

Risk Management

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2014 Breakthrough Strategies

Department Breakthrough Strategy	Measurable Outcome	Measured or Completed By:	Strategic Plan Goal
Review the City's property and casualty insurance coverage across all business lines to ensure an appropriate balance of policy costs and covered risks	Changes implemented to target an insurance cost reduction of 10%	Q2	Transforming Government
Assess the City's liability exposure to determine whether legislative or policy changes need to be enacted	Assessment completed and recommendations made to City Management	Q3	Transforming Government
Add an Americans with Disabilities Act (ADA) coordinator to manage ADA improvements and requests for services citywide	Create new ADA compliant policies and practices	Q2	Transforming Government

All Funds Summary

	2012 Actual	2013	* 2013	2014 Budget	2014 Budget -
		Original Budget	Amended Budget		* 2013 Amended Budget
Use of Funds					
General Fund	\$427,476	\$619,729	\$621,305	\$695,831	\$74,526
Claims Reserve Fund	879,646	1,000,000	1,000,498	1,000,000	(498)
Workers' Comp Fund	7,715,261	7,685,000	7,686,817	8,000,000	313,183
Total	\$9,022,383	\$9,304,729	\$9,308,620	\$9,695,831	\$387,211
Positions					
General Fund	6.40	6.40	6.40	7.40	1.00
Other Funds	10.55	10.42	10.42	10.80	0.38
Total Positions	16.95	16.82	16.82	18.20	1.38

*2013 Amended Budget as of 8/20/2013

Significant Changes vs. 2013

General Fund	Net Increase to fund 2014 salary structure, pay for performance, pay practices and medical plan	\$8,119
	Increase due to the addition of 1.00 FTE ADA Coordinator position and citywide safety training	87,546
	Net Decrease in multiple lines per trending costs	(21,139)
Claims Reserve Fund	Net Decrease in multiple lines per trending costs	(498)
Workers' Comp Fund	Net Increase mainly for properly fund worker's compensation claims	313,183

Risk Management

The Risk Management Division serves the entire organization by ensuring compliance with statutory mandates and protecting the City's assets. The Risk Management Division assesses risk to control liability and loss exposures; processes and manages employee injury claims; manages the occupational health clinic, physical therapy clinic, employee medical clinic and promotes health and wellness; and emphasizes employee safety. Funding for specific Risk Management activities is provided by the General Fund, Claims Reserve Fund, and Workers' Compensation Fund. City enterprises and Support Service Funds pay an allocated charge for services and/or are directly billed for services.

Safety

The Safety section ensures that employees have the knowledge and skills to safely perform job duties and administer a cost-effective program designed for safety awareness, employee feedback, guidance in training, and prevention of employee injuries. The highest practical degree of care will be used in complying with safety and health standards. Funding for the Safety program is provided by the General Fund. City enterprises and Support Service Funds that receive services pay an allocated charge for Safety services.

Liability Claims Administration – Claims Reserve Fund

The Liability Claims section investigates, evaluates, and settles all liability claims brought under state and federal laws for both the City and Colorado Springs Utilities. The claims adjusters investigate the legal liability associated with the claims, negotiate settlement, and defend claims that lack merit. By placing a high priority on handling claims efficiently, this section is able to provide a cost-effective service that is competitive with external public liability claims service providers. City enterprises and Support Service Funds that receive services pay an allocated charge for liability claims services.

Workers' Compensation Claims Administration – Workers' Compensation Fund

The Workers' Compensation section manages and controls workers' compensation claims and strives to help employees recover from work-related injuries and return to work as soon as possible. The adjusters are able to provide prompt and fair resolution of claims. All direct costs associated with administering claims, medical, indemnity, physical therapy, occupational therapy are budgeted in this fund.

According to City Code §1.5.602, "the workers' compensation claim reserve fund shall maintain reserves to provide for contingency so that in any year the contribution of the workers' compensation claim reserve funds from other funds is adequate to cover the actual expenses in that year." Funding for the Workers' Compensation Fund is provided through payroll charges based upon job classification codes set by the National Council on Compensation Insurance, Inc. (NCCI), with a greater amount charged for positions with greater risk of injury. These rates are set so as to contribute to the fund from all funding sources an amount projected to be adequate to cover the actual expenses of that year. City enterprises and Support Service Funds that receive services pay an allocated charge for indirect costs allocated to the Workers' Compensation Fund.

Injury leave pay is not budgeted in the Workers' Compensation Fund - all pay is budgeted in department and division budgets. Injury pay is charged to department and division budgets during the year and at the end of the year, those expenses will be transferred to the Workers' Compensation Fund to reflect all costs associated with Workers' Compensation related injuries.

Physical Therapy Clinic – Workers' Compensation Fund

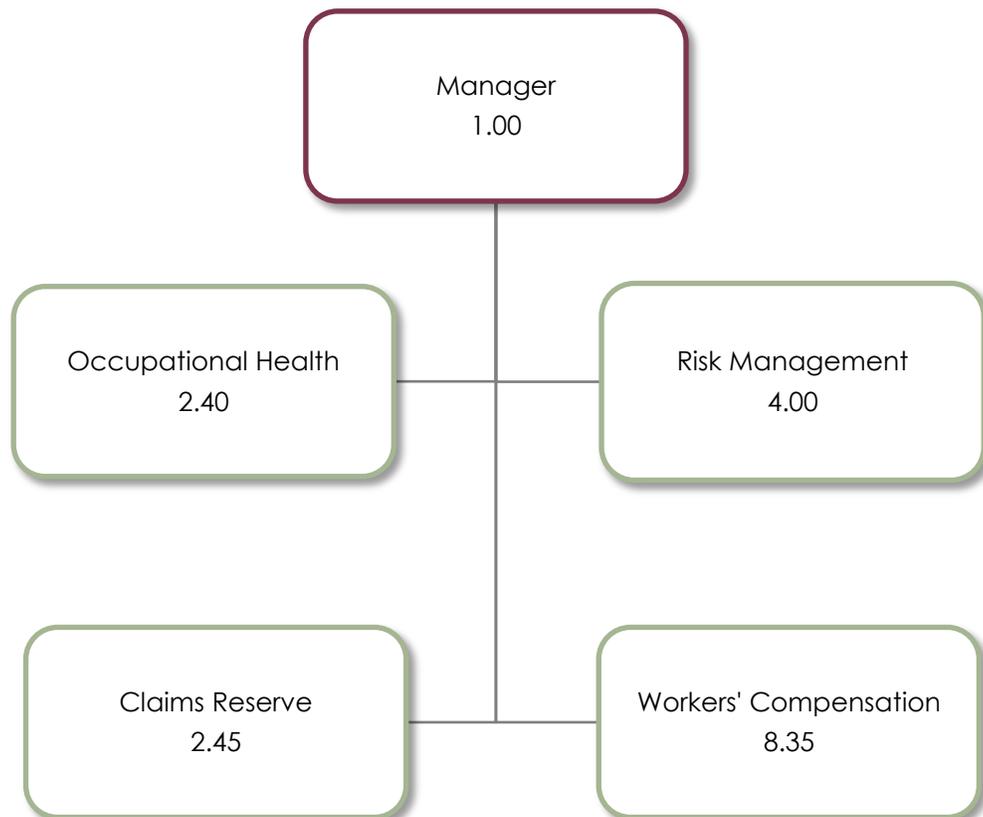
The Physical Therapy Clinic falls under the Workers' Compensation section. The Physical Therapy Clinic provides services to both City and Colorado Springs Utilities employees with work related injuries. The Physical Therapy Clinic has three specialized therapists, two of which are part-time. Each therapist has a specialty, including a therapist certified in manual therapy and needling, an orthopedic therapist, and a physical therapist licensed in massage therapy. This clinic is located in the City Administration Building which makes it convenient for most City and Utilities employees. By comparing the services with the Colorado fee schedule, a cost savings of \$200,000 was realized in 2011 to the Workers' Compensation Fund. City enterprises and Support Service Funds that use Physical Therapy Clinic services for Workers' Compensation related injuries pay an allocated charge for those services.

Occupational Health Clinic – General Fund

The City owns and operates an Occupational Health Clinic. The clinic's primary function is to provide high quality medical care to employees injured on the job. In addition to the primary service, the Clinic performs ergonomic assessments, annual physicals, CDL physicals, VNI entry and exit physicals, pre-employment physicals for sworn employees, and hearing tests for employees who work in areas with noise pollution. The Clinic began doing all pre-employment drug screenings in the fall of 2010. Located in the City Administration Building, the clinic is convenient for the majority of City employees. City enterprises and Support Service Funds that use these types of Occupational Health Clinic services pay an allocated charge for Occupational Health Clinic services. All users, regardless of funding source, are direct billed for consumables such as drug tests.

Occupational Health Clinic – Workers' Compensation Fund

Services provided at the clinic for work related injuries are funded by the Workers' Compensation Fund. This function provides over \$125,000 in annual cost savings to the fund when comparing the services provided with the Colorado Workers' Compensation fee schedule. City enterprises and Support Service Funds that use Occupational Health Clinic services for Workers' Compensation related injuries pay an allocated charge for those services.



The sections on the following pages provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2013 and changes occurring as part of the 2014 Budget for each Fund including General Fund, Claims Reserve Fund, and Workers' Compensation Fund.

GF - Risk Management	Use of Funds	2011 Actual	2012 Actual	2013 Original Budget	* 2013 Amended Budget	2014 Budget	2014 Budget - * 2013 Amended Budget
	Salary/Benefits/Pensions	\$0	\$143,292	\$329,204	\$329,632	\$401,244	\$71,613
	Operating	0	95,273	43,458	43,458	46,005	2,547
	Capital Outlay	0	0	0	0	0	0
	Total	\$0	\$238,565	\$372,662	\$373,090	\$447,249	\$74,160
	Position Title	2012 Actual	2013 Original Budget	* 2013 Amended Budget	2014 Budget	2014 Budget - * 2013 Amended Budget	
	ADA Coordinator	0.00	0.00	0.00	1.00	1.00	
	Analyst I/II	1.00	1.00	1.00	1.00	0.00	
	Manager	1.00	1.00	1.00	1.00	0.00	
	Risk Supervisor/Principal Analyst	1.00	1.00	1.00	1.00	0.00	
Senior Office Specialist	1.00	1.00	1.00	1.00	0.00		
Total Positions	4.00	4.00	4.00	5.00	1.00		

Funding Changes	During 2013	* 2013 Amended - 2013 Original Budget
	Implement 2013 civilian merit pay	\$429
	Total During 2013	\$429
	For 2014	2014 Budget - * 2013 Amended Budget
	Increase to realign eligible positions to new salary structure	\$0
	Net Increase for medical plan (increased plan costs partially offset by cost decreases from new, expanded, nationwide network, best practice shift to consumer driven health plan and other plan design changes)	3,684
	Increase for pay for performance	3,509
	Decrease to align pay practices with industry standards	(1,109)
	Increase Salary/Benefits/Pensions for 1.00 FTE ADA Coordinator position	75,546
	Net Decrease in multiple lines per trending costs	(19,470)
Increase funding for citywide safety training	12,000	
Total For 2014	\$74,160	

Position Changes	During 2013	* 2013 Amended - 2013 Original Budget
	None	0.00
	Total During 2013	0.00
	For 2014	2014 Budget - * 2013 Amended Budget
	Add 1.0 ADA Coordinator position	1.00
Total For 2014	1.00	

*2013 Amended Budget as of 8/20/2013

GF - Occupational Health	Use of Funds	2011 Actual	2012 Actual	2013 Original Budget	* 2013 Amended Budget	2014 Budget	2014 Budget - * 2013 Amended Budget
	Salary/Benefits/Pensions	\$0	\$159,138	\$179,852	\$181,000	\$184,072	\$3,072
	Operating	0	29,773	67,215	67,215	64,510	(2,705)
	Capital Outlay	0	0	0	0	0	0
	Total	\$0	\$188,911	\$247,067	\$248,215	\$248,582	\$367
	Position Title	2012 Actual	2013 Original Budget	* 2013 Amended Budget	2014 Budget	2014 Budget - * 2013 Amended Budget	
	Licensed Practical Nurse	0.60	0.00	0.00	0.00	0.00	
	Medical Office Specialist	1.00	1.60	1.60	1.60	0.00	
	Occupational Nurse Practitioner/Physicians	0.60	0.60	0.60	0.60	0.00	
	Risk Supervisor	0.20	0.20	0.20	0.20	0.00	
Total Positions	2.40	2.40	2.40	2.40	0.00		

Funding Changes	During 2013	* 2013 Amended - 2013 Original Budget
	Implement 2013 civilian merit pay	\$1,148
	Total During 2013	\$1,148
	For 2014	2014 Budget - * 2013 Amended Budget
	Increase to realign eligible positions to new salary structure	\$0
	Net Increase for medical plan (increased plan costs partially offset by cost decreases from new, expanded, nationwide network, best practice shift to consumer driven health plan and other plan design changes)	756
	Increase for pay for performance	1,872
	Decrease to align pay practices with industry standards	(593)
	Net Decrease in multiple lines per trending costs	(1,668)
	Total For 2014	\$367

Position Changes	During 2013	* 2013 Amended - 2013 Original Budget
	None	0.00
	Total During 2013	0.00
	For 2014	2014 Budget - * 2013 Amended Budget
	None	0.00
	Total For 2014	0.00

*2013 Amended Budget as of 8/20/2013

Support Services - Risk Management	Source of Funds	2011 Actual	2012 Actual	2013 Original Budget	* 2013 Amended Budget	2014 Budget	2014 Budget - * 2013 Amended Budget
	Utilities Allocation	\$303,601	\$0	\$0	\$0	\$0	\$0
	City Allocation	472,058	0	0	0	0	0
	Total	\$775,659	\$0	\$0	\$0	\$0	\$0
	Use of Funds	2011 Actual	2012 Actual	2013 Original Budget	* 2013 Amended Budget	2014 Budget	2014 Budget - * 2013 Amended Budget
	Salary/Benefits/ Pensions	\$559,969	\$0	\$0	\$0	\$0	\$0
	Operating	268,502	0	0	0	0	0
	Capital Outlay	0	0	0	0	0	0
	Total	\$828,471	\$0	\$0	\$0	\$0	\$0

Claims Reserve Fund	Source of Funds	2011 Actual	2012 Actual	2013 Original Budget	* 2013 Amended Budget	2014 Budget	2014 Budget - * 2013 Amended Budget
	Enterprise Contributions	\$90,903	\$11,500	\$0	\$0	\$0	\$0
	Insurance	0		0	0	0	0
	General Fund	500,004	500,004	1,000,000	1,000,000	1,000,000	0
	Interest/Other	20,153	6,722	0	0	0	0
	Total	\$611,060	\$518,226	\$1,000,000	\$1,000,000	\$1,000,000	\$0
	Use of Funds	2011 Actual	2012 Actual	2013 Original Budget	* 2013 Amended Budget	2014 Budget	2014 Budget - * 2013 Amended Budget
	Salary/Benefits/ Pensions	\$82,212	\$188,171	\$194,958	\$195,456	\$205,913	\$10,457
	Operating	1,677,431	691,475	805,042	805,042	794,087	(10,955)
Capital Outlay	0	0	0	0	0	0	
Total	\$1,759,643	\$879,646	\$1,000,000	\$1,000,498	\$1,000,000	(\$498)	

*2013 Amended Budget as of 8/20/2013

Claims Positions	Position Title	2012 Actual	2013 Original Budget	* 2013 Amended Budget	2014 Budget	2013 Budget - * 2012 Amended Budget
	Administrative Technician	1.00	0.00	0.00	0.00	0.00
	Claims Adjuster I	1.00	0.00	0.00	0.00	0.00
	Claims Adjuster II	1.00	2.00	2.00	2.00	0.00
	Risk Supervisor	0.25	0.25	0.25	0.25	0.00
	Senior Office Specialist	0.25	0.25	0.25	0.20	(0.05)
	Total Positions	3.50	2.50	2.50	2.45	(0.05)

Funding Changes	During 2013	* 2013 Amended - 2013 Original Budget
	Implement 2013 civilian merit pay	\$498
	Total During 2013	\$498
	For 2014	2014 Budget - * 2013 Amended Budget
	Increase to realign eligible positions to new salary structure	\$4,792
	Net Increase for medical plan (increased plan costs partially offset by cost decreases from new, expanded, nationwide network, best practice shift to consumer driven health plan and other plan design changes)	4,098
	Increase for pay for performance	2,064
	Decrease to align pay practices with industry standards	0
	Net Decrease in multiple lines per trending costs	(11,452)
	Total For 2014	(\$498)

Position Changes	During 2013	* 2013 Amended - 2013 Original Budget
	None	0.00
	Total During 2013	0.00
	For 2014	2014 Budget - * 2013 Amended Budget
	Reduce Senior Office Specialist from 0.25 to 0.20 FTE to properly reflect how position is funded	(0.05)
Total For 2014	(0.05)	

*2013 Amended Budget as of 8/20/2013

Workers' Compensation Fund	Source of Funds	2011 Actual	2012 Actual	2013 Original Budget	* 2013 Amended Budget	2014 Budget	2014 Budget - * 2013 Amended Budget
	Physical Therapy Clinic	\$98,408	\$110,146	\$100,000	\$100,000	\$100,000	\$0
	WC Payroll Chgs	6,822,721	5,941,945	7,460,000	7,460,000	7,839,000	379,000
	Interest/Other	72,327	27,745	125,000	125,000	61,000	(64,000)
	Total	\$6,993,456	\$6,079,836	\$7,685,000	\$7,685,000	\$8,000,000	\$315,000
	Use of Funds	2011 Actual	2012 Actual	2013 Original Budget	* 2013 Amended Budget	2014 Budget	2014 Budget - * 2013 Amended Budget
	Salary/Benefits/Pensions	\$624,910	\$585,897	\$619,323	\$621,140	\$644,756	\$23,616
	Operating	6,019,640	7,129,364	7,065,677	7,065,677	7,355,244	289,567
	Capital Outlay	0	0	0	0	0	0
	Total	\$6,644,550	\$7,715,261	\$7,685,000	\$7,686,817	\$8,000,000	\$313,183

Positions	Position Title	2012 Actual	2013 Original Budget	* 2013 Amended Budget	2014 Budget	2014 Budget - * 2013 Amended Budget
	Administrative Technician	0.00	1.00	1.00	1.00	0.00
	Claims Adjuster I	1.00	0.00	0.00	0.00	0.00
	Claims Adjuster II	0.00	1.00	1.00	1.00	0.00
	Licensed Practical Nurse	0.40	0.00	0.00	0.00	0.00
	Medical Office Specialist	1.00	1.40	1.40	1.40	0.00
	Occupational Medical Physician	0.00	0.00	0.00	0.00	0.00
	Occupational Nurse Practitioner/Physicians Asst	0.40	0.40	0.40	0.40	0.00
	Physical Therapist II	2.25	2.12	2.12	2.50	0.38
	Risk Supervisor	1.25	1.25	1.25	1.25	0.00
	Senior Office Specialist	0.75	0.75	0.75	0.80	0.05
	Total Positions	7.05	7.92	7.92	8.35	0.43

*2013 Amended Budget as of 8/20/2013

Funding Changes	During 2013	* 2013 Amended - 2013 Original Budget
	Implement 2013 civilian merit pay	\$1,817
	Total During 2013	\$1,817
	For 2014	2014 Budget - * 2013 Amended Budget
	Increase to realign eligible positions to new salary structure	\$0
	Net Increase for medical plan (increased plan costs partially offset by cost decreases from new, expanded, nationwide network, best practice shift to consumer driven health plan and other plan design changes)	4,368
	Increase for pay for performance	6,584
	Decrease to align pay practices with industry standards	0
	Increase to properly fund worker's compensation claims	302,231
Total For 2014	\$313,183	

Position Changes	During 2013	* 2013 Amended - 2013 Original Budget
	None	0.00
	Total During 2013	0.00
	For 2014	2014 Budget - * 2013 Amended Budget
	Increase multiple positions by a total of 0.43 FTE to properly reflect how positions are funded	0.43
	Total For 2014	0.43

*2013 Amended Budget as of 8/20/2013

**City of Colorado Springs
Budget Detail Report**

001 GENERAL FUND

Claims

Account #	Description	2011 Actuals	2012 Actuals	2013 Budget	2014 Budget	2013 Budget to 2014 Budget \$ Change	2013 Budget to 2014 Budget % Change
51205	CIVILIAN SALARIES	0	112,893	257,576	317,445	59,869	23.24%
51299	SALARIES REIMBURSEMENTS	0	(1,521)	0	0	0	0.00%
51610	PERA	0	15,330	34,809	43,161	8,352	23.99%
51615	WORKERS COMPENSATION	0	294	567	598	31	5.47%
51620	EQUITABLE LIFE INSURANCE	0	303	909	1,169	260	28.60%
51640	DENTAL INSURANCE	0	843	1,630	2,040	410	25.15%
51655	RETIRED EMP MEDICAL INS	0	960	0	0	0	0.00%
51670	PARKING FOR EMPLOYEES	0	500	960	1,200	240	25.00%
51690	MEDICARE	0	1,634	3,735	4,568	833	22.30%
51695	CITY EPO MEDICAL PLAN	0	162	29,018	31,063	2,045	7.05%
51696	ADVANTAGE HD MED PLAN	0	10,622	0	0	0	0.00%
51697	HRA BENEFIT TO ADV MED PLAN	0	1,272	0	0	0	0.00%
Total Salaries and Benefits		0	143,292	329,204	401,244	72,040	21.88%
52110	OFFICE SUPPLIES	0	3,104	200	1,300	1,100	550.00%
52111	PAPER SUPPLIES	0	0	200	800	600	300.00%
52120	COMPUTER SOFTWARE	0	40	0	0	0	0.00%
52122	CELL PHONES EQUIP AND SUPPLIES	0	0	200	200	0	0.00%
52125	GENERAL SUPPLIES	0	349	200	800	600	300.00%
52135	POSTAGE	0	3,299	3,500	4,000	500	14.29%
52165	LICENSES AND TAGS	0	310	0	0	0	0.00%
52240	MAINT NONFLEET VEHICLES EQP	0	9	90	0	(90)	-100.00%
52575	SERVICES	0	1,717	1,900	1,900	0	0.00%
52590	TEMPORARY EMPLOYMENT	0	73,287	0	10,000	10,000	0.00%
52615	DUES AND MEMBERSHIP	0	600	1,175	1,175	0	0.00%
52625	MEETING EXPENSES IN TOWN	0	0	500	500	0	0.00%
52630	TRAINING	0	805	0	14,000	14,000	0.00%
52645	SUBSCRIPTIONS	0	150	200	200	0	0.00%
52705	COMMUNICATIONS	0	0	24,000	0	(24,000)	-100.00%
52735	TELEPHONE LONG DIST CALLS	0	240	500	280	(220)	-44.00%
52736	CELL PHONE AIRTIME	0	0	10	0	(10)	-100.00%
52738	CELL PHONE BASE CHARGES	0	1,895	4,038	3,000	(1,038)	-25.71%
52775	MINOR EQUIPMENT	0	1,387	250	500	250	100.00%
52776	PRINTER CONSOLIDATION COST	0	2,349	2,745	3,500	755	27.50%
52795	RENTAL OF EQUIPMENT	0	552	0	0	0	0.00%
52874	OFFICE SERVICES PRINTING	0	463	650	650	0	0.00%
52875	OFFICE SERVICES RECORDS	0	3,246	3,100	3,200	100	3.23%
65160	RECRUITMENT	0	1,471	0	0	0	0.00%
Total Operating Expenses		0	95,273	43,458	46,005	2,547	5.86%
Total Capital Outlay		0	0	0	0	0	0.00%
Total Expenses		0	238,565	372,662	447,249	74,587	20.01%

Totals may differ from narrative due to rounding.

**City of Colorado Springs
Budget Detail Report**

001 GENERAL FUND
Occupational Health Clinic

Account #	Description	2011 Actuals	2012 Actuals	2013 Budget	2014 Budget	2013 Budget to 2014 Budget \$ Change	2013 Budget to 2014 Budget % Change
51205	CIVILIAN SALARIES	0	122,851	137,722	138,398	676	0.49%
51245	RETIREMENT TERM VACATION	0	463	0	0	0	0.00%
51260	VACATION BUY PAY OUT	0	1,713	0	0	0	0.00%
51299	SALARIES REIMBURSEMENTS	0	(3,257)	0	0	0	0.00%
51610	PERA	0	19,447	17,022	18,950	1,928	11.33%
51615	WORKERS COMPENSATION	0	313	314	263	(51)	-16.24%
51620	EQUITABLE LIFE INSURANCE	0	420	382	497	115	30.10%
51640	DENTAL INSURANCE	0	988	981	960	(21)	-2.14%
51670	PARKING FOR EMPLOYEES	0	480	580	480	(100)	-17.24%
51690	MEDICARE	0	2,082	1,959	2,006	47	2.40%
51695	CITY EPO MEDICAL PLAN	0	19,635	20,892	22,518	1,626	7.78%
51699	BENEFITS REIMBURSEMENT	0	(5,997)	0	0	0	0.00%
Total Salaries and Benefits		0	159,138	179,852	184,072	4,220	2.35%
52110	OFFICE SUPPLIES	0	0	1,043	1,100	57	5.47%
52111	PAPER SUPPLIES	0	0	150	0	(150)	-100.00%
52115	MEDICAL SUPPLIES	0	6,490	14,150	14,150	0	0.00%
52116	PHARMACEUTICALS	0	3,346	10,500	10,500	0	0.00%
52125	GENERAL SUPPLIES	0	0	400	400	0	0.00%
52135	POSTAGE	0	0	25	0	(25)	-100.00%
52165	LICENSES AND TAGS	0	0	30	0	(30)	-100.00%
52240	MAINT NONFLEET VEHICLES EQP	0	0	90	0	(90)	-100.00%
52305	MAINT SOFTWARE	0	0	9,500	8,400	(1,100)	-11.58%
52460	MEDICAL SERVICE	0	0	15,592	20,000	4,408	28.27%
52573	CREDIT CARD FEES	0	5	0	0	0	0.00%
52575	SERVICES	0	6,562	3,900	4,000	100	2.56%
52590	TEMPORARY EMPLOYMENT	0	12,729	0	0	0	0.00%
52615	DUES AND MEMBERSHIP	0	0	200	0	(200)	-100.00%
52630	TRAINING	0	0	700	700	0	0.00%
52635	EMPLOYEE EDUCATIONL ASSISTANCE	0	0	1,500	0	(1,500)	-100.00%
52655	TRAVEL OUT OF TOWN	0	476	650	500	(150)	-23.08%
52705	COMMUNICATIONS	0	0	1,500	0	(1,500)	-100.00%
52735	TELEPHONE LONG DIST CALLS	0	0	50	60	10	20.00%
52736	CELL PHONE AIRTIME	0	0	10	0	(10)	-100.00%
52738	CELL PHONE BASE CHARGES	0	0	275	0	(275)	-100.00%
52740	GENERAL INSURANCE-CITY	0	0	3,500	3,500	0	0.00%
52775	MINOR EQUIPMENT	0	144	1,000	1,000	0	0.00%
52776	PRINTER CONSOLIDATION COST	0	0	1,000	0	(1,000)	-100.00%
52872	MAINT FLEET VEHICLES EQP	0	0	1,200	0	(1,200)	-100.00%
52874	OFFICE SERVICES PRINTING	0	21	200	200	0	0.00%
65135	CLINIC REHAB OPERATING	0	0	50	0	(50)	-100.00%
Total Operating Expenses		0	29,773	67,215	64,510	(2,705)	-4.02%
Total Capital Outlay		0	0	0	0	0	0.00%
Total Expenses		0	188,911	247,067	248,582	1,515	0.61%

Totals may differ from narrative due to rounding.

City of Colorado Springs Budget Detail Report

503 SELF INSURANCE WORK COMP
Risk - Workers Comp

Account #	Description	2011 Actuals	2012 Actuals	2013 Budget	2014 Budget	2013 Budget to	2013 Budget to
						2014 Budget	2014 Budget
						\$ Change	% Change
51205	CIVILIAN SALARIES	473,547	460,363	489,505	488,960	(545)	-0.11%
51220	SEASONAL TEMPORARY	15,724	0	0	0	0	0.00%
51245	RETIREMENT TERM VACATION	1,630	2,112	0	0	0	0.00%
51260	VACATION BUY PAY OUT	1,654	0	0	0	0	0.00%
51299	SALARIES REIMBURSEMENTS	(4,544)	(2,203)	0	0	0	0.00%
51610	PERA	61,354	63,501	59,605	70,737	11,132	18.68%
51615	WORKERS COMPENSATION	1,823	1,612	1,090	1,549	459	42.11%
51620	EQUITABLE LIFE INSURANCE	1,266	1,355	1,283	1,747	464	36.17%
51640	DENTAL INSURANCE	2,486	2,925	3,049	3,603	554	18.17%
51665	CASH BACK	601	378	0	0	0	0.00%
51670	PARKING FOR EMPLOYEES	1,560	1,700	1,800	2,280	480	26.67%
51690	MEDICARE	6,528	6,755	6,953	7,507	554	7.97%
51695	CITY EPO MEDICAL PLAN	51,870	38,617	56,038	68,373	12,335	22.01%
51696	ADVANTAGE HD MED PLAN	0	15,842	0	0	0	0.00%
51697	HRA BENEFIT TO ADV MED PLAN	0	1,394	0	0	0	0.00%
51699	BENEFITS REIMBURSEMENT	9,411	(8,454)	0	0	0	0.00%
Total Salaries and Benefits		624,910	585,897	619,323	644,756	25,433	4.11%
52110	OFFICE SUPPLIES	3,263	2,945	3,340	4,800	1,460	43.71%
52111	PAPER SUPPLIES	0	0	2,650	2,200	(450)	-16.98%
52115	MEDICAL SUPPLIES	16,963	27,003	33,730	26,000	(7,730)	-22.92%
52116	PHARMACEUTICALS	8,547	16,702	610	2,000	1,390	227.87%
52120	COMPUTER SOFTWARE	63,446	56,672	0	0	0	0.00%
52122	CELL PHONES EQUIP AND SUPPLIES	367	0	0	0	0	0.00%
52125	GENERAL SUPPLIES	504	1,028	3,270	1,600	(1,670)	-51.07%
52135	POSTAGE	155	171	400	281	(119)	-29.75%
52165	LICENSES AND TAGS	50	50	80	100	20	25.00%
52265	MAINT BUILDINGS AND STRUCTURE	3,518	1,087	0	0	0	0.00%
52305	MAINT SOFTWARE	0	0	42,900	31,640	(11,260)	-26.25%
52428	HOSTED IT SERVICES	0	0	0	9,000	9,000	0.00%
52460	MEDICAL SERVICE	0	0	57,600	58,000	400	0.69%
52560	PARKING SERVICES	0	735	0	200	200	0.00%
52568	BANK AND INVESTMENT FEES	0	3,533	0	3,600	3,600	0.00%
52575	SERVICES	265,716	171,584	237,300	207,900	(29,400)	-12.39%
52590	TEMPORARY EMPLOYMENT	41,661	19,822	0	5,000	5,000	0.00%
52615	DUES AND MEMBERSHIP	374	874	800	1,150	350	43.75%
52625	MEETING EXPENSES IN TOWN	0	0	150	150	0	0.00%
52630	TRAINING	882	2,731	6,000	5,500	(500)	-8.33%
52645	SUBSCRIPTIONS	510	888	575	100	(475)	-82.61%
52655	TRAVEL OUT OF TOWN	425	1,937	4,300	3,700	(600)	-13.95%
52705	COMMUNICATIONS	1,402	2,262	1,875	2,000	125	6.67%
52735	TELEPHONE LONG DIST CALLS	9	10	50	22	(28)	-56.00%
52736	CELL PHONE AIRTIME	0	0	10	0	(10)	-100.00%
52738	CELL PHONE BASE CHARGES	752	633	500	500	0	0.00%
52740	GENERAL INSURANCE-CITY	302,498	272,425	312,640	309,300	(3,340)	-1.07%
52775	MINOR EQUIPMENT	187	2,596	4,500	5,500	1,000	22.22%
52776	PRINTER CONSOLIDATION COST	0	5,950	8,000	6,970	(1,030)	-12.88%
52795	RENTAL OF EQUIPMENT	4,131	983	0	0	0	0.00%
52872	MAINT FLEET VEHICLES EQP	816	602	0	1,000	1,000	0.00%
52874	OFFICE SERVICES PRINTING	849	659	850	1,100	250	29.41%
60171	WELLNESS PROGRAM	11,612	0	0	0	0	0.00%
60705	WC STATE MANDATED SALARY	0	0	305,547	255,000	(50,547)	-16.54%
60707	WC BENEFIT SALARY	0	0	250,000	250,000	0	0.00%
65100	CLAIMS AND DAMAGES CITY	3,450,914	3,218,407	3,785,000	4,285,000	500,000	13.21%
65125	CLAIMS AND DAMAGES UTILITIES	1,286,867	1,579,700	1,500,000	1,000,000	(500,000)	-33.33%
65135	CLINIC REHAB OPERATING	1,981	2,934	3,000	3,812	812	27.07%
65160	RECRUITMENT	0	417	0	0	0	0.00%
65210	ADJUST RESERVE	551,241	1,734,024	500,000	872,119	372,119	74.42%
Total Operating Expenses		6,019,640	7,129,364	7,065,677	7,355,244	289,567	4.10%
Total Capital Outlay		0	0	0	0	0	0.00%
Total Expenses		6,644,550	7,715,261	7,685,000	8,000,000	315,000	4.10%

Totals may differ from narrative due to rounding.

**City of Colorado Springs
Budget Detail Report**

502 CLAIMS RESERVE FUND-LIABILITY

Claims Reserve Fund

Account #	Description	2011 Actuals	2012 Actuals	2013 Budget	2014 Budget	2013 Budget to 2014 Budget \$ Change	2013 Budget to 2014 Budget % Change
51205	CIVILIAN SALARIES	60,098	143,440	150,373	154,357	3,984	2.65%
51610	PERA	8,182	15,860	20,297	20,208	(89)	-0.44%
51615	WORKERS COMPENSATION	778	1,574	836	1,542	706	84.45%
51620	EQUITABLE LIFE INSURANCE	168	328	419	543	124	29.59%
51640	DENTAL INSURANCE	420	776	969	969	0	0.00%
51670	PARKING FOR EMPLOYEES	240	240	600	600	0	0.00%
51690	MEDICARE	870	1,685	2,180	2,139	(41)	-1.88%
51695	CITY EPO MEDICAL PLAN	11,456	11,539	19,284	30,059	10,775	55.88%
51696	ADVANTAGE HD MED PLAN	0	3,967	0	0	0	0.00%
51697	HRA BENEFIT TO ADV MED PLAN	0	514	0	0	0	0.00%
51699	BENEFITS REIMBURSEMENT	0	8,248	0	0	0	0.00%
Total Salaries and Benefits		82,212	188,171	194,958	210,417	15,459	7.93%
52110	OFFICE SUPPLIES	0	0	350	350	0	0.00%
52111	PAPER SUPPLIES	0	0	400	400	0	0.00%
52120	COMPUTER SOFTWARE	0	0	0	500	500	0.00%
52125	GENERAL SUPPLIES	0	348	350	350	0	0.00%
52240	MAINT NONFLEET VEHICLES EQP	0	0	50	50	0	0.00%
52305	MAINT SOFTWARE	0	0	12,240	12,240	0	0.00%
52568	BANK AND INVESTMENT FEES	0	886	0	600	600	0.00%
52575	SERVICES	0	0	1,400	1,400	0	0.00%
52625	MEETING EXPENSES IN TOWN	0	0	100	100	0	0.00%
52630	TRAINING	0	50	240	600	360	150.00%
52645	SUBSCRIPTIONS	0	0	200	200	0	0.00%
52738	CELL PHONE BASE CHARGES	0	0	480	400	(80)	-16.67%
52776	PRINTER CONSOLIDATION COST	0	0	400	1,000	600	150.00%
60071	CLAIMS PAID VALLEY HI	35,000	0	0	0	0	0.00%
60076	CLAIMS PAID POLICE	603,730	431,441	0	0	0	0.00%
60077	CLAIMS PAID SUPPORT SERVICE	11,130	0	0	0	0	0.00%
60079	LEGAL AND ADMIN POLICE	12	32,054	0	0	0	0.00%
60221	CLAIMS PAID FIRE	1,748	1,821	0	0	0	0.00%
60222	CLAIMS PAID PUBLIC WORKS	104,053	34,423	0	0	0	0.00%
60223	CLAIMS PAID TRANSIT	80	0	0	0	0	0.00%
60224	CLAIMS PAID GENERAL COST	455	0	788,832	771,393	(17,439)	-2.21%
60225	CLAIMS PAID PP HIGHWAY	0	6,146	0	0	0	0.00%
60226	CLAIMS PAID CEMETERY	1,000	0	0	0	0	0.00%
60227	CLAIMS PAID PATTY JEWETT	0	140	0	0	0	0.00%
60228	CLAIMS PAID PARK AND REC	8,274	1,221	0	0	0	0.00%
65181	RESIDUAL EQUITY TRANSFER OUT	530,704	0	0	0	0	0.00%
65210	ADJUST RESERVE	306,250	94,554	0	0	0	0.00%
65235	LEGAL AND ADMIN PUBLIC WORK	2,920	1,721	0	0	0	0.00%
65250	LEGAL AND ADMIN GEN COSTS	72,020	71,670	0	0	0	0.00%
65255	LEGAL AND ADMIN AIRPORT	0	15,000	0	0	0	0.00%
65261	LEGAL AND ADMIN SUPPORT SER	55	0	0	0	0	0.00%
Total Operating Expenses		1,677,431	691,475	805,042	789,583	(15,459)	-1.92%
Total Capital Outlay		0	0	0	0	0	0.00%
Total Expenses		1,759,643	879,646	1,000,000	1,000,000	0	0.00%

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