County Fire Protection District As A Special Tax Fire District Under Article 19 Of Title 4 Of The Code Of Laws Of South Carolina, 1976, As Amended, Providing For The Conditions With Respect To Said Dissolution, And Other Matters Related Thereto.)

WHEREAS:

1. Pursuant to the authorizations contained in Section 4-9-30 of the Code of Laws of South Carolina, 1976, as amended (the "Code"), Florence County, South Carolina (the "County"), acting by and through its County Council ("Council"), created the Sardis-Timmons ville Rural Fire Protection District (the "Sardis-Timmons ville District") by Ordinance 18-81/82 enacted on December 10, 1982 (the "Sardis-Timmons ville Ordinance") for the provision of fire service within an unincorporated area of the County designated in the Sardis-Timmons ville Ordinance; and
2. Pursuant to the authorizations contained in Section 4-19-10, *et seq* of the Code, the County, acting by and through Council, created the Howe Springs Fire District (the "Howe Springs District") by Ordinance 11-87/88 enacted on October 1, 1987 and amended by Ordinance 14-94/95 enacted on February 2, 1995 (as amended, the "Howe Springs Ordinance") for the provision of fire service within an unincorporated area of the County designated in the Howe Springs Ordinance; and
3. Pursuant to the authorizations contained in Section 4-19-10, *et seq* of the Code, the County, acting by and through Council, created the Hannah-Salem-Friendfield Fire District (the "Hannah-Salem-Friendfield District") by Ordinance 25-92/93 enacted on May 6, 1993 and amended by Ordinance 18-2001/02 enacted on August 9, 2001 (as amended, the "Hannah-Salem-Friendfield Ordinance") for the provision of fire service within an unincorporated area of the County designated in the Hannah-Salem-Friendfield Ordinance; and
4. Pursuant to the authorizations contained in Section 4-19-10, *et seq* of the Code, the County, acting by and through Council, created the Windy Hill/Olanta Rural Fire District (the "Windy Hill/Olanta District") and the West Florence Rural Fire District (the "West Florence District") by Ordinance 31-2006/07 enacted on April 5, 2007 (the "Windy Hill/Olanta-West Florence Ordinance") for the provision of fire service within two unincorporated areas of the County designated in the Windy Hill/Olanta-West Florence Ordinance; and

5. Pursuant to the authorizations contained in Section 4-19-10, *et seq* of the Code, the County, acting by and through Council, created the Johnsonville Rural Fire District (the "Johnsonville District") by Ordinance 18-2010/11 enacted on May 19, 2011 (the "Johnsonville District Ordinance") for the provision of fire service within an unincorporated area of the County designated in the Johnsonville District Ordinance; and
6. The Sardis-Timmons ville District, the Howe Springs District, the Hannah-Salem-Friendfield District, the West Florence District, the Windy Hill/Olanta District, and the Johnsonville District may be collectively referred to hereafter as the "Existing Fire Districts"; and
7. Council has undertaken a study of the efficiency and effectiveness of the financing of fire protection service through the Existing Districts and has determined that it will be in the best interests of the County and the residents of the Existing Districts to dissolve each of the Existing Districts and create a new, single County Fire Protection District, to be designated the Florence County Fire Protection District, which will encompass all of the areas contained in the Existing Districts as well as additional area contained within the municipal limits of the Town of Pamlico; and
8. Section 4-9-30(5)(e) of the Code provides that a special tax district created pursuant to the provisions of Section 4-9-30 of the Code may be dissolved by ordinance of Council after a duly noticed public hearing, and special tax fire districts created under Section 4-19-10 of the Code may be dissolved by Council using the same procedure set forth therein for the creation of such districts; and
9. Council has duly noticed by publications run once a week for three (3) successive weeks in the *Morning News* a public hearing which was held on January __, 2014 concerning the dissolution of the Existing Fire Districts pursuant to Sections 4-9-20(5)(e) and 4-19-20(2) of the Code.

NOW, THEREFORE, BE IT ORDAINED BY THE FLORENCE COUNTY COUNCIL, SOUTH CAROLINA DULY ASSEMBLED THAT:

Section 1.01

Pursuant to said 4-9-30(5)(e) of the Code and the provisions of Section 4-19-10, *et seq.*, the Existing Districts are dissolved as Special Tax Fire Districts, such dissolutions to become effective upon the creation and establishment of the Florence County Fire Protection District by Ordinance No. 18-2013/14 of Council ("Ordinance No. 17-2013/14") pursuant to Chapter 19 of Title 4 of the Code and following the expiration of the period for filing challenges to the adoption of this Ordinance and Ordinance No. 18-2013/14 pursuant to Section 4-19-20(6) of the Code.

Section 1.02

Any person affected by the action of Council in adopting this Ordinance may, by action de novo instituted in the Court of Common Pleas for Florence County, within twenty (20) days following the last publication of the notice of action taken, but not afterwards, challenge this action of Council. The notice of action taken shall be published once a week for two (2) successive weeks in the *Morning News* following adoption of this Ordinance in substantially the form attached hereto.

Section 1.03

All orders and resolutions and parts thereof in conflict herewith are to the extent of such conflict hereby repealed, and this ordinance shall take effect and be in full force from and after the creation and establishment of the Florence County Fire Protection District by ordinance of Council pursuant to Chapter 19 of Title 4 of the Code.

ATTEST:

SIGNED:

Connie Y. Haselden, Council Clerk

James T. Schofield, Chairman

Approved as to Form and Content
D. Malloy McEachin, Jr., County Attorney

COUNCIL VOTE:
OPPOSED:
ABSENT:

DRAFT

NOTICE OF ACTION TAKEN
BY THE FLORENCE COUNTY COUNCIL CONCERNING THE DISSOLUTION OF THE SARDIS-
TIMMONSVILLE RURAL FIRE PROTECTION DISTRICT, THE JOHNSONVILLE RURAL FIRE
DISTRICT, THE HOWE SPRINGS FIRE DISTRICT, THE HANNAH-SALEM FRIENDFIELD FIRE
DISTRICT, THE WEST FLORENCE RURAL FIRE DISTRICT, AND THE WINDY HILL/OLANTA
RURAL FIRE DISTRICT IN FLORENCE COUNTY, SOUTH CAROLINA

Pursuant to the provisions of Sections 4-9-30(5)(E) and 4-19-10 et seq. of the Code of Laws of South Carolina, 1976, as amended (together, the "Enabling Act"), the Florence County Council ("Council") conducted a public hearing in the County Council Chambers, Florence County, South Carolina, on _____, 201____ at _____ on the question of the dissolution of the Sardis-Timmons-ville Rural Fire Protection District, the Johnsonville Rural Fire District, the Howe Springs Fire District, the Hannah-Salem Friendfield Fire District, the West Florence Rural Fire District, and the Windy Hill/Olanta Rural Fire District (collectively, the "Districts").

Following the aforesaid public hearing, Council did on the ____ day of _____, 2014 give third and final reading to an Ordinance entitled "An Ordinance Dissolving Pursuant To Section 4-9-30(5)(E) Of The Code Of Laws Of South Carolina, 1976, As Amended, The Sardis-Timmons-ville Rural Fire Protection District As A Special Tax Fire District Created Pursuant To Section 4-9-30 Of The Code Of Laws Of South Carolina, 1976, As Amended, And Dissolving The Johnsonville Rural Fire District, The Howe Springs Fire District, The Hannah-Salem Friendfield Fire District, The West Florence Rural Fire District, And The Windy Hill/Olanta Rural Fire District, All Incident To The Establishment Of The Florence County Fire Protection District As A Special Tax Fire District Under Article 19 Of Title 4 Of The Code Of Laws Of South Carolina, 1976, As Amended, Providing For The Conditions With Respect To Said Dissolution, And Other Matters Related Thereto" (the "Ordinance").

The Ordinance authorizes the dissolution of the Districts which comprised, embraced, and consisted of the area contained within the boundaries of the Sardis-Timmons-ville Rural Fire Protection District, the Howe Springs Fire District, the Hannah-Salem-Friendfield Fire District, the Windy Hill/Olanta Rural Fire District, the West Florence Rural Fire District, and the Johnsonville Rural Fire District.

Pursuant to the provisions of the Enabling Act, the Council shall be authorized to levy ad valorem taxes within the area of the District to the extent necessary to defray the cost of constructing and equipping fire protection facilities within the District and to pay for maintenance and operation of such fire protection system. The Council shall be further authorized to issue general obligation bonds of Florence County, payable from ad valorem taxes levied within the District, for the purpose of providing fire protection therein.

Notice of this Action is being published once a week for two successive weeks in the *Morning News*.

Any person affected by this action of the Florence County Council may, by action de novo instituted in the Court of Common Pleas for Florence County, within twenty (20) days following the last publication of this Notice, but not afterwards, challenge this action of the Florence County Council.

FLORENCE COUNTY COUNCIL

STATE OF SOUTH CAROLINA

COUNTY OF FLORENCE

I, the undersigned, Clerk to Florence County Council, South Carolina ("County Council"), **DO HEREBY CERTIFY:**

That the foregoing constitutes a true, correct and verbatim copy of an Ordinance adopted by County Council on _____, 2014. The Ordinance was read at three public meetings of County Council on three separate days, _____, 2014, _____, 2014, and _____, 2014. An interval of at least seven days occurred between each reading of the Ordinance. At each such meeting, a quorum of County Council was present and remained present throughout the meeting.

The meetings held on _____, 2013, _____, 2014, and _____, 2014 were regular meetings of County Council, for which notice had been previously given pursuant to and in conformity with Chapter 4, Title 30 of the Code of Laws of South Carolina 1976, as amended (the "Freedom of Information Act").

The original of the Ordinance is duly entered in the permanent records of the County, in my custody as Clerk.

The Ordinance is now of full force and effect, and has not been modified, amended or repealed.

IN WITNESS WHEREOF, I have hereunto set my Hand and the Seal of Florence County, South Carolina, this ____ day of _____, 2014.

(SEAL)

Clerk to Florence County Council,
South Carolina

FLORENCE COUNTY COUNCIL WORKSESSION

March 13, 2014

AGENDA ITEM: Ordinance No. 18-2013/14

DEPARTMENT: County Council

ISSUE UNDER CONSIDERATION:

An Ordinance To Create And Establish The Florence County Fire Protection District In Florence County, South Carolina Pursuant To Title 4, Chapter 19 Of The Code Of Laws Of South Carolina, 1976, As Amended, To Approve The Annual Levy And Collection Of Ad Valorem Taxes And The Imposition Of Rates And Charges For The Operation And Maintenance Thereof, To Authorize The Issuance Of General Obligation Bonds On Behalf Of The District From Time To Time, And Other Matters Relating Thereto.

ATTACHMENTS:

Copy Of Proposed Ordinance No. 18-2013/14 As Introduced On February 20, 2014

Sponsor(s) : Fire/Rescue Services
 First Reading/Introduction : February 20, 2014
 Committee Referral :
 Committee Consideration Date :
 Committee Recommendation :
 Public Hearing :
 Second Reading :
 Third Reading :
 Effective Date :

I, _____,
 Council Clerk, certify that this
 Ordinance was advertised for
 Public Hearing on _____,
 _____, and _____.

ORDINANCE NO. 18-2013/14

COUNCIL-ADMINISTRATOR FORM OF GOVERNMENT FOR FLORENCE COUNTY

(An Ordinance To Create And Establish The Florence County Fire Protection District In Florence County, South Carolina Pursuant To Title 4, Chapter 19 Of The Code Of Laws Of South Carolina, 1976, As Amended, To Approve The Annual Levy And Collection Of Ad Valorem Taxes And The Imposition Of Rates And Charges For The Operation And Maintenance Thereof, To Authorize The Issuance Of General Obligation Bonds On Behalf Of The District From Time To Time, And Other Matters Relating Thereto.)

WHEREAS:

1. Pursuant to the provisions of Chapter 19 of Title 4 of the Code of Laws of South Carolina, 1976, as amended (the "Code"), the Florence County Council (the "Council"), the governing body of Florence County, South Carolina (the "County"), is empowered to establish, operate and maintain a system of fire protection facilities within designated areas of the County in order to provide the residents and property owners who reside and own property located within the designated areas with fire protection services.
2. Certain unincorporated areas of the County have previously been designated and established as special tax fire districts under the provisions of Chapter 9 and Chapter 19 of Title 4, as the case may be, of the Code, which special tax fire districts include the following:
 - (a) The Sardis-Timmons ville Rural Fire Protection District (the "Sardis-Timmons ville District") created by Ordinance 18-81/82 enacted on December 10, 1982 (the "Sardis-Timmons ville Ordinance") for the provision of fire service within an unincorporated area of the County designated in the Sardis-Timmons ville Ordinance; and
 - (b) The Howe Springs Fire District (the "Howe Springs District") created by Ordinance 11-87/88 enacted on October 1, 1987 and amended by Ordinance 14-94/95 enacted on February 2, 1995 (as amended, the "Howe Springs Ordinance") for the provision of fire service within an unincorporated area of the County designated in the Howe Springs Ordinance; and
 - (c) The Hannah-Salem-Friendfield Fire District (the "Hannah-Salem-Friendfield District") created by Ordinance 25-92/93 enacted on May 6, 1993 and amended by Ordinance 18-2001/02 enacted on August 9, 2001 (as amended, the "Hannah-Salem-Friendfield Ordinance") for the provision of fire service within an unincorporated area of the County designated in the Hannah-Salem-Friendfield Ordinance; and
 - (d) The Windy Hill/Olanta Rural Fire District (the "Windy Hill/Olanta District") and the West Florence Rural Fire District (the "West Florence District") created by Ordinance 31-2006/07 enacted on April 5, 2007 (the "Windy Hill/Olanta-

West Florence Ordinance”) for the provision of fire service within two unincorporated areas of the County designated in the Windy Hill/Olanta-West Florence Ordinance; and

- (e) The Johnsonville Rural Fire District (the “Johnsonville District”) created by Ordinance 18-2010/11 enacted on May 19, 2011 (the “Johnsonville District Ordinance”) for the provision of fire service within an unincorporated area of the County designated in the Johnsonville District Ordinance

(together, the special tax fire districts described in (a)-(e) above, the “Prior Districts”).

3. Council has undertaken a study of the efficiency and effectiveness of the financing of fire protection and related rescue service through the Prior Districts and has determined that it will be in the best interests of the County and the residents of the Prior Districts to dissolve each of the Prior Districts and create a new, single County Fire Protection District, to be designated the Florence County Fire Protection District, which will encompass all of the areas contained in the Prior Districts, to include of the area within the municipal limits of Quinby, Olanta, Pamplico, and Johnsonville, which Council hereby finds have, by and through their respective Councils in compliance with South Carolina law, requested and agreed to the inclusion of such area within the District (as hereinafter defined) and the provision of fire and related rescue service by the County in such area, and have agreed not to impose taxes or fees for such services within their respective municipal limits so long as the County provides such services.
4. The dissolution of the Prior Districts has been authorized, effective upon the enactment of this Ordinance, by Council's Ordinance No. 17-2013/14 entitled “An Ordinance Dissolving Pursuant To Section 4-9-30(5)(E) Of The Code Of Laws Of South Carolina, 1976, As Amended, The Sardis-Timmonsville Rural Fire Protection District As A Special Tax Fire District Created Pursuant To Section 4-9-30 Of The Code Of Laws Of South Carolina, 1976, As Amended, And Dissolving The Johnsonville Rural Fire District, The Howe Springs Fire District, The Hannah-Salem-Friendfield Fire District, The West Florence Rural Fire District, And The Windy Hill/Olanta Rural Fire District, All Incident To The Establishment Of The Florence County Fire Protection District As A Special Tax Fire District Under Article 19 Of Title 4 Of The Code Of Laws Of South Carolina, 1976, As Amended, Providing For The Conditions With Respect To Said Dissolution, And Other Matters Related Thereto” (“Ordinance No. 17-2013/14”), effective the date hereof and following the expiration of the period for filing challenges to the adoption of this Ordinance and Ordinance No. 17-2013/14 pursuant to Section 4-19-20(6) of the Code.
5. Council has determined to create the Florence County Fire Protection District (the “District”), to approve the continuation of the annual levy and collection of ad valorem taxes for the operation and maintenance of the District, and to authorize the County to issue, from time to time by ordinance subsequent hereto, general obligations bonds of the County to finance capital improvements within and operational costs with respect to the District.
6. The Council specifically finds that the establishment of the District satisfies the requirements and conditions of §§4-19-10 and 4-19-20 of the Code and is now minded, in accordance with the specific authorization of §4-19-10(b) of the Code, to create and establish the District to comprise, embrace, and consist of the aggregate area previously contained within the boundaries of the Prior Districts, such area comprising, embracing and consisting of the entire unincorporated area of the County save and except the area of the South Lynches Fire District and including the areas within the municipal limits of Quinby, Olanta, Pamplico, and Johnsonville. Reference is made to the Council Ordinance 18-81/82, Ordinance 11-87/88 as amended by Ordinance 14-94/95, Ordinance 25-92/93 as amended by Ordinance 18-2001/02, Ordinance 31-2006/07, Ordinance

18-2010/11, and the County Tax Map maintained by the Florence County Tax Assessor for a description of the area comprised by each of the Prior Districts, and a map of the District available on the County website at www.florenceco.org/_____.

7. Each of the Prior Districts is served by a nonprofit volunteer fire department operating as a nonprofit corporation, including the Windy Hill/Olanta District being served by two separate departments with designated areas within the Windy Hill/Olanta District. Council wishes to maintain the provision of fire service by the applicable nonprofit volunteer fire department in each of the Prior Districts upon the same terms, subject to the entry by the County into contracts with each such volunteer fire department for such service (which contracts shall include, without limitation, mechanisms to assure financial transparency and accountability on the part of the volunteer fire department in question), as each such volunteer fire department presently serves the applicable Prior District, notwithstanding the creation of the District as a new tax district with respect to the areas comprised by the Prior Districts.

NOW THEREFORE BE IT ORDAINED BY THE FLORENCE COUNTY COUNCIL DULY ASSEMBLED THAT:

1. Pursuant to the provisions of Section 4-19-10, *et seq.*, the District is created and established as a Special Tax Fire District, such creation and establishment to become effective following the expiration of the period for filing challenges to the adoption of this Ordinance pursuant to Section 4-19-20(6) of the Code.
2. Florence County Code, Chapter 12, Article II, Fire Districts, is hereby deleted in its entirety and replaced with language attached hereto and incorporated by reference, such deletion and replacement to become effective upon the effective date of the dissolution of the Prior Districts and the creation of the District as set forth in paragraph (1) above.
3. Any person affected by the action of Council in adopting this Ordinance may, by action de novo instituted in the Court of Common Pleas for Florence County, within twenty (20) days following the last publication of the notice of action taken, but not afterwards, challenge this action of Council. The notice of action taken shall be published once a week for two (2) successive weeks in the *Morning News* following adoption of this Ordinance in substantially the form attached hereto.
4. Provisions in other Florence County Ordinances in conflict with this Ordinance are hereby repealed.
5. If any provision of this Ordinance or the application thereof to any person or circumstance is held invalid, the invalidity does not affect other provision or application of the Ordinance which can be given effect without the invalid provision or application and to this end, the provisions of this Ordinance are severable.

ATTEST:

SIGNED:

Connie Y. Haselden, Council Clerk

James T. Schofield, Chairman

COUNCIL VOTE:

OPPOSED:

ABSENT:

Approved as to Form and Content
D. Malloy McEachin, Jr., County Attorney

ARTICLE II. FLORENCE COUNTY FIRE PROTECTION DISTRICT

Sec. 12-1. Created; boundaries.

There is hereby created the Florence County Fire Protection District (the "District"), which shall comprise, embrace, and consist of the area contained within the boundaries of the Sardis-Timmons ville Rural Fire Protection District, the Howe Springs Fire District, the Hannah-Salem-Friendfield Fire District, the Windy Hill/Olanta Rural Fire District, the West Florence Rural Fire District, and the Johnsonville Rural Fire District on _____ [date of adoption of Ordinance], such area comprising, embracing and consisting of the entire unincorporated area of the County save and except the area of the South Lynches Fire District and including the areas within the municipal limits of Quinby, Olanta, Pamplico, and Johnsonville. Reference is made to the Council Ordinance 18-81/82, Ordinance 11-87 /88 as amended by Ordinance 14-94/95, Ordinance 25-92/93 as amended by Ordinance 18-2001/02, Ordinance 31-2006/07, Ordinance 18-2010/11, and the County Tax Map maintained by the Florence County Tax Assessor for a description of the area comprised by each of the such Prior District and for the area contained within municipal limits of Quinby, Olanta, Pamplico, and Johnsonville, and a map of the District available on the County website at www.florenceco.org/_____.

Sec. 12-2. Purpose.

The District is created and established for the purpose and function of providing rural fire protection and rescue services therein. Council is hereby authorized to exercise all powers and to perform all duties necessary to the proper rendering of rural fire protection and rescue services therein.

Sec. 12-3. Administration of District.

The District shall be administered as an administrative division of the County under the direction of the County's Fire/Rescue Services Coordinator or such other official or department as the County may from time to time designate. Such County official charged with the direction of the District shall be advised by those Advisory Committees established by Council Ordinance 05-2013/14 enacted September 19, 2013, which ordinance is incorporated herein by reference.

Sec. 12-4. Contracts with Volunteer Fire Departments.

(a) With respect to the provision of fire service within the District, the County shall contract with each of the volunteer fire departments organized as nonprofit corporations that as of the date of this Ordinance is serving the Prior Districts, respectively, for service within the area of the applicable Prior District (or area within the Prior District as is the case with respect to the Windy Hill/Olanta District) as comprised by the District. Each such contract shall provide for service on terms substantially similar to those in effect between each of the nonprofit volunteer fire departments and the applicable prior District as of the effective date of this Ordinance, subject to the entry by the County into contracts with each such volunteer fire department for such service (which contracts shall include, without limitation, mechanisms to assure financial transparency and accountability on the part of the volunteer fire department in question), and such existing contracts as are deemed applicable and compliant with the terms of this Ordinance by the County Administrator may continue and are hereby ratified. Any substantial change in the terms of such service or the discontinuance of such service must be approved by subsequent ordinance of Council.

(b) The contracts with the nonprofit volunteer fire departments shall provide for the departments to operate as independent contractors providing fire and emergency service for the Florence County Fire Protection District in accordance with the contractual terms.

Sec. 12-5. Annual tax levy for operation and debt service

In order to provide for the operation and debt service of the function of the District, there are hereby authorized annual levies by the Auditor of Florence County and the collection by the Treasurer of Florence County of an ad valorem tax for each fiscal year as the Council may determine for the operation and debt service of the District. The levies within the District for the operation and debt service of the District shall be as prescribed in the County's annual budget.

In addition to or in lieu of the levy of ad valorem taxes, Council may authorize the imposition of appropriate rates and charges within the District for operation and debt service of the District.

Sec. 12-6. Issuance of general obligation bonds.

In order to provide fire protection services and facilities therefor within the District, the County may issue, without election and from time to time, general obligation bonds by the County on behalf of the District, such bonds to be payable from ad valorem taxes collected within the District.

Sec. 12-7 – 12.20. Reserved.

DRAFT

NOTICE OF ACTION TAKEN
BY THE FLORENCE COUNTY COUNCIL
CONCERNING THE CREATION AND ESTABLISHMENT
OF THE FLORENCE COUNTY FIRE PROTECTION DISTRICT

Pursuant to the provisions of Sections 4-19-10 et seq. of the Code of Laws of South Carolina, 1976, as amended (the "Enabling Act"), the Florence County Council ("Council") conducted a public hearing in the County Council Chambers, Florence County, South Carolina, on _____, 2014 at _____ on the question of the creation and reestablishment of the Florence County Fire Protection District (the "District").

Following the aforesaid public hearing, Council did on the ____ day of _____, 2014 give third and final reading to an Ordinance entitled "An Ordinance To Create And Establish The Florence County Fire Protection District In Florence County, South Carolina Pursuant To Title 4, Chapter 19 Of The Code Of Laws Of South Carolina, 1976, As Amended, To Approve The Annual Levy And Collection Of Ad Valorem Taxes And The Imposition Of Rates And Charges For The Operation And Maintenance Thereof, To Authorize The Issuance Of General Obligation Bonds On Behalf Of The District From Time To Time, And Other Matters Relating Thereto" (the "Ordinance").

The Ordinance authorizes the creation and establishment of the District which shall comprise, embrace, and consist of the area contained within the boundaries of the Sardis-Timmonsville Rural Fire Protection District, the Howe Springs Fire District, the Hannah-Salem-Friendfield Fire District, the Windy Hill/Olanta Rural Fire District, the West Florence Rural Fire District, and the Johnsonville Rural Fire District, such area comprising, embracing and consisting of the entire unincorporated area of the County save and except the area of the South Lynches Fire District and including the areas within the municipal limits of Quinby, Olanta, Pamplico, and Johnsonville. Reference is made to the Council Ordinance 18-81/82, Ordinance 11-87 /88 as amended by Ordinance 14-94/95, Ordinance 25-92/93 as amended by Ordinance 18-2001/02, Ordinance 31-2006/07, Ordinance 18-2010/11, and the County Tax Map maintained by the Florence County Tax Assessor for a description of the area comprised by each of the such Prior District and for the area contained within municipal limits of Quinby, Olanta, Pamplico, and Johnsonville, and a map of the District available on the County website at www.florenceco.org/_____

Pursuant to the provisions of the Enabling Act, the Council shall be authorized to levy ad valorem taxes within the area of the District to the extent necessary to defray the cost of constructing and equipping fire protection facilities within the District and to pay for maintenance and operation of such fire protection system. In addition to or in lieu of the levy of ad valorem taxes, Council may authorize the imposition of appropriate rates and charges within the District for operation and maintenance of the District. The Council shall be further authorized to issue general obligation bonds of Florence County, payable from ad valorem taxes levied within the District, for the purpose of providing fire protection therein.

Notice of this Action is being published once a week for two successive weeks in the *Morning News*.

Any person affected by this action of the Florence County Council may, by action de novo instituted in the Court of Common Pleas for Florence County, within twenty (20) days following the last publication of this Notice, but not afterwards, challenge this action of the Florence County Council.

FLORENCE COUNTY COUNCIL

STATE OF SOUTH CAROLINA

COUNTY OF FLORENCE

I, the undersigned, Clerk to Florence County Council, South Carolina ("County Council"), **DO HEREBY CERTIFY:**

That the foregoing constitutes a true, correct and verbatim copy of an Ordinance adopted by County Council on _____, 2014. The Ordinance was read at three public meetings of County Council on three separate days, _____, 2013, _____, 2014, and _____, 2014. An interval of at least seven days occurred between each reading of the Ordinance. At each such meeting, a quorum of County Council was present and remained present throughout the meeting.

The meetings held on _____, 2013, _____, 2014, and _____, 2014 were regular meetings of County Council, for which notice had been previously given pursuant to and in conformity with Chapter 4, Title 30 of the Code of Laws of South Carolina 1976, as amended (the "Freedom of Information Act").

The original of the Ordinance is duly entered in the permanent records of the County, in my custody as Clerk.

The Ordinance is now of full force and effect, and has not been modified, amended or repealed.

IN WITNESS WHEREOF, I have hereunto set my Hand and the Seal of Florence County, South Carolina, this ____ day of _____, 2014.

(SEAL)

Clerk to Florence County Council,
South Carolina

First Reading: _____
Second Reading: _____
Public Hearing: _____
Third Reading: _____

FLORENCE COUNTY COUNCIL WORKSESSION

March 13, 2014

AGENDA ITEM: Report to Council

DEPARTMENT: Administration
Finance

ISSUE UNDER CONSIDERATION: Presentation of budget information in preparation for FY2014/15 budget submission to Council for first reading at the April 17, 2014 regular meeting of Council.

POINTS TO CONSIDER:

1. FY2014/15 budget requests have been received from all County departments and have been entered into the budget system by the Finance Department staff. The submitted requests for the General Fund exceed the current year FY2013/14 budget by approximately \$4,150,000.
2. A 10% health insurance premium increase effective January 1, 2015 has been included in the budget. The General Fund impact of this increase is approximately \$440,000.
3. The employer contribution percentage for the South Carolina Retirement System is increasing to 10.90% from 10.60% effective July 1, 2014. In addition, the employer contribution percentage for the Police Officers Retirement System is increasing to 13.41% from 12.84% also effective July 1, 2014. The total General Fund impact from these two items is approximately \$105,000.
4. If Council were to consider a 1.5% cost-of-living adjustment (COLA) for all employees, the General Fund impact from this item would be approximately \$470,000.
5. The Senior Citizens Association has requested that Florence County consider providing funding to operate senior centers in Johnsonville and Pamplico, as well as possibly in Timmons ville.

FUNDING FACTORS: None at this time. The potential expenditure increases noted above, along with any others that may be included in the budget, will have to be funded by any revenue growth, a millage increase, a fee increase, or budget reductions in other areas.

OPTIONS:

1. *(Recommended)* No action is being requested from Council at this time. This information is being presented for Council's review as members begin consideration of the FY2014/15 budget.

ATTACHMENT:

1. New and Reclass Request spreadsheet (2 pages)
2. Florence County Sheriff's Office Wage and Salary Administration Recommendation (14 pages)

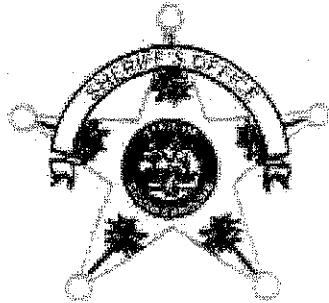
Florence County
New, Reclass, and Other requests
FY2014/2015

		INDEX			
		(BN)	Budget Neutral		
		(N)	New Position		
		WGA	w/i Grade Adjustment		
Department	Description	Cost		Included in Budget	
		By Item	Subtotal	No	Yes
GENERAL FUND					
Solicitor	Legal Records Clerk IV (Grade 11)	35,782			(N)
	Subtotal		35,782		-
Probate Judge	Legal Records Clerk IV (Grade 11)	35,782			(N)
	Legal Records Clerk IV (Grade 11)	35,782			(N)
	Subtotal		71,564		-
Lake City Magistrate	Reclass Legal Records Clerk III (Grade 10) to Legal Records Clerk IV (Grade 11)	1,522			
	Reclass Legal Records Clerk IV (Grade 11) to Office Manager (Grade 12)	1,654			
	Subtotal		3,176		-
Finance	Medical Coder I (Grade 9) (30 hours)	27,006			(N)
	Subtotal		27,006		-
Human Resources	Reclass HR Technician (Grade 12) to HR Specialist (Grade 13)	3,434			(BN)
	Subtotal		3,434		-
GIS	Reclass GIS Analyst (Grade 19) to Senior Analyst (Grade 22)	4,901			
	Subtotal		4,901		-
Treasurer	Treasurer - WGA (\$20,000)	23,710			
	Reclass Deputy Treasurer (Grade 22 to Grade 25)	3,666			
	Subtotal		27,376		-
Treasurer - Delinquent Tax	Reclass Deputy Tax Collector (Grade 18 to Grade 20)	2,766			
	Subtotal		2,766		-
Auditor	Auditor - WGA (\$22,500)	26,674			
	Deputy Auditor - WGA (\$7,500)	8,891			
	Data Base Clerk - WGA (\$5,000)	5,928			
	All other positions - WGA (\$2,500 each)	26,674			
	Subtotal		68,167		-
Planning	Reclass Dev Zng Svcs Officer (Grade 23) to Planning Manager (Grade 30)	12,605			(BN)
	Reclass Planner II (Grade 19) to Senior Planner (Grade 21)	3,602			(BN)
	Reclass Planner II (Grade 19) to Senior Planner (Grade 21)	3,602			(BN)
	Delete Codes Enforcement Officer	(38,481)			(BN)
	Delete Planning Services Officer	(43,881)			(BN)
	Subtotal		(62,553)		-
Building Inspections	Reclass Permit Plan Coordinator (Grade 18) to Development Code Svcs Mgr (Grade 21)	9,006			(BN)
	Subtotal		9,006		-
Facilities Management	Reclass Facilities Coordinator (Grade 18) to Sr. Facilities Coordinator (Grade 20)	2,979			(BN)
	Subtotal		2,979		-

Florence County
New, Reclass, and Other requests
FY2014/2015

		INDEX			
		(BN)	Budget Neutral		
		(N)	New Position		
		WGA	w/i Grade Adjustment		
Department	Description	Cost		Included in Budget	
		By Item	Subtotal	No	Yes
Information Technology	AS/400 Programmer	89,292			(N)
	PT AS/400 Programmer	30,823			(N)
	PT Server Administrator	30,823			(N)
	Reclass Systems Operator	7,113			
	Subtotal		158,051		-
Senior Center	Auditor - WGA (\$12,336 - max of grade)	14,624			
	Subtotal		14,624		-
Sheriff's Office	Pay plan	596,521			
	Subtotal		596,521		-
Sheriff's Office - Jail	Pay plan	424,789			
	Subtotal		424,789		-
Central Dispatch	Reclass Training Officer	2,273			(BN)
	(Grade 17 to Grade 20)				
	Subtotal		2,273		-
County Fire	Assistant Coordinator (Grade 18)	48,389			
	Subtotal		48,389		-
Recreation	Reclass Recreation Supervisor (Grade 18)	5,050			(BN)
	to Maintenance Supervisor (Grade 18)				
	Subtotal		5,050		-
TOTAL GENERAL FUND			1,443,301	-	-
LOCAL HOSPITALITY TAX FUND					
Florence Museum	Clerk I (Grade 6)	24,090			(N)
	Subtotal		24,090	-	-
TOTAL LOCAL HOSPITALITY TAX FUND			24,090	-	-

Wage and Salary Administration Recommendation
Florence County Sheriff's Office
January 2014



Prepared by
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Francis Marion University

Based on an earlier study done, it was discovered that the salaries of those in the Florence County Sheriff's Office lagged those in other comparable counties in nearly every computation. The variations considered included straight salary, hourly rate, pegged salary, three proxies for work load (county size, crime rate, unemployment rate) and cost of living. The table below shows the averages across those categories at both the minimum or entry salary and at the midpoint.

	All		Comparable	
	Ave mid	Ave min	Ave mid	Ave min
501-CHIEF DEPUTY SHERIFF	86%	97%	84%	93%
502-ADMINISTRATIVE OFFICER (LAW ENFORCEMENT)	91%	102%	105%	101%
504-TRAINING OFFICER (LAW ENFORCEMENT)	85%	88%	86%	83%
519-UNIFORM PATROL COMMANDER/TRAINING OFFICER	85%	85%	94%	89%
520-UNIFORM PATROL COMMANDER	93%	93%	98%	95%
521-UNIFORM PATROL SHIFT COMMANDER/SUPERVISOR	95%	100%	97%	95%
522-UNIFORM PATROL ASSISTANT SHIFT COMMANDER/SUPERVISOR	85%	89%	89%	86%
527-UNIFORM PATROL OFFICER II	87%	92%	91%	87%
528-UNIFORM PATROL OFFICER I	86%	86%	88%	88%
530-CHIEF OF DETECTIVES	92%	91%	102%	96%
532-DETECTIVE	90%	95%	96%	90%

Example: The highlighted line shows that for the Uniform Patrol Officer I, FCSO pays 86% of the average pay for the all South Carolina "Group 2+" counties (counties with population of 100,001 to 200,000, plus York), both at the salary midpoint and minimum levels. Comparable counties include Aiken, Beaufort, Dorchester, Sumter and York. Here, the Uniform Patrol Officer I in Florence County is paid 88% of the average pay at both midpoint and minimum levels. Please note that this is the average across the seven methods of measuring. For this particular job class, some computations showed this as low as 69% of average. For more details, please see the previous study.

Let's put the numbers in context: Assuming that each employee of the FCSO is a one adult, one child family, about **47% would qualify for SNAP and their child would qualify for free meals at school** (www.fns.usda.gov). **59% would fall below living wage for Florence County** (www.livingwage.mit.edu). Of course, for larger families, the percentages would be even higher.

Another consideration: the last pay increase the FCSO received was nine years ago. Since that time the cost-of-living has increased over 21%; **effectively these people are working for less than 80% of what they did nine years ago.**

This study paints only part of the picture, though, as these trained officers can relatively easily go into municipal police work, S.L.E.D., and highway patrol at much higher pay rates, to say nothing of leaving the law enforcement profession totally. The salary situation in the FCSO is getting critical.

Most jobs in the Sheriff's office fall into 7 categories based on current wage ranges. There were approximately 30 non-ranked occupations – maintenance, food service, janitorial, clerical, office administration, medical and the like – and these were group into an eighth job category for convenience sake. All job categories were reviewed and wage ranges were modified to be more in line with the averages in other comparable counties. For minimum, wage rates were adjusted as per the previous study. The maximum wage rate was raised by a percentage approximately half of the midpoint percentage. This was done in order to allow those currently paid above mid-point to receive some salary increase, but to not inflate the range too much. The table below shows the current and suggested changes in pay range.

Pay Category	Jobs/Titles	Current		Suggested Revision	
		Minimum	Maximum	Minimum	Maximum
1	C.O./Deputies in training	24000		27272	
2	C.O./Deputies/ Forensic Tech	27357	40538	31709	43125
3	Corporals	30335	45004	33335	48132
4	Sergeants, Food Service Director, LPN	33312	49472	37429	53195
5	Lieutenant	39268	58406	40482	59903
6	Captain	45226	67341	48630	72409
7	Chief Deputy Sheriff	57139	85209	68022	87844
8	All others	Varies			

Based on this data, those whose salaries were in the bottom third of the current wage range were adjusted up by the same percentage as the minimum for the range as shown in the table on the preceding page. Those whose current salaries fell into the middle third of the pay range were adjusted up to the comparable midpoint as reported in that same table. Those whose pay range is currently in the top third of the old pay range, were adjusted up as well, but the same percentage as the new maximum.

These new wages would put Florence County Sheriff's office **at about** the midpoint of salaries among comparable counties. Overall, this would be about 12% more than the current budget. While a sizeable increase, this is only about half of the cost-of-living over the past nine years since the last raise. Still, under the criteria raised before, 8% of the employees would still qualify for SNAP and free school lunches and just under half would still be below the living wage for Florence County. But it's the first step.

The following pages show the current and new salaries by department:

Dept	Slot #	YOS	Cur. Sal	Title	New Salary	Increase	Inc. Benefits
10-421-421-110	3	20	64109	Chief	71232.22	7123.22	1500.15
10-421-421-110	4	8	34035	SO Coord	36596.77	2561.77	475.21
10-421-421-110	5	16	46130	Admin Mgr	49602.15	3472.15	644.08
10-421-421-110	6	30	55175	Capt	59327.96	4152.96	874.61
10-421-421-110	7	27	55783	Capt	59981.72	4198.72	884.25
10-421-421-110	8	4	75281	Capt	80947.31	5666.31	1193.33
10-421-421-110	9	31	61425	Capt	66048.39	4623.39	973.69
10-421-421-110	10	24	45639	Lt	49607.61	3968.61	835.79
10-421-421-110	11	8	40053	Lt	43535.87	3482.87	733.49
10-421-421-110	12	20	43319	Lt	47085.87	3766.87	793.30
10-421-421-110	13	15	44619	Lt	48498.91	3879.91	817.11
10-421-421-110	14	19	44059	Lt	47890.22	3831.22	806.85
10-421-421-110	15	23	41875	Lt	45516.30	3641.30	766.86
10-421-421-110	18	15	46274	Lt	48709.47	2435.47	512.91
10-421-421-110	19	10	40053	Lt	43535.87	3482.87	733.49
10-421-421-110	20	11	52401	Lt	55158.95	2757.95	580.82
10-421-421-110	21	20	42004	Lt	45656.52	3652.52	769.22
10-421-421-110	22	20	44059	Lt	47890.22	3831.22	806.85
10-421-421-110	23	28	41745	Sgt	46383.33	4638.33	976.83
10-421-421-110	24	26	39265	Sgt	43627.78	4362.78	918.80
10-421-421-110	25	11	33980	Sgt	39057.47	5077.47	1069.32
10-421-421-110	26	14	34489	Sgt	39642.53	5153.53	1085.33
10-421-421-110	27	25+	40368	Sgt	44853.33	4485.33	944.61
10-421-421-110	28	6	33978	Sgt	39055.17	5077.17	1069.25
10-421-421-110	29	6	33978	Sgt	39055.17	5077.17	1069.25
10-421-421-110	30	11	36571	Sgt	42035.63	5464.63	1150.85
10-421-421-110	31	8	33978	Sgt	39055.17	5077.17	1069.25
10-421-421-110	32	12	35679	Sgt	41010.34	5331.34	1122.78
10-421-421-110	33	16	35678	Sgt	41009.20	5331.20	1122.75
10-421-421-110	34	4	33978	Sgt	39055.17	5077.17	1069.25
10-421-421-110	35	10	33978	Sgt	39055.17	5077.17	1069.25
10-421-421-110	36	4	33978	Sgt	39055.17	5077.17	1069.25
10-421-421-110	37	8	35679	Sgt	41010.34	5331.34	1122.78
10-421-421-110	38	7	33978	Sgt	39055.17	5077.17	1069.25
10-421-421-110	39	5	37376	Sgt	42960.92	5584.92	1176.18
10-421-421-110	40	10	33978	Sgt	39055.17	5077.17	1069.25
10-421-421-110	41	15	43319	Lt	47085.87	3766.87	793.30
10-421-421-110	42	13	35679	Sgt	41010.34	5331.34	1122.78
10-421-421-110	43	30	51872	Lt	54602.11	2730.11	574.96

Dept	Slot #	YOS	Cur. Sal	Title	New Salary	Increase	Inc. Benefits
10-421-421-110	44	9	33978	Sgt	39055.17	5077.17	1069.25
10-421-421-110	45	0	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	46	3	33978	Sgt	39055.17	5077.17	1069.25
10-421-421-110	47	9	35677	Sgt	41008.05	5331.05	1122.72
10-421-421-110	48	5	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	49	0	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	50	5	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	51	20	48130	Lt	50663.16	2533.16	533.48
10-421-421-110	52	11	33980	Sgt	39057.47	5077.47	1069.32
10-421-421-110	53	1	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	54	24	45946	Sgt	48364.21	2418.21	509.28
10-421-421-110	55	1	34035	Fisc.Tech	36596.77	2561.77	475.21
10-421-421-110	56	3	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	57	5	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	58	9	33978	Sgt	39055.17	5077.17	1069.25
10-421-421-110	59	7	33978	Sgt	39055.17	5077.17	1069.25
10-421-421-110	60	1	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	61	6	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	63	2	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	64	1	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	65	0	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	66	0	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	67	7	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	68	13	29709	Dep	33760.23	4051.23	853.19
10-421-421-110	69	0	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	70	8	29886	Dep	33961.36	4075.36	858.27
10-421-421-110	71	17	31253	Dep	35514.77	4261.77	897.53
10-421-421-110	72	1	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	73	17	32184	Dep	36572.73	4388.73	924.27
10-421-421-110	76	5	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	77	6	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	79	20	35308	Dep	40122.73	4814.73	1013.98
10-421-421-110	80	0	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	81	5	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	82	19	33827	Dep	38439.77	4612.77	971.45
10-421-421-110	83	4	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	84	1	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	85	17	36749	Sgt	42240.23	5491.23	1156.45
10-421-421-110	86	1	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	88	5	27904	Dep	31709.09	3805.09	801.35

Dept	Slot #	YOS	Cur. Sal	Title	New Salary	Increase	Inc. Benefits
10-421-421-110	89	4	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	90	1	30893	Evid. Tech	33218.28	2325.28	489.70
10-421-421-110	91	5	33978	Sgt	39055.17	5077.17	1069.25
10-421-421-110	92	12	33978	Sgt	39055.17	5077.17	1069.25
10-421-421-110	93	0	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	95	0	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	97	3	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	98	1	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	99	0	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	100	16	42056	Lt	45713.04	3657.04	770.17
10-421-421-110	101	13	32596	Cpl	37466.67	4870.67	1025.76
10-421-421-110	102	6	30942	Cpl	35565.52	4623.52	973.71
10-421-421-110	103	6	32488	Cpl	37342.53	4854.53	1022.36
10-421-421-110	104	6	33978	Sgt	39055.17	5077.17	1069.25
10-421-421-110	105	10	30033	Evid. Tech	32293.55	2260.55	476.07
10-421-421-110	106	25	51057	Lt	53744.21	2687.21	565.93
10-421-421-110	107	11	35678	Sgt	41009.20	5331.20	1122.75
10-421-421-110	108	4	30941	Cpl	35564.37	4623.37	973.68
10-421-421-110	109	16	30942	Cpl	35565.52	4623.52	973.71
10-421-421-110	110	3	30942	Cpl	35565.52	4623.52	973.71
10-421-421-110	112	8	31870	Cpl	36632.18	4762.18	1002.92
10-421-421-110	113	1	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	114	4	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	115	12	28463	Dep	32344.32	3881.32	817.41
10-421-421-110	116	6	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	117	0	27904	Dep	31709.09	3805.09	801.35
10-421-421-110	118	14	35712	Sgt	41048.28	5336.28	1123.82
10-421-421-110	119	15	36571	Sgt	42035.63	5464.63	1150.85
10-421-421-110	120	7	27904	Fis. Tech I	31709.09	3805.09	705.84
10-421-421-110	121	13	37256	Records Mgr	40060.22	2804.22	520.18
10-421-421-110	122	11	25629	Recds Clerk	27558.06	1929.06	357.84
10-421-421-110	123	16	25013	Recds Clerk	26895.70	1882.70	349.24
10-421-421-110	124	17	29575	Office Mngr	31801.08	2226.08	412.94
10-421-421-110	125	14	29830	Office Mngr	32075.27	2245.27	416.50
10-421-421-110	126	5	23274	Recds Clerk	25025.81	1751.81	324.96
10-421-421-110	127	14	29830	Recds Clerk	32075.27	2245.27	416.50
10-421-421-110	128	8	30296	UCR Mgr	32576.34	2280.34	423.00
10-421-421-110	130	13	26393	Civil Clerk	28379.57	1986.57	368.51
10-421-421-110	132	4	23274	Warrant Sec	25025.81	1751.81	324.96
10-421-421-110	134	14	25375	Recds Clerk	27284.95	1909.95	354.30

Dept	Slot #	YOS	Cur. Sal	Title	New Salary	Increase	Inc. Benefits
10-421-421-110	136	20	37965	Sgt Com Rel	43142.05	5177.05	1090.29
10-421-421-110	137	5	23274	Recds Clerk	25025.81	1751.81	324.96
10-421-421-110	138	17	32219	Dep	36612.50	4393.50	925.27
10-421-421-110	139	3	45900	Lt	48315.79	2415.79	508.77
10-421-421-154	1	13	40053	Lt.	43535.87	3482.87	733.49
10-421-421-200	1	4	67881	Major	72990.32	5109.32	1076.02
10-421-421-200	4	1	52628	Capt	56589.25	3961.25	834.24
10-421-421-200	11	25+	44733	Lt	48622.83	3889.83	819.20
10-421-421-200	12	25+	48995	Lt	51573.68	2578.68	543.07
10-421-421-200	13	22	47495	Lt	49994.74	2499.74	526.44
10-421-421-200	14	10	40054	Lt	43536.96	3482.96	733.51
10-421-421-200	22	25+	42142	Sgt	46824.44	4682.44	986.12
10-421-421-200	23	20	36863	Sgt	42371.26	5508.26	1160.04
10-421-421-200	24	12	35677	Sgt	41008.05	5331.05	1122.72
10-421-421-200	25	17	35677	Sgt	41008.05	5331.05	1122.72
10-421-421-200	26	6	33978	Sgt	39055.17	5077.17	1069.25
10-421-421-200	27	13	33980	Sgt	39057.47	5077.47	1069.32
10-421-421-200	36	13	32639	Cpl	37516.09	4877.09	1027.12
10-421-421-200	38	1	35133	Cpl	40382.76	5249.76	1105.60
10-421-421-200	39	3	30941	Cpl	35564.37	4623.37	973.68
10-421-421-200	40	3	48000	Sys Admin	51612.90	3612.90	670.19
10-421-421-200	42	4	30942	Cpl	35565.52	4623.52	973.71
10-421-421-200	43	15	33786	Cpl	38834.48	5048.48	1063.21
10-421-421-200	49	1	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	50	0	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	51	16	30276	C.O	34404.55	4128.55	869.47
10-421-421-200	52	1	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	53	21	36384	PREA Inv	41820.69	5436.69	1144.97
10-421-421-200	54	1	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	55	0	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	56	0	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	58	1	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	59	1	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	60	4	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	61	1	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	62	9	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	63	1	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	64	9	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	66	0	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	67	11	28603	C.O	32503.41	3900.41	821.43

Dept	Slot #	YOS	Cur. Sal	Title	New Salary	Increase	Inc. Benefits
10-421-421-200	68	7	30695	C.O	34880.68	4185.68	881.50
10-421-421-200	69	0	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	70	0	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	71	5	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	72	15	30435	C.O	34585.23	4150.23	874.04
10-421-421-200	73	0	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	74	0	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	75	1	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	76	19	33039	C.O	37544.32	4505.32	948.82
10-421-421-200	77	0	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	78	1	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	79	13	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	81	3	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	81	0	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	82	3	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	83	1	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	84	3	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	85	11	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	86	1	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	87	5	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	88	5	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	89	0	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	90	2	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	92	10	31029	C.O	35260.23	4231.23	891.10
10-421-421-200	93	1	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	94	6	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	95	1	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	96	3	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	97	12	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	98	7	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	99	1	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	104	0	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	105	0	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	106	0	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	108	5	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	109	0	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	110	1	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	111	4	27904	C.O	31709.09	3805.09	801.35
10-421-421-200	120	0	58000	RN	62365.59	4365.59	809.82
10-421-421-200	121	4	33978	LPN	39055.17	5077.17	1069.25

Dept	Slot #	YOS	Cur. Sal	Title	New Salary	Increase	Inc. Benefits
10-421-421-200	122	2	33978	LPN	39055.17	5077.17	1069.25
10-421-421-200	145	13	39514	FS Dir	43904.44	4390.44	814.43
10-421-421-200	147	3	23347	Cook	25104.30	1757.30	325.98
10-421-421-200	148	4	23347	Cook	25104.30	1757.30	325.98
10-421-421-200	149	5	23347	Cook	25104.30	1757.30	325.98
10-421-421-200	155	11	30700	Office Mngr	33010.75	2310.75	428.64
10-421-421-200	157	1	33978	LPN	39055.17	5077.17	1069.25
10-421-421-200	160	18	30170	Mail Clerk	32440.86	2270.86	421.24
10-421-421-200	164	11	25375	Clerk	27284.95	1909.95	354.30
10-421-421-200	170	12	46225	Mtn Mngr	49704.30	3479.30	645.41
10-421-421-200	171	14	27833	Maint.	29927.96	2094.96	388.61
10-421-421-200	172	1	26385	Maint.	28370.97	1985.97	368.40
10-421-421-200	180	20	27704	Cust III	29789.25	2085.25	386.81
10-421-421-200	181	19	24503	Cust II	26347.31	1844.31	342.12
10-421-421-200	182	16	24503	Cust II	26347.31	1844.31	342.12
10-421-421-200	183	12	31195	C.O	35448.86	4253.86	895.86
10-421-421-200	184	4	27904	C.O	31709.09	3805.09	801.35
141-421-701	1	27	44720	Lt	48608.70	3888.70	818.96
141-421-701	2	20	35678	Sgt	41009.20	5331.20	1122.75
141-421-701	3	15	30435	Dep	34585.23	4150.23	874.04
141-421-701	4	16	31014	Dep	35243.18	4229.18	890.67
141-421-701	5	1	27904	Dep	31709.09	3805.09	801.35
141-421-701	6	3	27904	Dep	31709.09	3805.09	801.35
141-421-701	7	6	29300	Dep	33295.45	3995.45	841.44
141-421-701	8	1	27904	Dep	31709.09	3805.09	801.35
141-421-701	9	6	29948	Dep	34031.82	4083.82	860.05
141-421-701	10	0	27904	Dep	31709.09	3805.09	801.35
154-421-421-110	1	15	40691	Victim Adv.	43753.76	3062.76	568.14
154-421-421-110	2	13	34623	Victim Adv.	39796.55	5173.55	959.69
						896,256.78	186,671.68
					Total		1,082,928.46

Option 1: Immediate Fix

Dept	Slot #	YOS	Cur. Sal	Title	New Salary	Increase	Inc. Benefits
10-421-421-110	3	20	\$64,109	Chief	\$71,232	\$7,123	\$1,500
10-421-421-110	4	8	\$34,035	SO Coord	\$36,597	\$2,562	\$475
10-421-421-110	5	16	\$46,130	Admin Mgr	\$49,602	\$3,472	\$644
10-421-421-110	6	30	\$55,175	Capt	\$59,328	\$4,153	\$875
10-421-421-110	7	27	\$55,783	Capt	\$59,982	\$4,199	\$884
10-421-421-110	8	4	\$75,281	Capt	\$80,947	\$5,666	\$1,193
10-421-421-110	9	31	\$61,425	Capt	\$66,048	\$4,623	\$974
10-421-421-110	10	24	\$45,639	Lt	\$49,608	\$3,969	\$836
10-421-421-110	11	8	\$40,053	Lt	\$43,536	\$3,483	\$733
10-421-421-110	12	20	\$43,319	Lt	\$47,086	\$3,767	\$793
10-421-421-110	13	15	\$44,619	Lt	\$48,499	\$3,880	\$817
10-421-421-110	14	19	\$44,059	Lt	\$47,890	\$3,831	\$807
10-421-421-110	15	23	\$41,875	Lt	\$45,516	\$3,641	\$767
10-421-421-110	18	15	\$46,274	Lt	\$48,709	\$2,435	\$513
10-421-421-110	19	10	\$40,053	Lt	\$43,536	\$3,483	\$733
10-421-421-110	20	11	\$52,401	Lt	\$55,159	\$2,758	\$581
10-421-421-110	21	20	\$42,004	Lt	\$45,657	\$3,653	\$769
10-421-421-110	22	20	\$44,059	Lt	\$47,890	\$3,831	\$807
10-421-421-110	23	28	\$41,745	Sgt	\$46,383	\$4,638	\$977
10-421-421-110	24	26	\$39,265	Sgt	\$43,628	\$4,363	\$919
10-421-421-110	25	11	\$33,980	Sgt	\$39,057	\$5,077	\$1,069
10-421-421-110	26	14	\$34,489	Sgt	\$39,643	\$5,154	\$1,085
10-421-421-110	27	25+	\$40,368	Sgt	\$44,853	\$4,485	\$945
10-421-421-110	28	6	\$33,978	Sgt	\$39,055	\$5,077	\$1,069
10-421-421-110	29	6	\$33,978	Sgt	\$39,055	\$5,077	\$1,069
10-421-421-110	30	11	\$36,571	Sgt	\$42,036	\$5,465	\$1,151
10-421-421-110	31	8	\$33,978	Sgt	\$39,055	\$5,077	\$1,069
10-421-421-110	32	12	\$35,679	Sgt	\$41,010	\$5,331	\$1,123
10-421-421-110	33	16	\$35,678	Sgt	\$41,009	\$5,331	\$1,123
10-421-421-110	34	4	\$33,978	Sgt	\$39,055	\$5,077	\$1,069
10-421-421-110	35	10	\$33,978	Sgt	\$39,055	\$5,077	\$1,069
10-421-421-110	36	4	\$33,978	Sgt	\$39,055	\$5,077	\$1,069
10-421-421-110	37	8	\$35,679	Sgt	\$41,010	\$5,331	\$1,123
10-421-421-110	38	7	\$33,978	Sgt	\$39,055	\$5,077	\$1,069
10-421-421-110	39	5	\$37,376	Sgt	\$42,961	\$5,585	\$1,176
10-421-421-110	40	10	\$33,978	Sgt	\$39,055	\$5,077	\$1,069
10-421-421-110	41	15	\$43,319	Lt	\$47,086	\$3,767	\$793
10-421-421-110	42	13	\$35,679	Sgt	\$41,010	\$5,331	\$1,123
10-421-421-110	43	30	\$51,872	Lt	\$54,602	\$2,730	\$575
10-421-421-110	44	9	\$33,978	Sgt	\$39,055	\$5,077	\$1,069
10-421-421-110	45	0	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	46	3	\$33,978	Sgt	\$39,055	\$5,077	\$1,069
10-421-421-110	47	9	\$35,677	Sgt	\$41,008	\$5,331	\$1,123
10-421-421-110	48	5	\$27,904	Dep	\$31,709	\$3,805	\$801

10-421-421-110	49	0	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	50	5	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	51	20	\$48,130	Lt	\$50,663	\$2,533	\$533
10-421-421-110	52	11	\$33,980	Sgt	\$39,057	\$5,077	\$1,069
10-421-421-110	53	1	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	54	24	\$45,946	Sgt	\$48,364	\$2,418	\$509
10-421-421-110	55	1	\$34,035	Fisc. Tech	\$36,597	\$2,562	\$475
10-421-421-110	56	3	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	57	5	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	58	9	\$33,978	Sgt	\$39,055	\$5,077	\$1,069
10-421-421-110	59	7	\$33,978	Sgt	\$39,055	\$5,077	\$1,069
10-421-421-110	60	1	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	61	6	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	63	2	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	64	1	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	65	0	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	66	0	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	67	7	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	68	13	\$29,709	Dep	\$33,760	\$4,051	\$853
10-421-421-110	69	0	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	70	8	\$29,886	Dep	\$33,961	\$4,075	\$858
10-421-421-110	71	17	\$31,253	Dep	\$35,515	\$4,262	\$898
10-421-421-110	72	1	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	73	17	\$32,184	Dep	\$36,573	\$4,389	\$924
10-421-421-110	76	5	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	77	6	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	79	20	\$35,308	Dep	\$40,123	\$4,815	\$1,014
10-421-421-110	80	0	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	81	5	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	82	19	\$33,827	Dep	\$38,440	\$4,613	\$971
10-421-421-110	83	4	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	84	1	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	85	17	\$36,749	Sgt	\$42,240	\$5,491	\$1,156
10-421-421-110	86	1	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	88	5	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	89	4	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	90	1	\$30,893	Evid. Tech	\$33,218	\$2,325	\$490
10-421-421-110	91	5	\$33,978	Sgt	\$39,055	\$5,077	\$1,069
10-421-421-110	92	12	\$33,978	Sgt	\$39,055	\$5,077	\$1,069
10-421-421-110	93	0	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	95	0	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	97	3	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	98	1	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	99	0	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	100	16	\$42,056	Lt	\$45,713	\$3,657	\$770
10-421-421-110	101	13	\$32,596	Cpl	\$37,467	\$4,871	\$1,026
10-421-421-110	102	6	\$30,942	Cpl	\$35,566	\$4,624	\$974

10-421-421-110	103	6	\$32,488	Cpl	\$37,343	\$4,855	\$1,022
10-421-421-110	104	6	\$33,978	Sgt	\$39,055	\$5,077	\$1,069
10-421-421-110	105	10	\$30,033	Evid. Tech	\$32,294	\$2,261	\$476
10-421-421-110	106	25	\$51,057	Lt	\$53,744	\$2,687	\$566
10-421-421-110	107	11	\$35,678	Sgt	\$41,009	\$5,331	\$1,123
10-421-421-110	108	4	\$30,941	Cpl	\$35,564	\$4,623	\$974
10-421-421-110	109	16	\$30,942	Cpl	\$35,566	\$4,624	\$974
10-421-421-110	110	3	\$30,942	Cpl	\$35,566	\$4,624	\$974
10-421-421-110	112	8	\$31,870	Cpl	\$36,632	\$4,762	\$1,003
10-421-421-110	113	1	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	114	4	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	115	12	\$28,463	Dep	\$32,344	\$3,881	\$817
10-421-421-110	116	6	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	117	0	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-110	118	14	\$35,712	Sgt	\$41,048	\$5,336	\$1,124
10-421-421-110	119	15	\$36,571	Sgt	\$42,036	\$5,465	\$1,151
10-421-421-110	120	7	\$27,904	Fis. Tech I	\$31,709	\$3,805	\$706
10-421-421-110	121	13	\$37,256	Records Mgr	\$40,060	\$2,804	\$520
10-421-421-110	122	11	\$25,629	Records Clerk	\$27,558	\$1,929	\$358
10-421-421-110	123	16	\$25,013	Records Clerk	\$26,896	\$1,883	\$349
10-421-421-110	124	17	\$29,575	Office Mngr	\$31,801	\$2,226	\$413
10-421-421-110	125	14	\$29,830	Office Mngr	\$32,075	\$2,245	\$416
10-421-421-110	126	5	\$23,274	Records Clerk	\$25,026	\$1,752	\$325
10-421-421-110	127	14	\$29,830	Records Clerk	\$32,075	\$2,245	\$416
10-421-421-110	128	8	\$30,296	UCR Mgr	\$32,576	\$2,280	\$423
10-421-421-110	130	13	\$26,393	Civil Clerk	\$28,380	\$1,987	\$369
10-421-421-110	132	4	\$23,274	Warrant Sec	\$25,026	\$1,752	\$325
10-421-421-110	134	14	\$25,375	Records Clerk	\$27,285	\$1,910	\$354
10-421-421-110	136	20	\$37,965	Sgt Com Rel	\$43,142	\$5,177	\$1,090
10-421-421-110	137	5	\$23,274	Records Clerk	\$25,026	\$1,752	\$325
10-421-421-110	138	17	\$32,219	Dep	\$36,613	\$4,394	\$925
10-421-421-110	139	3	\$45,900	Lt	\$48,316	\$2,416	\$509
10-421-421-154	1	13	\$40,053	Lt.	\$43,536	\$3,483	\$733
10-421-421-200	1	4	\$67,881	Major	\$72,990	\$5,109	\$1,076
10-421-421-200	4	1	\$52,628	Capt	\$56,589	\$3,961	\$834
10-421-421-200	11	25+	\$44,733	Lt	\$48,623	\$3,890	\$819
10-421-421-200	12	25+	\$48,995	Lt	\$51,574	\$2,579	\$543
10-421-421-200	13	22	\$47,495	Lt	\$49,995	\$2,500	\$526
10-421-421-200	14	10	\$40,054	Lt	\$43,537	\$3,483	\$734
10-421-421-200	22	25+	\$42,142	Sgt	\$46,824	\$4,682	\$986
10-421-421-200	23	20	\$36,863	Sgt	\$42,371	\$5,508	\$1,160
10-421-421-200	24	12	\$35,677	Sgt	\$41,008	\$5,331	\$1,123
10-421-421-200	25	17	\$35,677	Sgt	\$41,008	\$5,331	\$1,123
10-421-421-200	26	6	\$33,978	Sgt	\$39,055	\$5,077	\$1,069
10-421-421-200	27	13	\$33,980	Sgt	\$39,057	\$5,077	\$1,069
10-421-421-200	36	13	\$32,639	Cpl	\$37,516	\$4,877	\$1,027
10-421-421-200	38	1	\$35,133	Cpl	\$40,383	\$5,250	\$1,106

10-421-421-200	39	3	\$30,941	Cpl	\$35,564	\$4,623	\$974
10-421-421-200	40	3	\$48,000	Systems Admin	\$51,613	\$3,613	\$670
10-421-421-200	42	4	\$30,942	Cpl	\$35,566	\$4,624	\$974
10-421-421-200	43	15	\$33,786	Cpl	\$38,834	\$5,048	\$1,063
10-421-421-200	49	1	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	50	0	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	51	16	\$30,276	C.O	\$34,405	\$4,129	\$869
10-421-421-200	52	1	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	53	21	\$36,384	PREA Inv	\$41,821	\$5,437	\$1,145
10-421-421-200	54	1	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	55	0	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	56	0	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	58	1	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	59	1	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	60	4	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	61	1	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	62	9	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	63	1	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	64	9	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	66	0	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	67	11	\$28,603	C.O	\$32,503	\$3,900	\$821
10-421-421-200	68	7	\$30,695	C.O	\$34,881	\$4,186	\$882
10-421-421-200	69	0	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	70	0	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	71	5	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	72	15	\$30,435	C.O	\$34,585	\$4,150	\$874
10-421-421-200	73	0	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	74	0	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	75	1	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	76	19	\$33,039	C.O	\$37,544	\$4,505	\$949
10-421-421-200	77	0	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	78	1	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	79	13	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	81	3	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	81	0	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	82	3	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	83	1	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	84	3	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	85	11	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	86	1	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	87	5	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	88	5	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	89	0	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	90	2	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	92	10	\$31,029	C.O	\$35,260	\$4,231	\$891
10-421-421-200	93	1	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	94	6	\$27,904	C.O	\$31,709	\$3,805	\$801

10-421-421-200	95	1	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	96	3	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	97	12	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	98	7	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	99	1	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	104	0	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	105	0	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	106	0	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	108	5	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	109	0	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	110	1	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	111	4	\$27,904	C.O	\$31,709	\$3,805	\$801
10-421-421-200	120	0	\$58,000	RN	\$62,366	\$4,366	\$810
10-421-421-200	121	4	\$33,978	LPN	\$39,055	\$5,077	\$1,069
10-421-421-200	122	2	\$33,978	LPN	\$39,055	\$5,077	\$1,069
10-421-421-200	145	13	\$39,514	FS Dir	\$43,904	\$4,390	\$814
10-421-421-200	147	3	\$23,347	Cook	\$25,104	\$1,757	\$326
10-421-421-200	148	4	\$23,347	Cook	\$25,104	\$1,757	\$326
10-421-421-200	149	5	\$23,347	Cook	\$25,104	\$1,757	\$326
10-421-421-200	155	11	\$30,700	Office Mngr	\$33,011	\$2,311	\$429
10-421-421-200	157	1	\$33,978	LPN	\$39,055	\$5,077	\$1,069
10-421-421-200	160	18	\$30,170	Mail Clerk	\$32,441	\$2,271	\$421
10-421-421-200	164	11	\$25,375	Clerk	\$27,285	\$1,910	\$354
10-421-421-200	170	12	\$46,225	Mtn Mngr	\$49,704	\$3,479	\$645
10-421-421-200	171	14	\$27,833	Maint.	\$29,928	\$2,095	\$389
10-421-421-200	172	1	\$26,385	Maint.	\$28,371	\$1,986	\$368
10-421-421-200	180	20	\$27,704	Cust III	\$29,789	\$2,085	\$387
10-421-421-200	181	19	\$24,503	Cust II	\$26,347	\$1,844	\$342
10-421-421-200	182	16	\$24,503	Cust II	\$26,347	\$1,844	\$342
10-421-421-200	183	12	\$31,195	C.O	\$35,449	\$4,254	\$896
10-421-421-200	184	4	\$27,904	C.O	\$31,709	\$3,805	\$801
	1	27	\$44,720	Lt	\$48,609	\$3,889	\$819
	2	20	\$35,678	Sgt	\$41,009	\$5,331	\$1,123
	3	15	\$30,435	Dep	\$34,585	\$4,150	\$874
	4	16	\$31,014	Dep	\$35,243	\$4,229	\$891
	5	1	\$27,904	Dep	\$31,709	\$3,805	\$801
	6	3	\$27,904	Dep	\$31,709	\$3,805	\$801
	7	6	\$29,300	Dep	\$33,295	\$3,995	\$841
	8	1	\$27,904	Dep	\$31,709	\$3,805	\$801
	9	6	\$29,948	Dep	\$34,032	\$4,084	\$860
	10	0	\$27,904	Dep	\$31,709	\$3,805	\$801
10-421-421-10	1	15	\$40,691	Victim Advocate	\$43,754	\$3,063	\$568
10-421-421-10	2	13	\$34,623	Victim Advocate	\$39,797	\$5,174	\$960

\$7,558,735

\$896,257

\$186,672

\$1,082,928