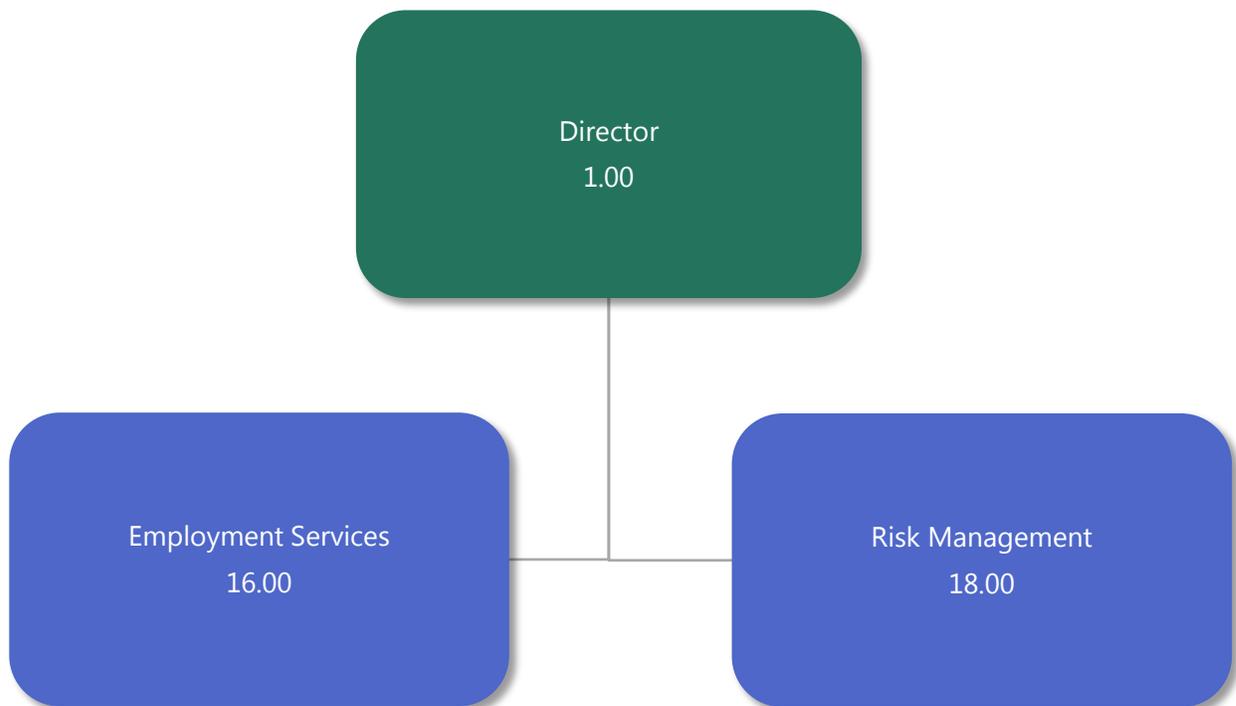


Human Resources

Michael Sullivan, Director | (719) 385-5117 | msullivan@springsgov.com



All Funds Summary

Division	General Fund	Other Funds	Total Budget
Employment Services	\$1,317,814	\$28,422,355	\$29,740,169
Risk Management	742,476	9,211,500	9,953,976
Total	\$2,060,290	\$37,633,855	\$39,694,145
Total Positions	20.25	14.75	35.00

Human Resources

All Funds History

Use of Funds	2014 Actual	2015 Original Budget	* 2015 Amended Budget	2016 Budget	2016 Budget - * 2015 Amended Budget
General Fund	\$1,795,986	\$2,053,234	\$2,053,234	\$2,060,290	\$7,056
Employee Benefits Self-Ins. Fund	23,347,184	33,980,995	33,980,995	28,422,355	(5,558,640)
Claims Reserve Fund	868,573	1,000,000	1,000,000	1,211,500	211,500
Workers' Comp. Fund	9,719,058	8,000,000	8,000,000	8,000,000	0
Total	\$35,730,801	\$45,034,229	\$45,034,229	\$39,694,145	(\$5,340,084)
Total Positions	33.50	35.50	35.50	35.00	(0.50)

* 2015 Amended Budget as of 8/31/2015

Employment Services

Michael Sullivan, Human Resources Director | (719) 385-5117 | msullivan@springsgov.com

2016 Goals

Goal	Measurable Outcome
Implement annual updates to the City's pay for performance program that is aligned with the City's compensation philosophy and rewards employee's contributions to business goals and needs.	Merit Pay and Salary Schedule changes recommended and implemented effective March 2016 based on the 2015 Salary Survey results.
Implement annual updates to the City's healthcare plan that are fiscally sound, market based, conform to current legislation, and provide robust options.	Healthcare plan updates in place for open enrollment effective October 2016.
Provide students in our community a learning opportunity by offering internships at the City of Colorado Springs.	10 paid internships per semester (20 during the year).
Improve workforce diversity by actively recruiting and facilitating outreach to military veterans, women, minorities and young professionals.	Increase outreach efforts by 3% to recruit young professionals, military veterans, women and minorities; increase ethnic diversity of City's applicant pool by 5%.

All Funds Summary

	Use of Funds	2014	2015	* 2015	2016	2016 Budget -
		Actual	Original Budget	Amended Budget	Budget	* 2015 Amended Budget
<i>All Funds</i>	General Fund	\$1,141,790	\$1,306,294	\$1,306,294	\$1,317,814	\$11,520
	Employee Benefits Self-Ins. Fund	23,347,184	33,980,995	33,980,995	28,422,355	(5,558,640)
	Total	\$24,488,974	\$35,287,289	\$35,287,289	\$29,740,169	(\$5,547,120)
	Positions					
	General Fund	11.00	13.00	13.00	13.00	0.00
	Employee Benefits Self-Ins. Fund	4.30	4.25	4.25	4.00	(0.25)
	Total	15.30	17.25	17.25	17.00	(0.25)

* 2015 Amended Budget as of 8/31/2015

Significant Changes vs. 2015

- Moved software maintenance to IT
- Increased allowance for work force development and training
- Modified the budget practice for the Employee Benefits Self-Ins. Fund to better reflect expected claims costs and a more modest contingency. Prior practice was to appropriate an amount in Operating that included both expected claim costs and a large contingency.

Human Resources

Employment Services - General Fund

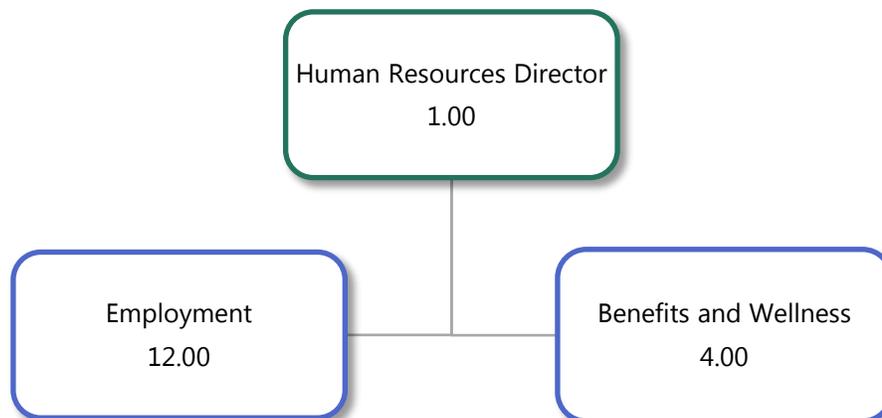
The Employment Services Division provides services to the entire organization including candidate selection, employee training, and professional development. The Employment Services Division oversees a variety of functions including: employment law and regulations compliance enforcement; position classification and compensation; employee relations assistance; coordination of performance evaluations; employee training; course offerings; the disciplinary process; and maintenance of employee files. Funding for the Employment Division is provided by the General Fund. City enterprises and Support Service Funds that receive services pay an allocated charge for services.

Benefits and Wellness – Employee Benefits Self-Insurance Fund

The Benefits and Wellness section designs and administers employee benefit plans and promotes health and wellness. The Benefits and Wellness section strives to design a healthcare plan that offers comprehensive benefits in a cost effective manner which incorporates wellness, prevention and health management programs for active employees, retirees, and their dependents to improve and maintain healthy lifestyle habits that help control costs. The Benefits and Wellness section provides managed healthcare using a self-insured medical and dental plan along with insurance benefits for vision, life, accidental death, voluntary term life, long-term care, short and long-term disability, and flexible spending accounts. Funding for the Benefits and Wellness program is provided through health plan monthly premiums which are shared between the employee and employer.

City Employee Medical Clinic & Pharmacy – Employee Benefits Self-Insurance Fund

In 2009, Risk Management opened an employee medical clinic located in the City Administration Building. The City Employee Medical Clinic is available to all City and Colorado Springs Utilities employees and their families who are on the medical insurance plan. In November 2010, the clinic changed vendors for outside clinical laboratory services to Quest Diagnostics providing significant cost savings estimated at over \$116,000 a year to the plan with additional savings to the employee. Funding for the City Employee Medical Clinic and Pharmacy is provided through health plan enrollee monthly premiums which are shared between the employee and employer, through co-payments by clinic and pharmacy users.



The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2014, and changes occurring as part of the 2015 Budget for each fund including General Fund, PSST, and Employee Benefits Self-Insurance Fund.

General Fund	Use of Funds	2013 Actual	2014 Actual	2015 Original Budget	* 2015 Amended Budget	2016 Budget	2016 Budget - * 2015 Amended Budget	
	Salary/Benefits/Pensions	\$995,118	\$1,072,201	\$1,226,980	\$1,226,980	\$1,208,700	(\$18,280)	
	Operating	76,547	69,261	76,614	76,614	108,614	32,000	
	Capital Outlay	799	328	2,700	2,700	500	(2,200)	
	Total	\$1,072,464	\$1,141,790	\$1,306,294	\$1,306,294	\$1,317,814	\$11,520	
	Position Title	2014 Actual	2015 Original Budget	* 2015 Amended Budget	2016 Budget	2016 Budget - * 2015 Amended Budget		
	Administrative Technician	3.00	2.00	2.00	2.00	0.00		
	Analyst II	3.00	1.00	1.00	1.00	0.00		
	Benefits Specialist	0.00	1.00	1.00	1.00	0.00		
Benefits Supervisor	1.00	1.00	1.00	1.00	0.00			
HR Generalist	0.00	1.00	1.00	1.00	0.00			
HRIS Specialist	0.00	1.00	1.00	1.00	0.00			
Human Resources Director	1.00	1.00	1.00	1.00	0.00			
Manager	3.00	3.00	3.00	3.00	0.00			
Recruiter	0.00	1.00	1.00	1.00	0.00			
Staff Assistant	0.00	1.00	1.00	1.00	0.00			
Total Positions	11.00	13.00	13.00	13.00	0.00			

* 2015 Amended Budget as of 8/31/2015

Funding Changes	During 2015	* 2015 Amended - 2015 Original Budget
	None	\$0
	Total During 2015	\$0
	For 2016	2016 Budget - * 2015 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$21,602)
	Net increase for medical plan changes	6,322
	Redistributed funds to operations	(3,000)
	Total Salaries/Benefits/Pensions	(\$18,280)
	Operating	
	Increase in operating for temporary employment	\$3,000
	Moved software mainnace to IT	(21,000)
	Increase allowance for work force development and training	50,000
	Total Operating	\$32,000
Capital Outlay		
Decrease due to removal of one-time purchase of computer & furniture	(\$2,200)	
Total Capital Outlay	(\$2,200)	
Total For 2016	\$11,520	

Position Changes	During 2015	* 2015 Amended - 2015 Original Budget
	None	0.00
	Total During 2015	0.00
	For 2016	2016 Budget - * 2015 Amended Budget
	None	0.00
	Total For 2016	0.00

* 2015 Amended Budget as of 8/31/2015

Employee Benefits Self-Insurance Fund	Source of Funds	2013 Actual	2014 Actual	2015 Original Budget	* 2015 Amended Budget	2016 Budget	2016 Budget - * 2015 Amended Budget
	Clinical Co Pay	\$114,290	\$145,545	\$109,000	\$109,000	\$140,700	\$31,700
	Interest/Other	1,005	266	10,630	10,630	620,386	609,756
	Employee & Employer Premiums	24,347,862	24,397,144	25,630,240	25,630,240	26,271,025	640,785
	Draw or (Contribution) **	4,862,173	(1,195,771)	8,231,125	8,231,125	1,390,244	(6,840,881)
	Total	\$29,325,330	\$23,347,184	\$33,980,995	\$33,980,995	\$28,422,355	(\$5,558,640)
	Use of Funds	2013 Actual	2014 Actual	2015 Original Budget	* 2015 Amended Budget	2016 Budget	2016 Budget - * 2015 Amended Budget
	Salary/Benefits/Pensions	\$227,795	\$270,991	\$277,174	\$277,174	\$287,346	\$10,172
	Operating	29,097,535	23,076,193	25,838,121	25,838,121	26,744,765	906,644
	Operating - Contingency	0	0	7,865,700	7,865,700	1,390,244	(6,475,456)
Capital Outlay	0	0	0	0	0	0	
Total	\$29,325,330	\$23,347,184	\$33,980,995	\$33,980,995	\$28,422,355	(\$5,558,640)	
Position Title	2014 Actual	2015 Original Budget	* 2015 Amended Budget	2016 Budget	2016 Budget - * 2015 Amended Budget		
Analyst II	1.00	1.00	1.00	1.00	0.00		
Benefits Specialist	0.00	1.00	1.00	1.00	0.00		
Medical Assistant	1.00	1.00	1.00	1.00	0.00		
Medical Office Specialist	0.00	0.00	0.00	0.00	0.00		
Office Assistant	1.00	0.00	0.00	0.00	0.00		
Office Specialist	1.00	1.00	1.00	1.00	0.00		
Risk Supervisor	0.30	0.25	0.25	0.00	(0.25)		
Total Positions	4.30	4.25	4.25	4.00	(0.25)		

* 2015 Amended Budget as of 8/31/2015

** The difference between actual premiums collected and the payout of claims.

Funding Changes	During 2015	* 2015 Amended - 2015 Original Budget
	None	\$0
	Total During 2015	\$0
	For 2016	2016 Budget - * 2015 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$583
	Net increase for medical plan changes	2,268
	Increase due to positions changes	7,321
	Total Salaries/Benefits/Pensions	\$10,172
	Operating	
	Increase in office supplies and training	\$1,220
	Increase part-time contract RN to full-time	46,000
	Increase in operating expenses	177,297
	Increase in medical service expense	72,371
	Decrease due to a change in practice to better reflect a more modest operating contingency	(5,865,700)
Total Operating	(\$5,568,812)	
Capital Outlay		
None	\$0	
Total Capital Outlay	\$0	
Total For 2016	(\$5,558,640)	

Position Changes	During 2015	* 2015 Amended - 2015 Original Budget
	None	0.00
	Total During 2014	0.00
	For 2016	2016 Budget - * 2015 Amended Budget
	Transfer (.25) FTE (Risk Supervisor) to Workers' Compensation Fund	(0.25)
	Total For 2016	(0.25)

* 2015 Amended Budget as of 8/31/2015

**City of Colorado Springs
Budget Detail Report**

001 GENERAL FUND
EMPLOYMENT SERVICES

Account #	Description	2013 Actuals	2014 Actuals	2015 Budget	2016 Budget	2015 Budget to	2015 Budget to
						2016 Budget	2016 Budget
						\$ Change	% Change
51205	CIVILIAN SALARIES	773,263	832,234	942,127	933,600	(8,527)	-0.91%
51210	OVERTIME	435	225	500	500	0	0.00%
51220	SEASONAL TEMPORARY	14,530	8,352	7,000	7,000	0	0.00%
51230	SHIFT DIFFERENTIAL	0	36	0	0	0	0.00%
51245	RETIREMENT TERM VACATION	6,149	0	0	0	0	0.00%
51260	VACATION BUY PAY OUT	1,874	1,772	0	2,000	2,000	0.00%
51299	SALARIES REIMBURSEMENTS	(4,102)	(5,444)	0	0	0	0.00%
51610	PERA	103,429	110,156	125,400	127,608	2,208	1.76%
51615	WORKERS COMPENSATION	1,520	1,602	1,781	1,956	175	9.83%
51620	EQUITABLE LIFE INSURANCE	2,146	2,304	3,538	2,544	(994)	-28.09%
51640	DENTAL INSURANCE	4,199	4,521	5,044	5,132	88	1.74%
51670	PARKING FOR EMPLOYEES	1,980	2,020	3,000	2,000	(1,000)	-33.33%
51690	MEDICARE	11,206	11,715	15,661	10,506	(5,155)	-32.92%
51695	CITY EPO MEDICAL PLAN	52,747	20,553	122,929	36,996	(85,933)	-69.90%
51696	ADVANTAGE HD MED PLAN	23,254	76,485	0	73,357	73,357	0.00%
51697	HRA BENEFIT TO ADV MED PLAN	2,488	5,670	0	5,500	5,500	0.00%
Total Salaries and Benefits		995,118	1,072,201	1,226,980	1,208,699	(18,281)	-1.49%
52105	MISCELLANEOUS OPERATING	1	3,902	3,289	3,289	0	0.00%
52110	OFFICE SUPPLIES	2,536	1,576	5,026	4,026	(1,000)	-19.90%
52111	PAPER SUPPLIES	79	607	1,212	1,212	0	0.00%
52120	COMPUTER SOFTWARE	17,879	22,900	21,000	0	(21,000)	-100.00%
52122	CELL PHONES EQUIP AND SUPPLIES	475	0	1,500	1,500	0	0.00%
52125	GENERAL SUPPLIES	534	0	1,250	1,250	0	0.00%
52135	POSTAGE	347	262	500	500	0	0.00%
52230	MAINT FURNITURE AND FIXTURES	0	46	0	0	0	0.00%
52575	SERVICES	14,387	(3,479)	9,147	9,147	0	0.00%
52590	TEMPORARY EMPLOYMENT	9,654	16,459	0	3,000	3,000	0.00%
52605	CAR MILEAGE	0	0	200	200	0	0.00%
52607	CELL PHONE ALLOWANCE	677	908	0	1,000	1,000	0.00%
52615	DUES AND MEMBERSHIP	510	423	675	675	0	0.00%
52625	MEETING EXPENSES IN TOWN	906	488	4,350	2,350	(2,000)	-45.98%
52630	TRAINING	10,153	6,117	5,250	57,250	52,000	990.48%
52645	SUBSCRIPTIONS	507	256	2,500	2,500	0	0.00%
52655	TRAVEL OUT OF TOWN	2,137	967	2,000	2,000	0	0.00%
52705	COMMUNICATIONS	230	0	0	0	0	0.00%
52735	TELEPHONE LONG DIST CALLS	445	289	329	329	0	0.00%
52736	CELL PHONE AIRTIME	8	0	0	0	0	0.00%
52738	CELL PHONE BASE CHARGES	2,971	4,276	400	400	0	0.00%
52775	MINOR EQUIPMENT	394	640	350	350	0	0.00%
52776	PRINTER CONSOLIDATION COST	4,555	4,851	4,000	4,000	0	0.00%
52795	RENTAL OF EQUIPMENT	0	0	50	50	0	0.00%
52874	OFFICE SERVICES PRINTING	470	533	729	729	0	0.00%
52875	OFFICE SERVICES RECORDS	805	853	857	857	0	0.00%
65160	RECRUITMENT	5,535	3,987	5,000	5,000	0	0.00%
65353	DIVERSITY TRAINING	157	1,055	1,000	1,000	0	0.00%
65358	LRC & LEADERSHIP DEV	195	1,345	6,000	6,000	0	0.00%
Total Operating Expenses		76,547	69,261	76,614	108,614	32,000	41.77%
53010	OFFICE MACHINES	0	0	1,200	0	(1,200)	-100.00%
53030	FURNITURE AND FIXTURES	799	328	1,500	500	(1,000)	-66.67%
Total Capital Outlay		799	328	2,700	500	(2,200)	-81.48%
Total Expenses		1,072,464	1,141,790	1,306,294	1,317,813	11,519	0.88%

Totals may differ from narrative due to rounding.

**City of Colorado Springs
Budget Detail Report**

504 HEALTH INSURANCE FUND

Account #	Description	2013 Actuals	2014 Actuals	2015 Budget	2016 Budget	2015 Budget to 2016 Budget \$ Change	2015 Budget to 2016 Budget % Change
51205	CIVILIAN SALARIES	170,993	198,248	203,228	210,161	6,933	3.41%
51210	OVERTIME	370	0	500	500	0	0.00%
51260	VACATION BUY PAY OUT	1,543	864	0	0	0	0.00%
51299	SALARIES REIMBURSEMENTS	(2,338)	(847)	184	184	0	0.00%
51610	PERA	18,627	22,713	27,347	27,789	442	1.62%
51615	WORKERS COMPENSATION	327	382	360	426	66	18.33%
51620	EQUITABLE LIFE INSURANCE	402	501	679	682	3	0.44%
51640	DENTAL INSURANCE	900	1,205	1,248	1,379	131	10.50%
51670	PARKING FOR EMPLOYEES	720	820	1,060	1,060	0	0.00%
51690	MEDICARE	1,977	2,415	2,898	2,941	43	1.48%
51695	CITY EPO MEDICAL PLAN	19,807	8,016	39,670	8,875	(30,795)	-77.63%
51696	ADVANTAGE HD MED PLAN	7,468	25,143	0	31,162	31,162	0.00%
51697	HRA BENEFIT TO ADV MED PLAN	795	2,011	0	2,188	2,188	0.00%
51699	BENEFITS REIMBURSEMENT	6,204	9,520	0	0	0	0.00%
Total Salaries and Benefits		227,795	270,991	277,174	287,347	10,173	3.67%
52110	OFFICE SUPPLIES	1,851	1,549	1,586	1,806	220	13.87%
52111	PAPER SUPPLIES	0	0	300	300	0	0.00%
52115	MEDICAL SUPPLIES	4,008	4,758	5,000	6,830	1,830	36.60%
52116	PHARMACEUTICALS	26,751	16,709	27,380	27,380	0	0.00%
52120	COMPUTER SOFTWARE	11,010	265	0	0	0	0.00%
52125	GENERAL SUPPLIES	0	25	800	800	0	0.00%
52135	POSTAGE	6,520	4,886	8,080	8,080	0	0.00%
52305	MAINT SOFTWARE	23,239	34,309	40,600	47,000	6,400	15.76%
52460	MEDICAL SERVICE	281,808	249,312	303,000	375,371	72,371	23.88%
52560	PARKING SERVICES	2,870	3,270	3,750	5,725	1,975	52.67%
52568	BANK AND INVESTMENT FEES	87	0	1,107	1,107	0	0.00%
52573	CREDIT CARD FEES	708	697	750	750	0	0.00%
52575	SERVICES	238,786	266,157	246,900	246,900	0	0.00%
52590	TEMPORARY EMPLOYMENT	40,304	0	4,000	4,000	0	0.00%
52615	DUES AND MEMBERSHIP	46,500	(951)	5,700	5,700	0	0.00%
52630	TRAINING	823	958	5,250	6,250	1,000	19.05%
52655	TRAVEL OUT OF TOWN	1,321	1,458	2,000	2,000	0	0.00%
52705	COMMUNICATIONS	4,604	4,579	4,600	4,600	0	0.00%
52735	TELEPHONE LONG DIST CALLS	85	96	60	60	0	0.00%
52740	GENERAL INSURANCE-CITY	2,676	2,174	4,895	4,895	0	0.00%
52775	MINOR EQUIPMENT	0	1,165	1,000	1,000	0	0.00%
52776	PRINTER CONSOLIDATION COST	7,003	6,468	7,320	7,320	0	0.00%
52874	OFFICE SERVICES PRINTING	7,320	4,526	8,150	8,150	0	0.00%
60139	VISION CLAIM EXPENSES	396,000	386,876	400,000	400,000	0	0.00%
60140	MEDICAL CLAIMS EXPENSES	19,321,458	14,742,297	22,108,412	15,470,471	(6,637,941)	-30.02%
60170	HRA BENEFIT EXPENSE	152,751	840,000	900,000	900,000	0	0.00%
60171	WELLNESS PROGRAM	27,985	30,859	15,000	15,000	0	0.00%
60231	CLAIMS INCURRED NOT REPORT	1,490,348	(1,533,878)	750,000	0	(750,000)	-100.00%
60238	PRESCRIPTION ADMIN FEES	48,786	144,733	170,000	170,000	0	0.00%
60239	PRESCRIPTION CLAIM EXPENSES	4,004,875	4,174,918	4,152,146	4,842,569	690,423	16.63%
60240	DENTAL ADMINISTRATIVE FEES	98,336	94,872	106,000	106,000	0	0.00%
60241	DENTAL CLAIM EXPENSES	1,857,226	1,881,920	2,070,035	2,035,181	(34,854)	-1.68%
60243	DIABETES TEN CITY CHALLENGE	49,683	58,561	60,000	60,000	0	0.00%
60244	MEDICAL ADMINISTRATIVE FEES	444,981	410,421	1,170,000	500,000	(670,000)	-57.26%
60245	BRIDGES TO EXCELLENCE	0	45,676	80,000	80,000	0	0.00%
60286	UTILIZATION MGMT	26,599	712,119	150,000	800,000	650,000	433.33%
65140	CONTINGENT FUNDS	0	0	0	1,390,244	1,390,244	0.00%
65145	CITY HEALTH MISC MEDICAL	0	12,046	0	0	0	0.00%
65220	REINSURANCE COSTS	333,686	313,281	690,000	399,520	(290,480)	-42.10%
65365	HEALTH PROGRAMS	136,547	159,082	200,000	200,000	0	0.00%
Total Operating Expenses		29,097,535	23,076,193	33,703,821	28,135,009	(5,568,812)	-16.52%
Total Capital Outlay		0	0	0	0	0	0.00%
Total Expenses		29,325,330	23,347,184	33,980,995	28,422,356	(5,558,639)	-16.36%

Totals may differ from narrative due to rounding.

Account #	Description	2013 Actuals	2014 Actuals	2015 Budget	2016 Budget	2015 Budget to 2016 Budget \$ Change	2015 Budget to 2016 Budget % Change
40113	MISCELLANEOUS	0	11,615	0	0	0	0.00%
40138	DENTAL PREMIUMS	2,139,516	2,030,610	0	2,035,181	2,035,181	0.00%
40139	VISION PREMIUMS	393,303	375,406	0	396,000	396,000	0.00%
40140	MEDICAL PREMIUMS	21,317,101	21,102,525	0	23,839,844	23,839,844	0.00%
40143	UTILITY CLINIC SERVICES	77,209	115,260	75,000	105,000	30,000	40.00%
40144	CITY CLINIC CO PAY	37,081	30,285	34,000	35,700	1,700	5.00%
40169	EMPLOYEE ASSIST PROGRAM	(63)	88	0	0	0	0.00%
40170	HRA BENEFIT	150,157	876,900	0	0	0	0.00%
45665	COPY FEES	51	266	0	0	0	0.00%
46025	INTEREST	954	0	10,630	10,630	0	0.00%
46153	TRANSFER FROM OTHER FUNDS	347,848	0	* 33,861,365	609,756	(33,251,609)	0.00%
Total Revenue		24,463,157	24,542,955	33,980,995	27,032,111	(6,948,884)	-20.45%

Totals may differ from narrative due to rounding.

* Reflects past practice.

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Risk Management

Victoria McColm, Risk Manager | (719) 385-5669 | vmccolm@springsgov.com

2016 Goals

Goal	Measurable Outcome
Review the City's property and casualty insurance coverage across all business lines and departments, to ensure an appropriate balance of policy costs and covered risks	Achieve a balance between insurance costs and coverage to minimize the impact of unpredictable, large losses
Provide Safety training to targeted employee groups to positively impact work related injuries and liability claims	Reduce work related injuries by 3%; Reduce liability claims by 5%
Develop a culture of safety throughout the organization	<p>End of Q1: Senior management support and documented, accountability systems developed to be customized by each department</p> <p>End of Q2: All departments have been contacted and accountability system finalized by each department</p> <p>End of Q3: Develop policies of recognition and reward employees for doing the right things</p> <p>End of Q4: Evaluate measures that have been implemented and rebuild as needed to ensure system is timely, complete, and effective.</p>

All Funds Summary

	2014 Actual	2015 Budget	2015 Amended Budget	2016 Budget	2016 Budget -
					* 2015 Amended Budget
Use of Funds					
General Fund	\$654,196	\$746,940	\$746,940	\$742,476	(\$4,464)
Claims Reserve Fund	868,573	1,000,000	1,000,000	1,211,500	211,500
Workers' Comp Fund	9,719,058	8,000,000	8,000,000	8,000,000	0
Total	\$11,241,827	\$9,746,940	\$9,746,940	\$9,953,976	\$207,036
Positions					
General Fund	7.40	7.25	7.25	7.25	0.00
Other Funds	10.80	11.00	11.00	10.75	(0.25)
Total	18.20	18.25	18.25	18.00	(0.25)

* 2015 Amended Budget as of 8/31/2015

Significant Changes vs. 2015

- Increase for mosquito mitigation
- Increase for contract obligations

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, 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 administers 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, and 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 two therapists with multiple certifications including manual physical therapy, dry needling, massage therapy and functional movement screening. 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 \$181,048.26 was realized in 2014 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 – Workers’ Compensation Fund

The clinic’s primary function is to provide services at the clinic for work related injuries and is 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.

Occupational Health Clinic – General Fund

The City owns and operates an Occupational Health Clinic. 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.



The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2015, and changes occurring as part of the 2016 Budget for each fund including General Fund, Claims Reserve Fund, and Workers' Compensation Fund.

<i>General Fund - Risk Management</i>	Use of Funds	2013 Actual	2014 Actual	2015 Original Budget	* 2015 Amended Budget	2016 Budget	2016 Budget - * 2015 Amended Budget
	Salary/Benefits/Pensions	\$300,773	\$378,011	\$427,877	\$427,877	\$423,928	(\$3,949)
	Operating	31,601	53,006	74,705	74,705	72,705	(2,000)
	Capital Outlay	0	0	0	0	0	0
	Total	\$332,374	\$431,017	\$502,582	\$502,582	\$496,633	(\$5,949)
	Revenue		\$208,442	\$101,981	\$101,981	\$72,954	(\$29,027)
	Position Title	2014 Actual	2015 Original Budget	* 2015 Amended Budget	2016 Budget	2016 Budget - * 2015 Amended Budget	
	ADA Coordinator	1.00	1.00	1.00	1.00	0.00	
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	0.00	(1.00)		
Safety Specialist/Principal Analyst	0.00	0.00	0.00	1.00	1.00		
Senior Office Specialist	1.00	1.00	1.00	1.00	0.00		
Total Positions	5.00	5.00	5.00	5.00	0.00		

<i>Funding Changes</i>	During 2015	* 2015 Amended - 2015 Original Budget
	None	\$0
	Total During 2015	\$0
	For 2016	2016 Budget - * 2015 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$5,894)
	Net increase for medical plan changes	1,945
	Total Salaries/Benefits/Pensions	(\$3,949)
	Operating	
	Increase for mosquito mitigation	\$10,000
Removal of one-time funding for computer software	(12,500)	
Redistribution from Occupational Health within Risk Management for recruitment	500	
Total Operating	(\$2,000)	
Capital Outlay		
None	\$0	
Total Capital Outlay	\$0	
Total For 2016	(\$5,949)	

* 2015 Amended Budget as of 8/31/2015

Position Changes	During 2015	* 2015 Amended - 2015 Original Budget
	None	0.00
	Total During 2015	0.00
	For 2016	2016 Budget - * 2015 Amended Budget
	None	0.00
	Total For 2016	0.00

General Fund - Occupational Health	Use of Funds	2013 Actual	2014 Actual	2015 Original Budget	* 2015 Amended Budget	2016 Budget	2016 Budget - * 2015 Amended Budget
	Salary/Benefits/ Pensions	\$178,898	\$185,721	\$179,848	\$179,848	\$175,733	(\$4,115)
	Operating	43,081	37,458	64,510	64,510	70,110	5,600
	Capital Outlay	0	0	\$0	0	0	0
	Total	\$221,979	\$223,179	\$244,358	\$244,358	\$245,843	\$1,485
	Position Title	2014 Actual	2015 Original Budget	* 2015 Amended Budget	2016 Budget	2016 Budget - * 2015 Amended Budget	
	Medical Office Specialist	1.60	1.50	1.50	1.50	0.00	
	Occupational Nurse Practitioner/ Physicians Assistant	0.60	0.50	0.50	0.50	0.00	
	Risk Supervisor	0.20	0.25	0.25	0.25	0.00	
Total Positions	2.40	2.25	2.25	2.25	0.00		

* 2015 Amended Budget as of 8/31/2015

Funding Changes	During 2015	* 2015 Amended - 2015 Original Budget
	None	\$0
	Total During 2015	\$0
	For 2016	2016 Budget - * 2015 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$5,584)
	Net increase for medical plan changes	1,469
	Total Salaries/Benefits/Pensions	(\$4,115)
	Operating	
	Increase due to contract obligation	\$6,100
	Redistribution from Occupational Health within Risk Management for recruitment	(500)
	Total Operating	\$5,600
	Capital Outlay	
	None	\$0
Total Capital Outlay	\$0	
Total For 2016	\$1,485	

Position Changes	During 2015	* 2015 Amended - 2015 Original Budget
	None	0.00
	Total During 2016	0.00
	For 2016	2016 Budget - * 2015 Amended Budget
	None	0.00
	Total For 2016	0.00

* 2015 Amended Budget as of 8/31/2015

Claims Reserve Fund	Source of Funds	2013 Actual	2014 Actual	2015 Original Budget	* 2015 Amended Budget	2016 Budget	2016 Budget - * 2015 Amended Budget
	Enterprise Contributions	\$11,500	\$11,500	\$11,500	\$11,500	\$11,500	\$0
	General Fund Contribution	523,504	800,004	800,000	800,000	1,200,000	400,000
	Interest/Other	3,785	26	0	0	0	0
	Draw/(Contribution) to Fund Balance **	397,495	188,470	188,500	188,500	0	(188,500)
	Total	\$936,284	\$1,000,000	\$1,000,000	\$1,000,000	\$1,211,500	\$211,500
	Use of Funds	2013 Actual	2014 Actual	2015 Original Budget	* 2015 Amended Budget	2016 Budget	2016 Budget - * 2015 Amended Budget
	Salary/Benefits/Pensions	\$192,662	\$210,516	\$219,501	\$219,501	\$217,458	(\$2,043)
	Operating	743,622	658,057	780,499	780,499	994,042	213,543
	Capital Outlay	0	0	0	0	0	0
	Total	\$936,284	\$868,573	\$1,000,000	\$1,000,000	\$1,211,500	\$211,500
	Position Title		2014 Actual	2015 Original Budget	* 2015 Amended Budget	2016 Budget	2016 Budget - * 2015 Amended Budget
	Claims Adjuster II		2.00	2.00	2.00	1.00	(1.00)
	Risk Supervisor		0.25	0.25	0.25	0.25	0.00
	Senior Office Specialist		0.20	0.25	0.25	1.25	1.00
Total Positions		2.45	2.50	2.50	2.50	0.00	

* 2015 Amended Budget as of 8/31/2015

** Appropriation spending authority requested at \$1.2 million to give authority for payment of claims that arise

Funding Changes	During 2015	* 2015 Amended - 2015 Original Budget
	None	\$0
	Total During 2015	\$0
	For 2016	2016 Budget - * 2015 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$3,311)
	Net increase for medical plan changes	1,268
	Total Salaries/Benefits/Pensions	(\$2,043)
	Operating	
	Increase in operating costs	\$45,676
	Increase due to contract obligations	3,760
	Increase for new hire cell phone	500
	Increase in liability claims against the City - Additional service contract	10,000
	Increase due to actuary study estimated claim expense	153,607
Total Operating	\$213,543	
Capital Outlay		
None	\$0	
Total Capital Outlay	\$0	
Total For 2016	\$211,500	

Position Changes	During 2015	* 2015 Amended - 2015 Original Budget
	None	0.00
	Total During 2015	0.00
	For 2016	2016 Budget - * 2015 Amended Budget
	None	0.00
	Total For 2016	0.00

* 2015 Amended Budget as of 8/31/2015

Workers' Compensation Fund	Source of Funds	2013 Actual	2014 Actual	2015 Original Budget	* 2015 Amended Budget	2016 Budget	2016 Budget - * 2015 Amended Budget
	Physical Therapy Clinic	\$114,783	\$80,293	\$100,000	\$100,000	\$100,000	\$0
	WC Payroll Chgs	4,700,066	6,347,009	4,844,814	4,844,814	6,574,446	1,729,632
	Interest/Other	19,306	126,849	61,000	61,000	366,195	305,195
	Draw/(Contribution) to Fund Balance **	(174,685)	3,164,907	2,994,186	2,994,186	959,359	(2,034,827)
	Total	\$4,659,470	\$9,719,058	\$8,000,000	\$8,000,000	\$8,000,000	\$0
	Use of Funds	2013 Actual	2014 Actual	2015 Original Budget	* 2015 Amended Budget	2016 Budget	2016 Budget - * 2015 Amended Budget
	Salary/Benefits/Pensions	\$598,010	\$638,609	\$671,675	\$671,675	\$698,576	\$26,901
	Operating	4,061,460	9,080,449	7,328,325	7,328,325	5,612,541	(1,715,784)
	Operating - Contingency for Claims ***	0	0	0	0	1,688,883	1,688,883
Capital Outlay	0	0	0	0	0	0	
Total	\$4,659,470	\$9,719,058	\$8,000,000	\$8,000,000	8,000,000	\$0	
Position Title	2014 Actual	2015 Original Budget	* 2015 Amended Budget	2016 Budget	2016 Budget - * 2015 Amended Budget		
Administrative Technician	1.00	1.00	1.00	0.00	(1.00)		
Claims Adjuster I/II	1.00	1.00	1.00	1.00	0.00		
Licensed Practical Nurse	0.00	0.00	0.00	0.00	0.00		
Medical Office Specialist	1.40	1.50	1.50	1.50	0.00		
Occupational Medical Physician	0.00	0.00	0.00	0.00	0.00		
Occupational Nurse Practitioner/Physicians Asst	0.40	0.50	0.50	0.50	0.00		
Physical Therapist II	2.50	2.50	2.50	2.00	(0.50)		
Risk Supervisor	1.25	1.25	1.25	1.50	0.25		
Senior Claims Adjuster	0.00	0.00	0.00	1.00	1.00		
Senior Office Specialist	0.80	0.75	0.75	0.75	0.00		
Total Positions	8.35	8.50	8.50	8.25	(0.25)		

* 2015 Amended Budget as of 8/31/2015

** Appropriation spending authority requested at \$8 million to give authority for payment of claims that arise

*** Modified the budget practice for the Workers' Compensation Fund to better reflect expected claims costs and the amount appropriated for contingencies.

Funding Changes	During 2015	* 2015 Amended - 2015 Original Budget
	None	\$0
	Total During 2015	\$0
	For 2016	2016 Budget - * 2015 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$64,707
	Net increase for medical and dental plan changes	4,617
	Decrease of 0.50 FTE (Physical Therapist II)	(42,423)
	Total Salaries/Benefits/Pensions	\$26,901
	Operating	
	Decrease to properly reflect actuary study estimated claim expense	(\$1,774,984)
	Increase due to Corvel software repricing	52,000
	Increase for PT Equipment	7,200
	Increase to properly reflect amount for Claims Contingency	1,688,883
	Total Operating	(\$26,901)
Capital Outlay		
None	\$0	
Total Capital Outlay	\$0	
Total For 2016	\$0	

Position Changes	During 2015	* 2015 Amended - 2015 Original Budget
	None	0.00
	Total During 2015	0.00
	For 2016	2016 Budget - * 2015 Amended Budget
	Decrease of 0.50 FTE (Physical Therapist II)	(0.50)
	Transfer of .25 FTE (Risk Supervisor) from Employee Benefits Fund	0.25
	Total For 2016	(0.25)

* 2015 Amended Budget as of 8/31/2015

**City of Colorado Springs
Budget Detail Report**

001 GENERAL FUND
Risk Management

Account #	Description	2013 Actuals	2014 Actuals	2015 Budget	2016 Budget	2015 Budget to	2015 Budget to
						2016 Budget	2016 Budget
						\$ Change	% Change
51205	CIVILIAN SALARIES	242,132	295,460	335,769	331,961	(3,808)	-1.13%
51210	OVERTIME	0	20	0	0	0	0.00%
51245	RETIREMENT TERM VACATION	0	162	0	0	0	0.00%
51260	VACATION BUY PAY OUT	503	620	0	0	0	0.00%
51299	SALARIES REIMBURSEMENTS	(1,494)	(847)	0	0	0	0.00%
51610	PERA	32,906	39,843	45,486	45,479	(7)	-0.02%
51615	WORKERS COMPENSATION	464	565	630	697	67	10.63%
51620	EQUITABLE LIFE INSURANCE	679	815	1,224	1,245	21	1.72%
51640	DENTAL INSURANCE	1,567	1,733	1,947	1,711	(236)	-12.12%
51670	PARKING FOR EMPLOYEES	720	820	1,200	1,200	0	0.00%
51690	MEDICARE	3,499	4,238	4,846	4,813	(33)	-0.68%
51695	CITY EPO MEDICAL PLAN	0	0	36,775	0	(36,775)	-100.00%
51696	ADVANTAGE HD MED PLAN	17,785	31,893	0	33,822	33,822	0.00%
51697	HRA BENEFIT TO ADV MED PLAN	2,012	2,689	0	3,000	3,000	0.00%
Total Salaries and Benefits		300,773	378,011	427,877	423,928	(3,949)	-0.92%
52110	OFFICE SUPPLIES	642	220	1,300	2,100	800	61.54%
52111	PAPER SUPPLIES	317	444	800	800	0	0.00%
52120	COMPUTER SOFTWARE	0	530	27,500	1,990	(25,510)	-92.76%
52122	CELL PHONES EQUIP AND SUPPLIES	1,076	172	200	200	0	0.00%
52125	GENERAL SUPPLIES	899	548	800	0	(800)	-100.00%
52130	OTHER SUPPLIES	0	200	0	0	0	0.00%
52135	POSTAGE	3,169	3,819	4,000	4,200	200	5.00%
52140	WEARING APPAREL	0	140	0	0	0	0.00%
52165	LICENSES AND TAGS	101	200	0	350	350	0.00%
52240	MAINT NONFLEET VEHICLES EQP	0	9	0	500	500	0.00%
52305	MAINT SOFTWARE	0	24,187	0	15,500	15,500	0.00%
52460	MEDICAL SERVICE	200	190	0	0	0	0.00%
52560	PARKING SERVICES	0	400	1,200	1,200	0	0.00%
52575	SERVICES	1,302	1,406	1,900	12,140	10,240	538.95%
52590	TEMPORARY EMPLOYMENT	13,544	731	10,000	5,000	(5,000)	-50.00%
52615	DUES AND MEMBERSHIP	1,090	1,260	1,175	1,675	500	42.55%
52625	MEETING EXPENSES IN TOWN	30	30	500	500	0	0.00%
52630	TRAINING	120	7,505	14,000	12,000	(2,000)	-14.29%
52645	SUBSCRIPTIONS	150	299	200	350	150	75.00%
52655	TRAVEL OUT OF TOWN	537	802	0	1,000	1,000	0.00%
52706	WIRELESS COMMUNICATION	0	0	0	1,500	1,500	0.00%
52735	TELEPHONE LONG DIST CALLS	260	273	280	0	(280)	-100.00%
52738	CELL PHONE BASE CHARGES	1,855	1,904	3,000	2,000	(1,000)	-33.33%
52775	MINOR EQUIPMENT	0	443	500	550	50	10.00%
52776	PRINTER CONSOLIDATION COST	2,854	2,628	3,500	3,500	0	0.00%
52872	MAINT FLEET VEHICLES EQP	0	27	0	0	0	0.00%
52874	OFFICE SERVICES PRINTING	218	164	650	650	0	0.00%
52875	OFFICE SERVICES RECORDS	3,223	3,917	3,200	4,500	1,300	40.63%
65160	RECRUITMENT	14	558	0	500	500	0.00%
Total Operating Expenses		31,601	53,006	74,705	72,705	(2,000)	-2.68%
Total Capital Outlay		0	0	0	0	0	0.00%
Total Expenses		332,374	431,017	502,582	496,633	(5,949)	-1.18%
42605	ENT FUND UTIL ALLOCATION	0	207,384	101,981	72,954	(29,027)	-28.46%
45665	COPY FEES	134	0	0	0	0	0.00%
Total Revenue		134	207,384	101,981	72,954	(29,027)	-28.46%

Totals may differ from narrative due to rounding.

**City of Colorado Springs
Budget Detail Report**

001 GENERAL FUND
Occupational Health Clinic

Account #	Description	2013 Actuals	2014 Actuals	2015 Budget	2016 Budget	2015 Budget to 2016 Budget \$ Change	2015 Budget to 2016 Budget % Change
51205	CIVILIAN SALARIES	138,276	128,990	132,514	127,125	(5,389)	-4.07%
51210	OVERTIME	87	133	0	0	0	0.00%
51230	SHIFT DIFFERENTIAL	0	8	0	0	0	0.00%
51245	RETIREMENT TERM VACATION	309	14,219	0	0	0	0.00%
51260	VACATION BUY PAY OUT	1,328	772	0	0	0	0.00%
51299	SALARIES REIMBURSEMENTS	(3,332)	(3,371)	0	0	0	0.00%
51610	PERA	22,600	22,252	18,200	17,141	(1,059)	-5.82%
51615	WORKERS COMPENSATION	267	274	252	263	11	4.37%
51620	EQUITABLE LIFE INSURANCE	486	487	478	400	(78)	-16.32%
51640	DENTAL INSURANCE	1,205	1,171	824	998	174	21.12%
51670	PARKING FOR EMPLOYEES	480	400	480	480	0	0.00%
51690	MEDICARE	2,427	2,386	1,944	1,814	(130)	-6.69%
51695	CITY EPO MEDICAL PLAN	23,002	0	25,156	0	(25,156)	-100.00%
51696	ADVANTAGE HD MED PLAN	718	23,743	0	25,824	25,824	0.00%
51697	HRA BENEFIT TO ADV MED PLAN	58	1,978	0	1,688	1,688	0.00%
51699	BENEFITS REIMBURSEMENT	(9,013)	(7,721)	0	0	0	0.00%
Total Salaries and Benefits		178,898	185,721	179,848	175,733	(4,115)	-2.29%
52110	OFFICE SUPPLIES	931	0	1,100	2,500	1,400	127.27%
52115	MEDICAL SUPPLIES	10,263	8,245	14,150	12,100	(2,050)	-14.49%
52116	PHARMACEUTICALS	11,452	10,084	10,500	12,500	2,000	19.05%
52125	GENERAL SUPPLIES	0	0	400	0	(400)	-100.00%
52240	MAINT NONFLEET VEHICLES EQP	0	9	0	50	50	0.00%
52305	MAINT SOFTWARE	6,809	6,059	8,400	14,500	6,100	72.62%
52460	MEDICAL SERVICE	9,091	9,166	20,000	20,000	0	0.00%
52573	CREDIT CARD FEES	5	0	0	0	0	0.00%
52575	SERVICES	2,490	804	4,000	1,200	(2,800)	-70.00%
52630	TRAINING	595	1,265	700	1,560	860	122.86%
52655	TRAVEL OUT OF TOWN	0	649	500	1,000	500	100.00%
52735	TELEPHONE LONG DIST CALLS	0	0	60	0	(60)	-100.00%
52740	GENERAL INSURANCE-CITY	1,338	1,088	3,500	3,500	0	0.00%
52775	MINOR EQUIPMENT	0	0	1,000	1,000	0	0.00%
52874	OFFICE SERVICES PRINTING	107	28	200	200	0	0.00%
65160	RECRUITMENT	0	61	0	0	0	0.00%
Total Operating Expenses		43,081	37,458	64,510	70,110	5,600	8.68%
Total Capital Outlay		0	0	0	0	0	0.00%
Total Expenses		221,979	223,179	244,358	245,843	1,485	0.61%
44050	GAIN LOSS ON SALE OF ASSETS	11	0	0	0	0	0.00%
44055	REIMBURSEMENT ACCT	1,013	1,058	0	0	0	0.00%
Total Revenue		1,024	1,058	0	0	0	0.00%

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	2013 Actuals	2014 Actuals	2015 Budget	2016 Budget	2015 Budget to	2015 Budget to
						2016 Budget	2016 Budget
						\$ Change	% Change
51205	CIVILIAN SALARIES	148,145	159,434	165,265	164,552	(713)	-0.43%
51610	PERA	17,187	17,818	22,493	22,544	51	0.23%
51615	WORKERS COMPENSATION	1,614	1,792	1,821	2,189	368	20.21%
51620	EQUITABLE LIFE INSURANCE	340	369	602	593	(9)	-1.50%
51640	DENTAL INSURANCE	784	783	944	1,030	86	9.11%
51670	PARKING FOR EMPLOYEES	240	240	600	600	0	0.00%
51690	MEDICARE	1,827	1,896	2,396	2,386	(10)	-0.42%
51695	CITY EPO MEDICAL PLAN	0	0	25,380	1,295	(24,085)	-94.90%
51696	ADVANTAGE HD MED PLAN	13,882	16,733	0	20,831	20,831	0.00%
51697	HRA BENEFIT TO ADV MED PLAN	1,254	1,254	0	1,438	1,438	0.00%
51699	BENEFITS REIMBURSEMENT	7,389	10,197	0	0	0	0.00%
Total Salaries and Benefits		192,662	210,516	219,501	217,458	(2,043)	-0.93%
52110	OFFICE SUPPLIES	122	309	350	350	0	0.00%
52111	PAPER SUPPLIES	0	318	400	350	(50)	-12.50%
52120	COMPUTER SOFTWARE	0	0	500	500	0	0.00%
52122	CELL PHONES EQUIP AND SUPPLIES	104	0	0	500	500	0.00%
52125	GENERAL SUPPLIES	762	282	350	350	0	0.00%
52240	MAINT NONFLEET VEHICLES EQP	0	18	50	50	0	0.00%
52305	MAINT SOFTWARE	12,240	6,790	12,240	16,300	4,060	33.17%
52560	PARKING SERVICES	0	400	1,200	500	(700)	-58.33%
52568	BANK AND INVESTMENT FEES	277	2	600	250	(350)	-58.33%
52575	SERVICES	7,088	0	1,400	11,400	10,000	714.29%
52615	DUES AND MEMBERSHIP	0	200	0	200	200	0.00%
52625	MEETING EXPENSES IN TOWN	0	0	100	100	0	0.00%
52630	TRAINING	195	0	600	1,000	400	66.67%
52645	SUBSCRIPTIONS	0	1,500	200	0	(200)	-100.00%
52738	CELL PHONE BASE CHARGES	263	365	400	800	400	100.00%
52775	MINOR EQUIPMENT	0	263	0	200	200	0.00%
52776	PRINTER CONSOLIDATION COST	466	718	1,000	800	(200)	-20.00%
52874	OFFICE SERVICES PRINTING	82	84	0	0	0	0.00%
60071	CLAIMS PAID VALLEY HI	0	75,000	0	0	0	0.00%
60076	CLAIMS PAID POLICE	448,665	333,474	0	0	0	0.00%
60077	CLAIMS PAID SUPPORT SERVICE	1,017	2,231	0	0	0	0.00%
60079	LEGAL AND ADMIN POLICE	11,654	34,409	0	0	0	0.00%
60221	CLAIMS PAID FIRE	8,506	6,468	0	0	0	0.00%
60222	CLAIMS PAID PUBLIC WORKS	12,909	127,034	0	0	0	0.00%
60224	CLAIMS PAID GENERAL COST	268,998	0	771,393	925,000	153,607	19.91%
60225	CLAIMS PAID PP HIGHWAY	10,000	0	0	0	0	0.00%
60227	CLAIMS PAID PATTY JEWETT	0	4,627	0	0	0	0.00%
60228	CLAIMS PAID PARK AND REC	10,043	9,518	0	0	0	0.00%
60229	CLAIMS PAID AIRPORT	12,730	17,000	0	0	0	0.00%
65140	CONTINGENT FUNDS	0	0	0	35,392	35,392	0.00%
65210	ADJUST RESERVE	(100,000)	(68,000)	(10,284)	0	10,284	-100.00%
65235	LEGAL AND ADMIN PUBLIC WORK	2,684	2,578	0	0	0	0.00%
65240	LEGAL AND ADMIN PARK AND REC	65	498	0	0	0	0.00%
65250	LEGAL AND ADMIN GEN COSTS	33,752	98,162	0	0	0	0.00%
65256	LEGAL AND ADMIN VALLEY HI	0	3,809	0	0	0	0.00%
65261	LEGAL AND ADMIN SUPPORT SER	1,000	0	0	0	0	0.00%
Total Operating Expenses		743,622	658,057	780,499	994,042	213,543	27.36%
Total Capital Outlay		0	0	0	0	0	0.00%
Total Expenses		936,284	868,573	1,000,000	1,211,500	211,500	21.15%

Totals may differ from narrative due to rounding.

Account #	Description	2013 Actuals	2014 Actuals	2015 Budget	2016 Budget	2015 Budget to	2015 Budget to
						2016 Budget	2016 Budget
						\$ Change	% Change
40113	MISCELLANEOUS	1,147	0	0	0	0	0.00%
40224	CONTRIBUTION FROM GOLF	3,500	3,500	3,500	3,500	0	0.00%
40225	CONTRIBUTION FROM PPHWY	5,000	5,000	5,000	5,000	0	0.00%
40226	CONTRIBUTION FROM CEMETERY	1,000	1,000	1,000	1,000	0	0.00%
40383	CONTRIBUTION FROM DEV REVIEW	2,000	2,000	2,000	2,000	0	0.00%
44020	MISCELLANEOUS GENERAL	523,504	800,004	800,000	1,200,000	400,000	50.00%
46025	INTEREST	2,638	26	0	0	0	0.00%
Total Revenue		538,789	811,530	811,500	1,211,500	400,000	49.29%

Totals may differ from narrative due to rounding.

**City of Colorado Springs
Budget Detail Report**

503 SELF INSURANCE WORK COMP

Account #	Description	2013 Actuals	2014 Actuals	2015 Budget	2016 Budget	2015 Budget to 2016 Budget \$ Change	2015 Budget to 2016 Budget % Change
51205	CIVILIAN SALARIES	466,345	482,112	507,518	524,558	17,040	3.36%
51210	OVERTIME	122	4	0	0	0	0.00%
51245	RETIREMENT TERM VACATION	0	1,334	0	0	0	0.00%
51260	VACATION BUY PAY OUT	1,021	508	0	0	0	0.00%
51299	SALARIES REIMBURSEMENTS	(2,488)	(1,186)	0	0	0	0.00%
51610	PERA	61,890	65,894	68,991	71,376	2,385	3.46%
51612	RETIREMENT HEALTH SAVINGS	0	10,683	0	0	0	0.00%
51615	WORKERS COMPENSATION	1,462	955	953	1,095	142	14.90%
51620	EQUITABLE LIFE INSURANCE	1,324	1,348	1,797	1,830	33	1.84%
51640	DENTAL INSURANCE	3,086	3,095	3,224	3,659	435	13.49%
51670	PARKING FOR EMPLOYEES	1,730	1,680	2,280	2,280	0	0.00%
51690	MEDICARE	6,596	7,024	7,349	7,554	205	2.79%
51695	CITY EPO MEDICAL PLAN	48,765	163	79,563	3,885	(75,678)	-95.12%
51696	ADVANTAGE HD MED PLAN	11,845	71,628	0	76,795	76,795	0.00%
51697	HRA BENEFIT TO ADV MED PLAN	893	5,362	0	5,544	5,544	0.00%
51699	BENEFITS REIMBURSEMENT	(4,581)	(11,995)	0	0	0	0.00%
Total Salaries and Benefits		598,010	638,609	671,675	698,576	26,902	4.01%
52110	OFFICE SUPPLIES	4,293	4,828	4,800	5,750	950	19.79%
52111	PAPER SUPPLIES	476	499	2,200	750	(1,450)	-65.91%
52115	MEDICAL SUPPLIES	27,875	18,762	34,000	23,000	(11,000)	-32.35%
52116	PHARMACEUTICALS	4,079	4,536	2,000	3,250	1,250	62.50%
52120	COMPUTER SOFTWARE	9,500	0	0	0	0	0.00%
52122	CELL PHONES EQUIP AND SUPPLIES	100	0	0	0	0	0.00%
52125	GENERAL SUPPLIES	885	0	1,600	0	(1,600)	-100.00%
52135	POSTAGE	162	136	281	325	44	15.66%
52165	LICENSES AND TAGS	50	0	100	100	0	0.00%
52240	MAINT NONFLEET VEHICLES EQP	0	9	0	0	0	0.00%
52305	MAINT SOFTWARE	19,314	37,874	31,640	45,400	13,760	43.49%
52428	HOSTED IT SERVICES	9,030	9,090	9,000	9,100	100	1.11%
52460	MEDICAL SERVICE	43,896	39,826	55,000	50,000	(5,000)	-9.09%
52560	PARKING SERVICES	600	600	200	5,400	5,200	2600.00%
52568	BANK AND INVESTMENT FEES	2,392	789	3,600	2,100	(1,500)	-41.67%
52575	SERVICES	166,089	260,001	207,900	261,000	53,100	25.54%
52590	TEMPORARY EMPLOYMENT	4,800	0	5,000	2,500	(2,500)	-50.00%
52615	DUES AND MEMBERSHIP	649	849	1,150	1,850	700	60.87%
52625	MEETING EXPENSES IN TOWN	0	46	150	100	(50)	-33.33%
52630	TRAINING	946	2,128	5,500	5,350	(150)	-2.73%
52635	EMPLOYEE EDUCATIONL ASSISTANCE	0	0	3,000	0	(3,000)	-100.00%
52645	SUBSCRIPTIONS	58	213	100	200	100	100.00%
52655	TRAVEL OUT OF TOWN	3,088	133	3,700	3,500	(200)	-5.41%
52705	COMMUNICATIONS	2,374	3,683	2,000	4,000	2,000	100.00%
52735	TELEPHONE LONG DIST CALLS	50	104	22	0	(22)	-100.00%
52738	CELL PHONE BASE CHARGES	1,254	1,409	500	1,550	1,050	210.00%
52740	GENERAL INSURANCE-CITY	226,663	207,146	309,300	256,516	(52,784)	-17.07%
52775	MINOR EQUIPMENT	539	8,743	5,500	18,000	12,500	227.27%
52776	PRINTER CONSOLIDATION COST	7,937	8,354	6,970	8,600	1,630	23.39%
52872	MAINT FLEET VEHICLES EQP	549	629	1,000	750	(250)	-25.00%
52874	OFFICE SERVICES PRINTING	496	985	1,100	1,450	350	31.82%
60705	WC STATE MANDATED SALARY	0	0	255,000	300,000	45,000	17.65%
60707	WC BENEFIT SALARY	0	0	250,000	200,000	(50,000)	-20.00%
65100	CLAIMS AND DAMAGES CITY	3,222,979	4,491,838	4,285,000	3,290,000	(995,000)	-23.22%
65125	CLAIMS AND DAMAGES UTILITIES	1,219,312	1,994,784	1,000,000	1,112,000	112,000	11.20%
65135	CLINIC REHAB OPERATING	3,025	3,455	3,812	0	(3,812)	-100.00%
65140	CONTINGENT FUNDS	0	0	0	1,688,883	1,688,883	0.00%
65210	ADJUST RESERVE	(922,000)	1,979,000	837,200	0	(837,200)	-100.00%
Total Operating Expenses		4,061,460	9,080,449	7,328,325	7,301,424	(26,901)	-0.37%
Total Capital Outlay		0	0	0	0	0	0.00%
Total Expenses		4,659,470	9,719,058	8,000,000	8,000,000	0	0.00%

Totals may differ from narrative due to rounding.

Account #	Description	2013 Actuals	2014 Actuals	2015 Budget	2016 Budget	2015 Budget to 2016 Budget \$ Change	2015 Budget to 2016 Budget % Change
40113	MISCELLANEOUS	272	675	0	0	0	0.00%
40132	PHYSICAL THERAPY CLINIC	114,783	80,293	100,000	100,000	0	0.00%
42750	CITY INS EXCESS	491,096	1,032,420	0	0	0	0.00%
42755	CSU INS EXCESS	17,638	498,689	0	0	0	0.00%
42760	CITY SUBROGATION	91,110	56,697	0	0	0	0.00%
42770	CITY WORKERS COMP	3,323,112	3,731,776	3,897,851	5,003,046	1,105,195	28.35%
42775	UTILITIES WORKERS COMP	777,110	1,027,427	1,000,000	1,571,400	571,400	57.14%
44025	CASH OVER SHORT	(1)	0	0	0	0	0.00%
44055	REIMBURSEMENT ACCT	0	116,218	0	0	0	0.00%
45665	COPY FEES	592	852	0	0	0	0.00%
46025	INTEREST	18,443	9,104	61,000	61,000	0	0.00%
46153	TRANSFER FROM OTHER FUNDS	0	0	0	305,195	305,195	0.00%
Total Revenue		4,834,155	6,554,151	5,058,851	7,040,641	1,981,790	39.17%

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