

Mayor's Office

John Suthers, Mayor | (719) 385-5900 | jsuthers@springsgov.com

2019 Initiatives

ID	Goal	Initiative
3C-01	Building Community and Collaborative Relationships	Support Council and work with CML on policies at the State and Federal level that impact our community

Note: the ID number above is used in the Performance Measurement chapter to reference specific strategic and departmental initiatives by goal and objective.

All Funds Summary

All Funds	Use of Funds	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	General Fund	\$832,952	\$941,388	\$941,388	\$1,074,975	\$133,587
Cable Franchise Fund	104,982	0	0	0	0	
Total	\$937,934	\$941,388	\$941,388	\$1,074,975	\$133,587	
Positions						
General Fund	7.00	7.00	7.00	7.00	0.00	
Cable Franchise Fund	1.00	0.00	0.00	0.00	0.00	
Total	8.00	7.00	7.00	7.00	0.00	

* 2018 Amended Budget as of 9/6/2018

Significant Changes vs. 2018

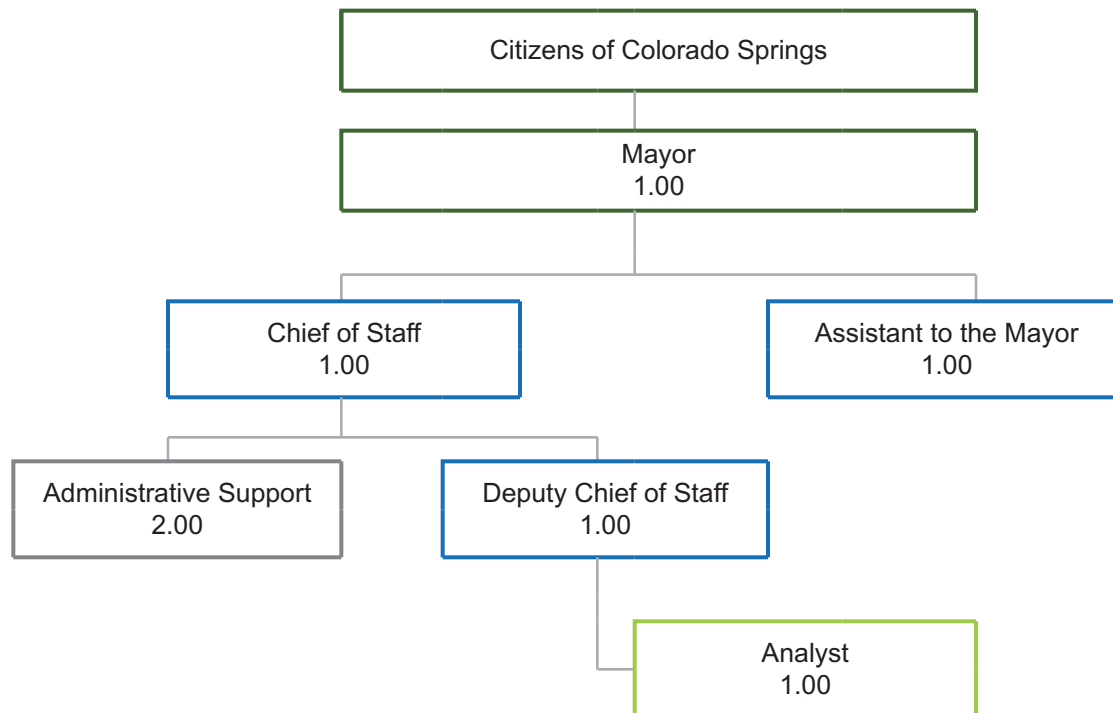
- Increase of approximately \$134,000 in the General Fund, mainly to fund existing positions, pay for performance and movements within the salary structure, and medical and dental cost adjustments

Mayor's Office

The Mayor is the Chief Executive Officer of the City and leads the Executive Branch. The City is provided all executive and administrative powers of home-rule status cities granted by the Article XX of the Constitution of the State of Colorado. The City Charter provides the Mayor control and authority over all operational and administrative functions of the City. As the Chief Executive, the Mayor enforces all laws and ordinances, manages the Executive Branch of the Colorado Springs municipal government, and oversees implementation of the Mayor's vision, mission, goals, and strategic plan.

The Mayor serves as an ex officio and non-voting member of the Board of Directors of the Colorado Springs Utilities.

The Mayor's Office collaborates with and provides assistance to citizens, elected officials, and municipal government operating departments. The Mayor may take command of the police and govern the City by proclamation in times of public danger or emergency.



The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2018, and changes occurring as part of the 2019 General Fund Budget.

General Fund	Use of Funds	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	Salary/Benefits/Pensions	\$643,655	\$782,092	\$861,538	\$861,538	\$995,125	\$133,587
	Operating	42,808	48,410	77,850	77,850	77,850	0
	Capital Outlay	0	2,450	2,000	2,000	2,000	0
	Total	\$686,463	\$832,952	\$941,388	\$941,388	\$1,074,975	\$133,587
	Position Title	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget	
	Assistant to the Mayor	1.00	1.00	1.00	1.00	0.00	
	Chief of Staff	1.00	1.00	1.00	1.00	0.00	
	Deputy Chief of Staff	1.00	1.00	1.00	1.00	0.00	
Mayor	1.00	1.00	1.00	1.00	0.00		
Senior Analyst	1.00	1.00	1.00	1.00	0.00		
Senior Office Specialist	1.00	1.00	1.00	1.00	0.00		
Staff Assistant	1.00	1.00	1.00	1.00	0.00		
Total Positions	7.00	7.00	7.00	7.00	0.00		

Funding Changes	During 2018	* 2018 Amended - 2018 Original Budget
	None	\$0
	Total During 2018	\$0
	For 2019	2019 Budget - * 2018 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$91,363
	Increase to fund pay for performance and market movement	29,751
	Increase to fund medical and dental cost adjustments	12,473
	Total Salaries/Benefits/Pensions	\$133,587
	Operating	
	None	\$0
	Total Operating	\$0
	Capital Outlay	
	None	\$0
	Total Capital Outlay	\$0
Total For 2019	\$133,587	

* 2018 Amended Budget as of 9/6/2018

Position Change	During 2018	* 2018 Amended - 2018 Original Budget
	None	0.00
	Total During 2018	0.00
	For 2019	2019 Budget - * 2018 Amended Budget
	None	0.00
	Total For 2019	0.00

Cable Franchise	Use of Funds	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	Operating	\$112,942	\$104,982	\$0	\$0	\$0	\$0
	Total	\$112,942	\$104,982	\$0	\$0	\$0	\$0
	Position Title	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget	
	Citizen Engagement	1.00	0.00	0.00	0.00	0.00	
	Total	1.00	0.00	0.00	0.00	0.00	

* 2018 Amended Budget as of 9/6/2018

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Mayor's Office

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	491,582	605,164	661,323	661,323	746,153	84,830
51210 - OVERTIME	899	70	5,000	5,000	5,000	0
51220 - SEASONAL TEMPORARY	27,142	28,592	37,565	37,565	37,565	0
51260 - VACATION BUY PAY OUT	1,019	0	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(1,019)	0	0	0	0	0
51610 - PERA	64,754	83,744	90,952	90,952	105,998	15,046
51615 - WORKERS COMPENSATION	1,302	1,331	1,582	1,582	1,919	337
51620 - EQUITABLE LIFE INSURANCE	1,577	1,687	2,431	2,431	2,894	463
51640 - DENTAL INSURANCE	2,453	2,536	2,710	2,710	3,582	872
51670 - PARKING FOR EMPLOYEES	1,610	1,680	1,440	1,440	1,440	0
51690 - MEDICARE	8,570	9,004	9,627	9,627	11,219	1,592
51695 - CITY EPO MEDICAL PLAN	6,704	14,060	14,277	14,277	16,979	2,702
51696 - ADVANTAGE HD MED PLAN	35,151	32,214	32,631	32,631	59,376	26,745
51697 - HRA BENEFIT TO ADV MED PLAN	1,911	2,010	2,000	2,000	3,000	1,000
Salaries/Benefits/Pensions Total	643,655	782,092	861,538	861,538	995,125	133,587
Operating						
52105 - MISCELLANEOUS OPERATING	14,545	11,436	0	0	0	0
52110 - OFFICE SUPPLIES	195	340	3,000	3,000	3,000	0
52120 - COMPUTER SOFTWARE	0	0	400	400	400	0
52122 - CELL PHONES EQUIP AND SUPPLIES	0	0	500	500	500	0
52125 - GENERAL SUPPLIES	312	(5)	5,000	5,000	5,000	0
52135 - POSTAGE	260	96	500	500	500	0
52160 - FUEL	0	24	0	0	0	0
52465 - MISCELLANEOUS SERVICES	35	35	150	150	150	0
52560 - PARKING SERVICES	466	362	1,000	1,000	1,000	0
52575 - SERVICES	423	5,379	2,000	2,000	2,000	0
52590 - TEMPORARY EMPLOYMENT	0	0	15,000	15,000	14,000	(1,000)
52605 - CAR MILEAGE	0	28	1,000	1,000	1,000	0
52607 - CELL PHONE ALLOWANCE	550	600	500	500	1,000	500
52615 - DUES AND MEMBERSHIP	50	0	2,600	2,600	2,600	0
52625 - MEETING EXPENSES IN TOWN	7,132	10,353	10,000	10,000	10,000	0
52630 - TRAINING	1,030	1,780	5,000	5,000	5,000	0
52645 - SUBSCRIPTIONS	0	0	250	250	250	0
52655 - TRAVEL OUT OF TOWN	10,322	10,499	20,000	20,000	20,000	0
52705 - COMMUNICATIONS	0	511	0	0	0	0
52738 - CELL PHONE BASE CHARGES	3,438	4,305	4,000	4,000	4,500	500
52775 - MINOR EQUIPMENT	0	170	500	500	500	0
52776 - PRINTER CONSOLIDATION COST	2,319	1,896	3,700	3,700	3,700	0
52795 - RENTAL OF EQUIPMENT	0	0	250	250	250	0
52874 - OFFICE SERVICES PRINTING	391	601	2,500	2,500	2,500	0
52875 - CITY RECORDS MANAGEMENT	1,340	0	0	0	0	0
Operating Total	42,808	48,410	77,850	77,850	77,850	0

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Mayor's Office

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
Capital Outlay						
53020 - COMPUTERS NETWORKS	0	2,450	0	0	0	0
53030 - FURNITURE AND FIXTURES	0	0	2,000	2,000	2,000	0
Capital Outlay Total	0	2,450	2,000	2,000	2,000	0
Grand Total	686,463	832,952	941,388	941,388	1,074,975	133,587

* 2018 Amended Budget as of 9/6/2018

Communications

Jamie Fabos, Chief Communications Officer | (719) 385-5246 | jfabos@springsgov.com

2019 Initiatives

ID	Goal	Initiative
2A-05	Investing in Infrastructure	Educate the public and legislators on the critical need, as well as benefits, of infrastructure
3B-01	Building Community and Collaborative Relationships	Use technology to inform and engage the community, using a number of channels, including city-sponsored programs or events
3B-02	Building Community and Collaborative Relationships	Establish a unified citywide guideline for the public input process
4B-01	Excelling in City Services	Promote our City successes through all forms of media to improve trust in City government and evoke greater pride in our City

Note: the ID number above is used in the Performance Measurement chapter to reference specific strategic and departmental initiatives by goal and objective.

All Funds Summary

	Use of Funds	2017	2018	* 2018	2019	2019 Budget - * 2018 Amended Budget
		Actual	Original Budget	Amended Budget		
All Funds	General Fund	\$380,753	\$1,137,093	\$1,137,093	\$1,186,381	\$49,288
	Cable Franchise Fund	406,465	0	0	0	0
	Total	\$787,218	\$1,137,093	\$1,137,093	\$1,186,381	\$49,288
	Positions					
	General Fund	3.00	9.00	10.00	10.00	0.00
	Cable Franchise Fund	5.00	0.00	0.00	0.00	0.00
	Total	8.00	9.00	10.00	10.00	0.00

* 2018 Amended Budget as of 9/6/2018

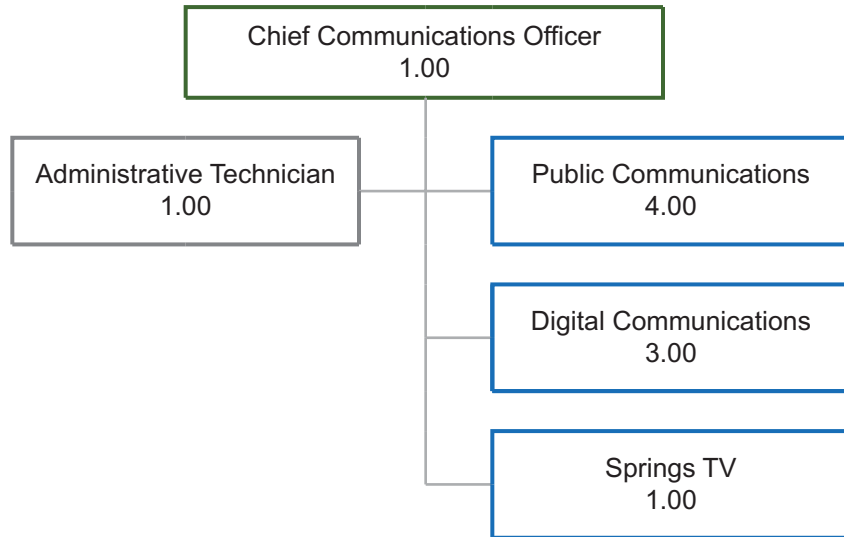
Significant Changes vs. 2018

- Increase of approximately \$110,000 in the General Fund, mainly to fund existing positions, pay for performance and movements within the salary structure, and medical and dental cost adjustments
- Decrease of approximately \$61,000 in operating funds to offset the conversion of a temporary employee to 1.00 FTE Public Communications Technician in 2018

Communications

The City Communications department oversees all public communication with the citizens of Colorado Springs, working across multiple platforms to serve as the trusted source of accurate information and news. As professionals in this industry, the members of the department aspire to be proactive, prepared, balanced communicators who provide efficient, consistent, on-time messaging.

Further, the City Communications department leads efforts to brand our city Olympic City USA, sharing the inspirational and aspirational message of the brand in order to grow civic pride and economic opportunities.



The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2018, and changes occurring as part of the 2019 Budget for each fund including General Fund.

General Fund	Use of Funds	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget	
	Salary/Benefits/Pensions	\$339,494	\$349,667	\$809,456	\$859,456	\$920,010	\$60,554	
	Operating	30,179	31,086	324,739	274,739	263,473	(11,266)	
	Capital Outlay	144	0	2,898	2,898	2,898	0	
	Total	\$369,817	\$380,753	\$1,137,093	\$1,137,093	\$1,186,381	\$49,288	
	Position Title	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget		
	Administrative Technician	0.00	1.00	1.00	1.00	0.00		
	Chief Communications Officer	1.00	1.00	1.00	1.00	0.00		
	Communications Specialist I/II	0.00	2.00	1.00	1.00	0.00		
Lead Communications Specialist	2.00	2.00	2.00	2.00	0.00			
Senior Communications Specialist	0.00	1.00	1.00	1.00	0.00			
Video Production Specialist	0.00	1.00	1.00	1.00	0.00			
Digital Communications Specialist	0.00	1.00	2.00	2.00	0.00			
Public Communications Technician	0.00	0.00	1.00	1.00	0.00			
Total Positions	3.00	9.00	10.00	10.00	0.00			

Funding Changes	During 2018	* 2018 Amended - 2018 Original Budget
	One time movement of \$50,000 from Operating to Salaries, Benefits, and Pensions to convert temporary employee to 1.00 FTE Public Communication Technician	\$0
	Total During 2018	\$0
	For 2019	2019 Budget - * 2018 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$64,974
	Increase to fund pay for performance and market movement	32,673
	Increase to fund medical and dental cost adjustments	12,907
	Transfer of one-time funding back to Operating	(50,000)
	Total Salaries/Benefits/Pensions	\$60,554
	Operating	
	Transfer of one-time funding back from Salaries/Benefits/Pensions	\$50,000
	Decrease to offset the addition of 1.00 FTE Public Communications Technician in 2018	(61,266)
	Total Operating	(\$11,266)
	Capital Outlay	
None	\$0	
Total Capital Outlay	\$0	
Total For 2019	\$49,288	

* 2018 Amended Budget as of 9/6/2018

Position Changes	During 2018	* 2018 Amended - 2018 Original Budget
	Add 1.00 FTE Public Communications Technician	1.00
	Total During 2018	1.00
	For 2019	2019 Budget - * 2018 Amended Budget
	None	0.00
	Total For 2019	0.00

Cable Franchise	Use of Funds	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	Operating	\$405,838	\$406,465	\$0	\$0	\$0	\$0
	Total	\$405,838	\$406,465	\$0	\$0	\$0	\$0
	Position Title	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget	
	Administrative Technician	1.00	0.00	0.00	0.00	0.00	
	Communications Specialist I/II	2.00	0.00	0.00	0.00	0.00	
	Senior Communications Specialist	1.00	0.00	0.00	0.00	0.00	
	Video Production Specialist	1.00	0.00	0.00	0.00	0.00	
	Total Positions	5.00	0.00	0.00	0.00	0.00	

* 2018 Amended Budget as of 9/6/2018

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Communications Office

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	260,900	278,532	641,528	641,528	706,936	65,408
51220 - SEASONAL TEMPORARY	28,545	16,024	11,000	61,000	11,000	(50,000)
51260 - VACATION BUY PAY OUT	0	1,492	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(1,367)	(2,722)	0	0	0	0
51610 - PERA	38,393	42,591	86,845	86,845	98,357	11,512
51615 - WORKERS COMPENSATION	627	663	1,540	1,540	1,789	249
51620 - EQUITABLE LIFE INSURANCE	741	776	2,236	2,236	2,556	320
51640 - DENTAL INSURANCE	1,265	1,266	3,620	3,620	4,919	1,299
51670 - PARKING FOR EMPLOYEES	610	860	1,400	1,400	1,400	0
51690 - MEDICARE	4,072	4,519	9,193	9,193	10,409	1,216
51695 - CITY EPO MEDICAL PLAN	0	219	14,277	14,277	16,979	2,702
51696 - ADVANTAGE HD MED PLAN	5,206	4,968	35,162	35,162	61,665	26,503
51697 - HRA BENEFIT TO ADV MED PLAN	502	479	2,655	2,655	4,000	1,345
Salaries/Benefits/Pensions Total	339,494	349,667	809,456	859,456	920,010	60,554
Operating						
52105 - MISCELLANEOUS OPERATING	11	279	250	250	250	0
52110 - OFFICE SUPPLIES	2,399	1,143	2,500	2,500	2,500	0
52111 - PAPER SUPPLIES	17	0	400	400	400	0
52120 - COMPUTER SOFTWARE	1,990	467	500	500	500	0
52122 - CELL PHONES EQUIP AND SUPPLIES	31	80	500	500	500	0
52125 - GENERAL SUPPLIES	1,824	1,272	2,000	2,000	2,000	0
52135 - POSTAGE	317	94	2,000	2,000	2,000	0
52170 - SPECIAL PHOTOGRAPHY ETC	99	32	1,000	1,000	1,000	0
52220 - MAINT OFFICE MACHINES	0	0	200	200	200	0
52265 - MAINT BUILDINGS AND STRUCTURE	0	0	400	400	400	0
52305 - MAINT SOFTWARE	656	0	0	0	0	0
52405 - ADVERTISING SERVICES	5,042	2,426	7,000	7,000	7,000	0
52575 - SERVICES	5,021	7,150	254,000	204,000	192,734	(11,266)
52605 - CAR MILEAGE	45	252	300	300	300	0
52615 - DUES AND MEMBERSHIP	245	245	300	300	300	0
52625 - MEETING EXPENSES IN TOWN	956	1,878	1,289	1,289	1,289	0
52630 - TRAINING	372	3,200	400	400	400	0
52645 - SUBSCRIPTIONS	1,673	1,852	2,000	2,000	2,000	0
52655 - TRAVEL OUT OF TOWN	369	1,298	1,400	1,400	1,400	0
52735 - TELEPHONE LONG DIST CALLS	0	0	100	100	100	0
52736 - CELL PHONE AIRTIME	0	0	100	100	100	0
52738 - CELL PHONE BASE CHARGES	5,139	6,261	3,000	3,000	3,000	0
52775 - MINOR EQUIPMENT	160	32	40,800	40,800	40,800	0
52776 - PRINTER CONSOLIDATION COST	2,307	1,855	2,000	2,000	2,000	0
52795 - RENTAL OF EQUIPMENT	0	0	800	800	800	0
52874 - OFFICE SERVICES PRINTING	1,152	1,270	1,500	1,500	1,500	0
52875 - CITY RECORDS MANAGEMENT	354	0	0	0	0	0
Operating Total	30,179	31,086	324,739	274,739	263,473	(11,266)

City of Colorado Springs Budget Detail Report

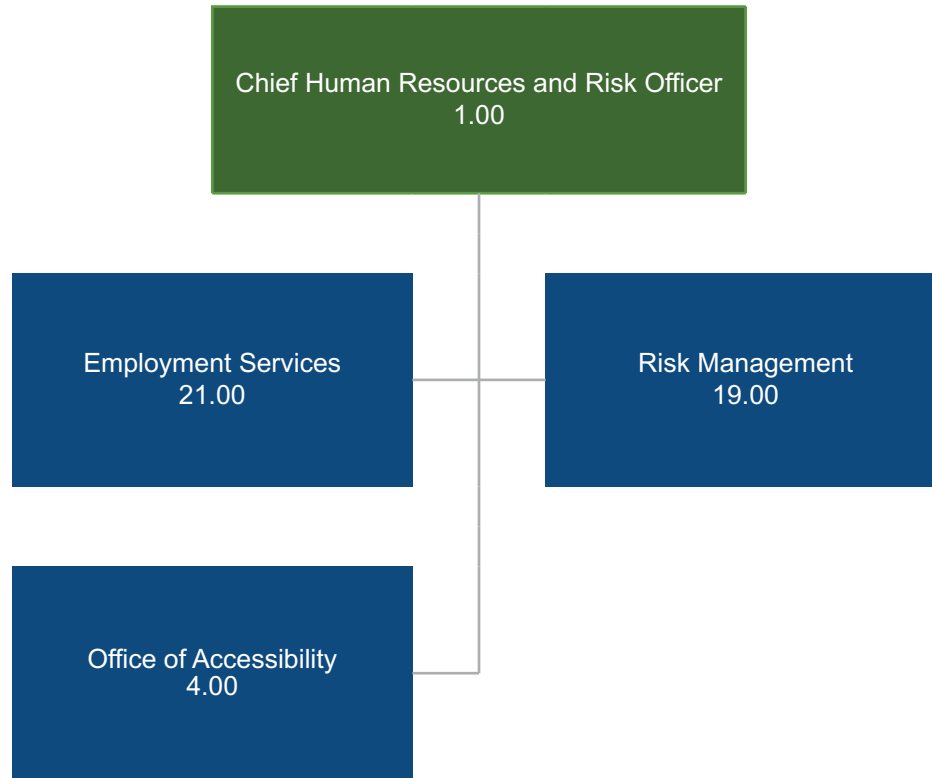
001 - GENERAL FUND
Communications Office

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
Capital Outlay						
53010 - OFFICE MACHINES	144	0	200	200	200	0
53050 - MACHINERY AND APPARATUS	0	0	2,698	2,698	2,698	0
Capital Outlay Total	144	0	2,898	2,898	2,898	0
Grand Total	369,817	380,753	1,137,093	1,137,093	1,186,381	49,288

* 2018 Amended Budget as of 9/6/2018

Human Resources

Michael Sullivan, Chief Human Resources and Risk Officer | (719) 385-5117 | msullivan@springsgov.com



All Funds Summary

Division	General Fund	Other Funds	Total Budget
Employment Services	\$2,057,363	\$34,866,319	\$36,923,682
Office of Accessibility	1,038,446	0	1,038,446
Risk Management	676,582	10,562,866	11,239,448
Total	\$3,772,391	\$45,429,185	\$49,201,576
Total Positions	28.25	16.75	45.00

Human Resources

All Funds History

Use of Funds	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
General Fund	\$2,016,070	\$2,442,294	\$2,577,294	\$3,172,391	\$595,097
General Fund - CIP	0	0	0	600,000	600,000
Employee Benefits Self-Ins. Fund	30,730,842	30,023,065	30,023,065	34,866,319	4,843,254
Claims Reserve Fund	116,207	1,561,500	1,561,500	1,562,866	1,366
Workers' Comp. Fund	6,556,406	8,994,165	8,994,165	9,000,000	5,835
Total	\$39,419,525	\$43,021,024	\$43,156,024	\$49,201,576	\$6,045,552
Total Positions	37.00	37.00	42.00	45.00	3.00

* 2018 Amended Budget as of 9/6/2018

Employment Services

Michael Sullivan, Chief Human Resources and Risk Officer | (719) 385-5117 | msullivan@springsgov.com

2019 Initiatives

ID	Goal	Initiative
4A-05	Excelling in City Services	Allow for competitive compensation, including increasing soft benefits, to attract and retain high quality employees
4A-07	Excelling in City Services	Improve organizational capability and effectiveness – professional development, leadership, training, change management, strategic thinking, fiscal literacy and staff engagement
4A-09	Excelling in City Services	Explore implementation of a Talent Management approach, sharing resources and talent cross-departmentally

Note: the ID number above is used in the Performance Measurement chapter to reference specific strategic and departmental initiatives by goal and objective.

All Funds Summary

All Funds	Use of Funds	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	General Fund	\$1,339,805	\$1,686,034	\$1,686,034	\$2,057,363	\$371,329
Employee Benefits Self-Ins. Fund	30,730,842	30,023,065	30,023,065	34,866,319	4,843,254	
Total	\$32,070,647	\$31,709,099	\$31,709,099	\$36,923,682	\$5,214,583	
Positions						
General Fund	15.00	15.00	16.00	18.00	2.00	
Employee Benefits Self-Ins. Fund	4.00	4.00	4.00	4.00	0.00	
Total	19.00	19.00	20.00	22.00	2.00	

* 2018 Amended Budget as of 9/6/2018

Significant Changes vs. 2018

- Increase of approximately \$277,000 in the General Fund, mainly to fund existing positions, pay for performance and movements within the salary structure, and medical and dental cost adjustments
- Increase of approximately \$94,000 to fund 1.00 FTE Human Resources Business Partner
- Net increase of approximately \$4.8 million in the Employee Benefits Self-Insurance Fund, mainly due to increases in the medical and dental claims estimates

Human Resources

Employment Services - General Fund

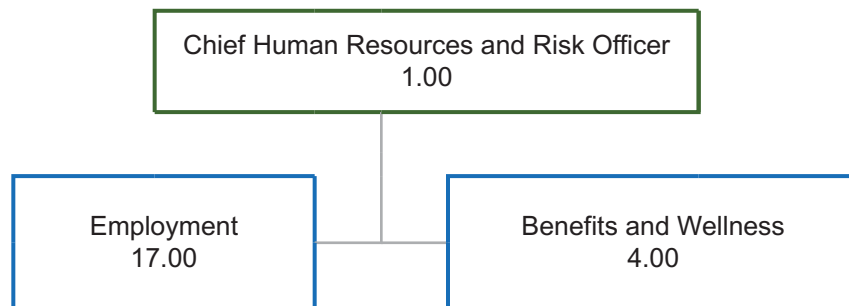
The Employment Services Division provides services to the entire organization including candidate selection, employee training, and professional development. The Employment Services Division oversees a variety of functions including: employment law and regulations compliance enforcement; position classification 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

The Benefits and Wellness section oversees an outsourced City Employee Medical Clinic and Pharmacy which provides significant cost savings to both the City and employees. The City Employee Medical Clinic and Pharmacy are available to all City and Colorado Springs Utilities employees and their families who are on the respective medical insurance plan. 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 2018, and changes occurring as part of the 2019 Budget for each fund including General Fund and Employee Benefits Self-Insurance Fund.

	Use of Funds	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	Salary/Benefits/Pensions	\$1,133,675	\$1,243,577	\$1,577,777	\$1,577,777	\$1,945,606	\$367,829
Operating	83,634	95,000	107,757	107,757	107,757	0	
Capital Outlay	76	1,228	500	500	4,000	3,500	
Total	\$1,217,385	\$1,339,805	\$1,686,034	\$1,686,034	\$2,057,363	\$371,329	
	Position Title	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget	
	Administrative Technician	1.00	1.00	1.00	1.00	0.00	
Analyst II	1.00	1.00	1.00	1.00	0.00		
Assistant Human Resources Dir	1.00	1.00	1.00	1.00	0.00		
Chief Human Resources and Risk Officer	1.00	1.00	1.00	1.00	0.00		
HR Supervisor	1.00	1.00	1.00	1.00	0.00		
HR Technician I	0.00	0.00	0.00	1.00	1.00		
HRIS Specialist	1.00	1.00	1.00	1.00	0.00		
Human Resource Business Partner	1.00	1.00	2.00	3.00	1.00		
Human Resources Manager	3.00	3.00	3.00	3.00	0.00		
Office Specialist	1.00	1.00	0.00	0.00	0.00		
Recruiter	1.00	1.00	1.00	1.00	0.00		
Recruiting Technician	1.00	1.00	1.00	1.00	0.00		
Senior HRIS Specialist	1.00	1.00	1.00	1.00	0.00		
Senior Recruiter	1.00	1.00	1.00	1.00	0.00		
Training Specialist	0.00	0.00	1.00	1.00	0.00		
Total Positions	15.00	15.00	16.00	18.00	2.00		

* 2018 Amended Budget as of 9/6/2018

Funding Changes	During 2018	* 2018 Amended - 2018 Original Budget
	None	\$0
	Total During 2018	\$0
	For 2019	2019 Budget - * 2018 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$184,037
	Increase to fund pay for performance and market movement	62,680
	Increase to fund medical and dental cost adjustments	30,895
	Increase to fund 1.00 FTE Human Resources Business Partner	90,217
	Total Salaries/Benefits/Pensions	\$367,829
	Operating	
	None	\$0
	Total Operating	\$0
	Capital Outlay	
	One-time addition to purchase equipment for new position	\$3,500
Total Capital Outlay	\$3,500	
Total For 2019	\$371,329	

Position Changes	During 2018	* 2018 Amended - 2018 Original Budget
	Added 1.00 FTE Training Specialist	1.00
	Total During 2018	1.00
	For 2019	2019 Budget - * 2018 Amended Budget
	Addition of 1.00 FTE for Human Resources Business Partner position	1.00
	Transferred 1.00 FTE Recruiting Technician from Parks - Recreation and Admin and converted to 1.00 FTE HR Technician I	1.00
	Total For 2019	2.00

* 2018 Amended Budget as of 9/6/2018

Employee Benefits Self-Insurance Fund	Source of Funds	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	Clinical Co Pay	\$148,521	\$155,734	\$140,700	\$140,700	\$140,700	\$0
	Interest/Other	1,313,890	1,102,364	5,500	5,500	5,000	(500)
	Employee & Employer Premiums	26,248,711	26,896,080	28,079,712	28,079,712	32,720,619	4,640,907
	Draw or (Contribution)**	(1,066,083)	2,576,664	1,797,153	1,797,153	2,000,000	202,847
	Total	\$26,645,039	\$30,730,842	\$30,023,065	\$30,023,065	\$34,866,319	\$4,843,254
	Use of Funds	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	Salary/Benefits/Pensions	\$308,818	\$379,504	\$361,026	\$361,026	\$385,745	\$24,719
	Operating	26,336,221	30,351,021	28,480,546	28,480,546	33,048,365	4,567,819
	Operating - Contingency	0	0	1,181,493	1,181,493	1,431,209	249,716
Capital Outlay	0	317	0	0	1,000	1,000	
Total	\$26,645,039	\$30,730,842	\$30,023,065	\$30,023,065	\$34,866,319	\$4,843,254	
Position Title	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget		
Administrative Technician	1.00	1.00	0.00	0.00	0.00		
Analyst II	1.00	1.00	0.00	0.00	0.00		
Benefits Specialist	1.00	1.00	0.00	0.00	0.00		
Human Resources Manager	1.00	1.00	1.00	1.00	0.00		
Senior Analyst	0.00	0.00	1.00	1.00	0.00		
HR Technician I	0.00	0.00	1.00	1.00	0.00		
HR Technician II	0.00	0.00	1.00	1.00	0.00		
Total Positions	4.00	4.00	4.00	4.00	0.00		

* 2018 Amended Budget as of 9/6/2018

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

Funding Changes	During 2018	* 2018 Amended - 2018 Original Budget
	None	\$0
	Total During 2018	\$0
	For 2019	2019 Budget - * 2018 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$403
	Increase to fund pay for performance and market movement	15,543
	Increase to fund medical and dental cost adjustments	8,057
	Net increase to fund overtime and parking for employees	716
	Total Salaries/Benefits/Pensions	\$24,719
	Operating	
	Increase in funding due to medical and dental claim estimates	\$4,567,819
	Increase in contingent funds	249,716
	Total Operating	\$4,817,535
Capital Outlay		
Increase for anticipated capital outlay expenses	\$1,000	
Total Capital Outlay	\$1,000	
Total For 2019	\$4,843,254	

Position Changes	During 2018	* 2018 Amended - 2018 Original Budget
	None	0.00
	Total During 2018	0.00
	For 2019	2019 Budget - * 2018 Amended Budget
	None	0.00
	Total For 2019	0.00

* 2018 Amended Budget as of 9/6/2018

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Employment Services

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	843,839	973,468	1,216,335	1,216,335	1,482,406	266,071
51210 - OVERTIME	240	1,229	500	500	500	0
51220 - SEASONAL TEMPORARY	0	2,472	7,000	7,000	7,000	0
51240 - RETIREMENT TERMINATION SICK	23,378	0	0	0	0	0
51245 - RETIREMENT TERM VACATION	24,860	0	0	0	0	0
51260 - VACATION BUY PAY OUT	4,967	5,103	2,000	2,000	2,000	0
51299 - SALARIES REIMBURSEMENTS	(7,466)	(9,689)	0	0	0	0
51610 - PERA	112,748	128,116	167,597	167,597	204,051	36,454
51615 - WORKERS COMPENSATION	1,951	2,059	2,950	2,950	3,721	771
51620 - EQUITABLE LIFE INSURANCE	2,354	2,716	4,478	4,478	5,536	1,058
51640 - DENTAL INSURANCE	4,316	5,176	6,703	6,703	8,626	1,923
51670 - PARKING FOR EMPLOYEES	2,320	2,620	2,000	2,000	2,000	0
51690 - MEDICARE	12,362	13,662	17,739	17,739	21,597	3,858
51695 - CITY EPO MEDICAL PLAN	38,137	36,693	50,902	50,902	39,179	(11,723)
51696 - ADVANTAGE HD MED PLAN	65,075	74,348	92,823	92,823	159,490	66,667
51697 - HRA BENEFIT TO ADV MED PLAN	4,594	5,604	6,750	6,750	9,500	2,750
Salaries/Benefits/Pensions Total	1,133,675	1,243,577	1,577,777	1,577,777	1,945,606	367,829
Operating						
52105 - MISCELLANEOUS OPERATING	(1,328)	(9,300)	3,289	3,289	3,289	0
52110 - OFFICE SUPPLIES	3,764	4,222	4,026	4,026	4,026	0
52111 - PAPER SUPPLIES	540	634	1,212	1,212	1,212	0
52120 - COMPUTER SOFTWARE	13,251	38	0	0	0	0
52122 - CELL PHONES EQUIP AND SUPPLIES	1,631	572	1,500	1,500	1,500	0
52125 - GENERAL SUPPLIES	944	2,623	1,250	1,250	1,250	0
52135 - POSTAGE	680	303	500	500	500	0
52465 - MISCELLANEOUS SERVICES	1,459	0	0	0	0	0
52575 - SERVICES	2,236	6,717	9,147	9,147	9,147	0
52590 - TEMPORARY EMPLOYMENT	7,795	0	3,000	3,000	3,000	0
52605 - CAR MILEAGE	0	0	200	200	200	0
52607 - CELL PHONE ALLOWANCE	1,282	600	1,000	1,000	1,000	0
52615 - DUES AND MEMBERSHIP	420	954	675	675	675	0
52625 - MEETING EXPENSES IN TOWN	537	1	2,350	2,350	2,350	0
52630 - TRAINING	2,503	5,393	57,250	7,250	7,250	0
52645 - SUBSCRIPTIONS	1,389	0	2,500	2,500	2,500	0
52655 - TRAVEL OUT OF TOWN	64	5,125	2,000	2,000	2,000	0
52735 - TELEPHONE LONG DIST CALLS	0	0	329	329	329	0
52738 - CELL PHONE BASE CHARGES	4,432	5,218	400	400	400	0
52775 - MINOR EQUIPMENT	0	1,525	350	350	350	0
52776 - PRINTER CONSOLIDATION COST	3,317	2,857	4,000	4,000	4,000	0
52795 - RENTAL OF EQUIPMENT	0	0	50	50	50	0
52874 - OFFICE SERVICES PRINTING	1,611	792	729	729	729	0
65150 - LEGAL DEFENSE	0	141	0	0	0	0
65160 - RECRUITMENT	4,741	5,596	5,000	5,000	5,000	0
65163 - COMMUNITY OUTREACH	2,000	5,745	0	5,000	5,000	0
65353 - DIVERSITY	161	4,592	1,000	1,000	1,000	0

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Employment Services

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
65358 - LRC & LEADERSHIP DEV	29,075	50,652	6,000	51,000	51,000	0
52875 - CITY RECORDS MANAGEMENT	1,130	0	0	0	0	0
Operating Total	83,634	95,000	107,757	107,757	107,757	0
Capital Outlay						
53010 - OFFICE MACHINES	36	0	0	0	0	0
53020 - COMPUTERS NETWORKS	0	0	0	0	3,500	3,500
53030 - FURNITURE AND FIXTURES	40	1,228	500	500	500	0
Capital Outlay Total	76	1,228	500	500	4,000	3,500
Grand Total	1,217,385	1,339,805	1,686,034	1,686,034	2,057,363	371,329

* 2018 Amended Budget as of 9/6/2018

City of Colorado Springs Budget Detail Report

504 - HEALTH INSURANCE FUND
Employment Services

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	236,437	270,820	266,967	266,967	284,318	17,351
51210 - OVERTIME	(179)	341	500	500	1,500	1,000
51240 - RETIREMENT TERMINATION SICK	336	4,616	0	0	0	0
51245 - RETIREMENT TERM VACATION	(5,796)	12,434	0	0	0	0
51260 - VACATION BUY PAY OUT	0	521	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(1,583)	(738)	184	184	0	(184)
51610 - PERA	29,998	34,690	36,574	36,574	38,951	2,377
51615 - WORKERS COMPENSATION	1,045	3,919	656	656	710	54
51620 - EQUITABLE LIFE INSURANCE	651	756	978	978	1,021	43
51640 - DENTAL INSURANCE	1,612	1,622	1,736	1,736	1,993	257
51670 - PARKING FOR EMPLOYEES	930	900	1,060	1,060	960	(100)
51690 - MEDICARE	3,197	3,698	3,871	3,871	4,122	251
51696 - ADVANTAGE HD MED PLAN	39,570	43,060	45,500	45,500	49,420	3,920
51697 - HRA BENEFIT TO ADV MED PLAN	2,600	2,865	3,000	3,000	2,750	(250)
Salaries/Benefits/Pensions Total	308,818	379,504	361,026	361,026	385,745	24,719
Operating						
52110 - OFFICE SUPPLIES	2,600	2,336	1,806	1,806	2,306	500
52111 - PAPER SUPPLIES	0	0	300	300	300	0
52115 - MEDICAL SUPPLIES	6,938	7,971	6,830	6,830	6,830	0
52116 - PHARMACEUTICALS	50,879	50,874	27,380	27,380	37,380	10,000
52120 - COMPUTER SOFTWARE	1,499	0	0	0	0	0
52125 - GENERAL SUPPLIES	0	1,086	800	800	800	0
52135 - POSTAGE	7,657	4,763	8,080	8,080	8,080	0
52305 - MAINT SOFTWARE	22,952	20,333	47,000	47,000	47,000	0
52460 - MEDICAL SERVICE	442,763	705,521	375,371	375,371	775,000	399,629
52465 - MISCELLANEOUS SERVICES	30	0	0	0	0	0
52560 - PARKING SERVICES	3,300	4,645	5,725	5,725	5,725	0
52568 - BANK AND INVESTMENT FEES	340	311	1,107	1,107	550	(557)
52573 - CREDIT CARD FEES	862	1,036	750	750	750	0
52575 - SERVICES	176,128	263,094	246,900	246,900	306,900	60,000
52590 - TEMPORARY EMPLOYMENT	0	0	4,000	4,000	4,000	0
52615 - DUES AND MEMBERSHIP	190	7,000	5,700	5,700	5,700	0
52625 - MEETING EXPENSES IN TOWN	0	107	0	0	0	0
52630 - TRAINING	4,014	1,559	6,250	6,250	7,100	850
52655 - TRAVEL OUT OF TOWN	125	916	2,000	2,000	2,000	0
52705 - COMMUNICATIONS	4,520	4,520	4,600	4,600	4,600	0
52735 - TELEPHONE LONG DIST CALLS	103	103	60	60	60	0
52738 - CELL PHONE BASE CHARGES	403	494	0	0	1,000	1,000
52740 - GENERAL INSURANCE-CITY	0	0	4,895	4,895	4,895	0
52755 - COMMUNICATIONS EQUIPMENT	0	305	0	0	0	0
52775 - MINOR EQUIPMENT	1,813	1,647	1,000	1,000	1,000	0
52776 - PRINTER CONSOLIDATION COST	6,496	6,157	7,320	7,320	8,320	1,000
52874 - OFFICE SERVICES PRINTING	16,825	7,029	8,150	8,150	10,650	2,500
60139 - VISION CLAIM EXPENSES	390,860	401,574	424,000	424,000	424,000	0
60140 - MEDICAL CLAIMS EXPENSES	15,158,934	17,996,654	16,658,537	16,658,537	20,086,773	3,428,236
60170 - HRA BENEFIT EXPENSE	922,923	959,365	954,000	954,000	1,075,000	121,000

City of Colorado Springs Budget Detail Report

504 - HEALTH INSURANCE FUND
Employment Services

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
60171 - WELLNESS PROGRAM	12,316	15,195	15,000	15,000	15,000	0
60231 - CLAIMS INCURRED NOT REPORT	327,000	501,000	0	0	0	0
60238 - PRESCRIPTION ADMIN FEES	118,575	162,516	170,000	170,000	170,000	0
60239 - PRESCRIPTION CLAIM EXPENSES	4,628,962	4,749,758	5,133,000	5,133,000	5,133,000	0
60240 - DENTAL ADMINISTRATIVE FEES	98,545	100,802	106,000	106,000	106,000	0
60241 - DENTAL CLAIM EXPENSES	1,997,015	2,142,855	2,214,465	2,214,465	2,335,625	121,160
60243 - DIABETES TEN CITY CHALLENGE	77,301	80,170	60,000	60,000	85,000	25,000
60244 - MEDICAL ADMINISTRATIVE FEES	454,435	457,857	500,000	500,000	571,000	71,000
60245 - BRIDGES TO EXCELLENCE	54,077	51,393	80,000	80,000	55,000	(25,000)
60286 - UTILIZATION MGMT	699,840	791,750	800,000	800,000	819,500	19,500
65140 - CONTINGENT FUNDS	0	0	1,181,493	1,181,493	1,431,209	249,716
65145 - CITY HEALTH MISC MEDICAL	13,787	12,128	0	0	0	0
65220 - REINSURANCE COSTS	364,921	380,232	399,520	399,520	493,521	94,001
65365 - HEALTH PROGRAMS	266,293	455,965	200,000	200,000	438,000	238,000
Operating Total	26,336,221	30,351,021	29,662,039	29,662,039	34,479,574	4,817,535
Capital Outlay						
53030 - FURNITURE AND FIXTURES	0	317	0	0	1,000	1,000
Capital Outlay Total	0	317	0	0	1,000	1,000
Grand Total	26,645,039	30,730,842	30,023,065	30,023,065	34,866,319	4,843,254
Revenue						
40113 - MISCELLANEOUS	21,222	20,337	0	0	0	0
40138 - DENTAL PREMIUMS	2,299,040	2,298,902	2,220,615	2,220,615	2,601,728	381,113
40139 - VISION PREMIUMS	399,558	398,543	419,760	419,760	419,760	0
40140 - MEDICAL PREMIUMS	23,550,113	24,198,635	25,439,337	25,439,337	29,699,131	4,259,794
40143 - UTILITY CLINIC SERVICES	111,729	116,282	105,000	105,000	105,000	0
40144 - CITY CLINIC CO PAY	36,792	39,452	35,700	35,700	35,700	0
40170 - HRA BENEFIT	981,542	1,071,736	0	0	0	0
43180 - GAIN LOSS INV MKT VALUE	(4,727)	4,727	0	0	0	0
46025 - INTEREST	4,641	5,543	5,500	5,500	5,000	(500)
46153 - TRANSFER FROM OTHER FUNDS	311,212	0	0	0	0	0
40271 - 2017 CITY FLEX SPENDING	0	21	0	0	0	0
Revenue Total	27,711,122	28,154,178	28,225,912	28,225,912	32,866,319	4,640,407

* 2018 Amended Budget as of 9/6/2018

Office of Accessibility

Michael Sullivan, Chief Human Resources and Risk Officer | (719) 385-5117 | msullivan@springsgov.com

2019 Initiatives

ID	Goal	Initiative
4A-14	Excelling in City Services	Complete Title II ADA Self Evaluation by end of 2017

Note: the ID number above is used in the Performance Measurement chapter to reference specific strategic and departmental initiatives by goal and objective.

All Funds Summary

	Use of Funds	2017	2018	* 2018	2019	2019 Budget -
		Actual	Original Budget	Amended Budget	Budget	* 2018 Amended Budget
All Funds	General Fund	\$0	\$0	\$212,325	\$438,446	\$226,121
	General Fund - CIP	0	0	0	600,000	600,000
	Total	\$0	\$0	\$212,325	\$1,038,446	\$826,121
	Positions					
	General Fund	0.00	0.00	3.00	4.00	1.00
	Total	0.00	0.00	3.00	4.00	1.00

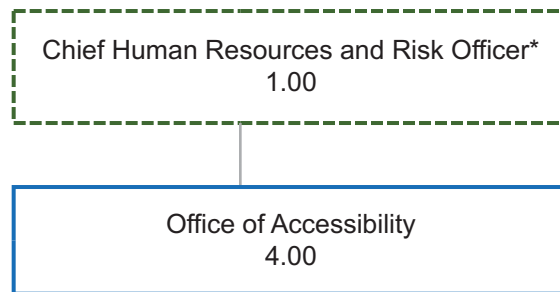
* 2018 Amended Budget as of 9/6/2018

Significant Changes vs. 2018

- Increase of approximately \$122,000 in the General Fund, mainly to fund existing positions, pay for performance and movements within the salary structure, medical and dental cost adjustments, and increase in operating
- Increase of \$100,000 to fund 1.00 FTE ADA Construction Project Specialist
- Increase of \$600,000 in CIP to fund Citywide ADA Compliance projects

Office of Accessibility

The Office of Accessibility manages the Americans with Disabilities Act (ADA) program for all City assets. The Office is charged with implementing a comprehensive program to proactively address services, programs or activities, effective communication, policies and procedures, and to make its facilities and the public right of way accessible as required under the ADA laws. Funding for the Office of Accessibility is provided by the General Fund.



*The Human Resources and Risk Officer is funded out of the Employment Services budget. This position is not reflected in the position count in the Budget Summary on the following page.

The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2018, and changes occurring as part of the 2019 Budget for each fund including General Fund and Employee Benefits Self-Insurance Fund.

General Fund	Use of Funds	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	Salary/Benefits/Pensions	\$0	\$0	\$0	\$179,325	\$401,446	\$222,121
	Operating	0	0	0	23,000	37,000	14,000
	Capital Outlay	0	0	0	10,000	0	(10,000)
	Total	\$0	\$0	\$0	\$212,325	\$438,446	\$226,121
	CIP	\$0	\$0	\$0	\$0	\$600,000	\$600,000
	Grand Total	\$0	\$0	\$0	\$212,325	\$1,038,446	\$826,121
Position Title	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget		
ADA Coordinator	0.00	0.00	2.00	2.00	0.00		
ADA Construction Project Specialist	0.00	0.00	0.00	1.00	1.00		
ADA Manager	0.00	0.00	1.00	1.00	0.00		
Total Positions	0.00	0.00	3.00	4.00	1.00		

* 2018 Amended Budget as of 9/6/2018

Funding Changes	During 2018	* 2018 Amended - 2018 Original Budget
	Supplemental Appropriation to establish the Office of Accessibility	\$135,000
	Transfer 1.00 FTE ADA Coordinator from Risk Management	77,325
	Total During 2018	\$212,325
	For 2019	2019 Budget - * 2018 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$288,974
	Increase to fund pay for performance and market movement	8,020
	Increase to fund medical and dental cost adjustments	4,452
	Increase to fund 1.00 FTE ADA Construction Project Specialist	100,000
	Removal of one-time amendment to establish Office of Accessibility	(179,325)
	Total Salaries/Benefits/Pensions	\$222,121
	Operating	
	Addition of funding for operating activities of Office of Accessibility	\$37,000
	Removal of one-time amendment to establish Office of Accessibility	(23,000)
	Total Operating	\$14,000
	Capital Outlay	
	Removal of one-time amendment to establish Office of Accessibility	(\$10,000)
	Total Capital Outlay	(\$10,000)
CIP		
Increase to fund City ADA Compliance projects	\$600,000	
Total CIP	\$600,000	
Total For 2019	\$826,121	

Position Changes	During 2018	* 2018 Amended - 2018 Original Budget
	Transfer 1.00 FTE ADA Coordinator from Risk Management	1.00
	Add 1.00 FTE ADA Coordinator	1.00
	Add 1.00 FTE ADA Manager	1.00
	Total During 2018	3.00
	For 2019	2019 Budget - * 2018 Amended Budget
	Add 1.00 FTE ADA Construction Project Specialist	1.00
	Total For 2019	1.00

* 2018 Amended Budget as of 9/6/2018

CIP Program*	Project	General Fund	Total Allocation
	Citywide ADA Compliance Projects	600,000	600,000
	Total 2019 CIP	\$600,000	\$600,000

* The funding of the CIP projects is for the current budget year and may not reflect the total project cost. For a citywide comprehensive list of CIP projects, refer to the CIP section of the Budget, pg. 32-1.

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Office of Accessibility

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	0	0	0	155,305	311,968	156,663
51610 - PERA	0	0	0	7,303	42,740	35,437
51615 - WORKERS COMPENSATION	0	0	0	133	780	647
51620 - EQUITABLE LIFE INSURANCE	0	0	0	204	989	785
51640 - DENTAL INSURANCE	0	0	0	5,231	1,563	(3,668)
51690 - MEDICARE	0	0	0	773	4,523	3,750
51696 - ADVANTAGE HD MED PLAN	0	0	0	9,827	36,633	26,806
51697 - HRA BENEFIT TO ADV MED PLAN	0	0	0	549	2,250	1,701
Salaries/Benefits/Pensions Total	0	0	0	179,325	401,446	222,121
Operating						
52110 - OFFICE SUPPLIES	0	0	0	0	2,000	2,000
52122 - CELL PHONES EQUIP AND SUPPLIES	0	0	0	0	1,000	1,000
52305 - MAINT SOFTWARE	0	0	0	23,000	13,000	(10,000)
52575 - SERVICES	0	0	0	0	6,000	6,000
52615 - DUES AND MEMBERSHIP	0	0	0	0	500	500
52625 - MEETING EXPENSES IN TOWN	0	0	0	0	1,500	1,500
52630 - TRAINING	0	0	0	0	3,000	3,000
52655 - TRAVEL OUT OF TOWN	0	0	0	0	1,000	1,000
52738 - CELL PHONE BASE CHARGES	0	0	0	0	3,000	3,000
52775 - MINOR EQUIPMENT	0	0	0	0	5,750	5,750
52874 - OFFICE SERVICES PRINTING	0	0	0	0	250	250
Operating Total	0	0	0	23,000	37,000	14,000
Capital Outlay						
53010 - OFFICE MACHINES	0	0	0	10,000	0	(10,000)
Capital Outlay Total	0	0	0	10,000	0	(10,000)
Total Expense	0	0	0	212,325	438,446	226,121
CIP Total	0	0	0	0	600,000	600,000
Grand Total	0	0	0	212,325	1,038,446	826,121

* 2018 Amended Budget as of 9/6/2018

This page left blank intentionally.

Risk Management

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

2019 Initiatives

ID	Goal	Initiative
4A-08	Excelling in City Services	Implement a culture of safety and safe work practice accountability

Note: The ID number above is used in the Performance Measurement chapter to reference specific strategic and departmental initiatives by goal and objective.

All Funds Summary

	Use of Funds	2017	2018	* 2018	2019	2019 Budget -
		Actual	Original Budget	Amended Budget	Budget	* 2018 Amended Budget
All Funds	General Fund	\$676,265	\$756,260	\$678,935	\$676,582	(\$2,353)
	Claims Reserve Fund	116,207	1,561,500	1,561,500	1,562,866	1,366
	Workers' Comp Fund	6,556,406	8,994,165	8,994,165	9,000,000	5,835
	Total	\$7,348,878	\$11,311,925	\$11,234,600	\$11,239,448	\$4,848
	Positions					
	General Fund	7.25	7.25	6.25	6.25	0.00
	Claims Reserve Fund	2.50	2.50	2.50	2.50	0.00
	Workers' Comp Fund	8.25	8.25	10.25	10.25	0.00
	Total	18.00	18.00	19.00	19.00	0.00

* 2018 Amended Budget as of 9/6/2018

Significant Changes vs. 2018

- Net decrease of approximately \$2,400 in the General Fund, as a result of the transfer of 1.00 FTE ADA Coordinator position to the Office of Accessibility, offset by increases to fund pay for performance and movements within the salary structure, and medical and dental cost adjustments
- Increase in Workers' Comp Fund required by increased claims estimates

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, 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.

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

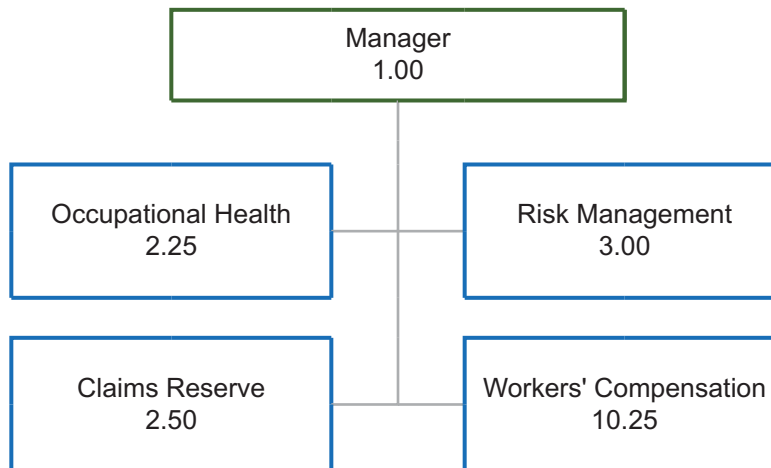
The Physical Therapy Clinic falls under the Workers’ Compensation section. The Physical Therapy Clinic provides services to both City and Colorado Springs Utilities employees with work related injuries. The Physical Therapy Clinic has two therapists with multiple certifications including manual physical 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. Colorado Springs Utilities is billed directly for physical therapy 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. Non-General Fund users are direct billed for drug tests.



The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2018, and changes occurring as part of the 2019 Budget for each fund including General Fund, Claims Reserve Fund, and Workers' Compensation Fund.

General Fund	Use of Funds	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget	
	Salary/Benefits/Pensions	\$590,054	\$580,375	\$627,945	\$550,620	\$548,267	(\$2,353)	
	Operating	83,253	94,290	128,315	128,315	128,315	0	
	Capital Outlay	0	1,600	0	0	0	0	
	Total	\$673,307	\$676,265	\$756,260	\$678,935	\$676,582	(\$2,353)	
	Revenue	\$74,240	\$60,829	\$62,282	\$62,282	\$133,288	\$71,006	
	Position Title	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget		
	ADA Coordinator	1.00	1.00	0.00	0.00	0.00		
Analyst II	1.00	1.00	1.00	0.00	(1.00)			
Manager	1.00	1.00	1.00	1.00	0.00			
Medical Assistant	1.50	1.50	0.50	0.50	0.00			
Medical Office Specialist	0.00	0.00	0.00	0.00	0.00			
Occupational Nurse Practitioner/Physicians Assistant	0.50	0.50	0.50	0.50	0.00			
Office Specialist	0.00	0.00	1.00	1.00	0.00			
Risk Supervisor	0.25	0.25	0.25	0.25	0.00			
Senior Analyst	0.00	0.00	0.00	1.00	1.00			
Senior Office Specialist	1.00	1.00	1.00	1.00	0.00			
Safety Specialist	1.00	1.00	1.00	1.00	0.00			
Total Positions	7.25	7.25	6.25	6.25	0.00			

* 2018 Amended Budget as of 9/6/2018

Funding Changes	During 2018	* 2018 Amended - 2018 Original Budget
	Transfer 1.00 FTE ADA Coordinator position to Office of Accessibility	(\$77,325)
	Total During 2018	(\$77,325)
	For 2019	2019 Budget - * 2018 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$103,427)
	Increase to fund pay for performance and market movement	17,779
	Increase to fund medical and dental cost adjustments	5,970
	Remove one-time transfer of funding to Office of Accessibility for 1.00 FTE ADA Coordinator	77,325
	Total Salaries/Benefits/Pensions	(\$2,353)
	Operating	
	None	\$0
	Total Operating	\$0
	Capital Outlay	
	None	\$0
	Total Capital Outlay	\$0
Total For 2019	(\$2,353)	

Position Changes	During 2018	* 2018 Amended - 2018 Original Budget
	Transfer 1.00 FTE ADA Coordinator position to Office of Accessibility	(1.00)
	Total During 2018	(1.00)
	For 2019	2019 Budget - * 2018 Amended Budget
	Reclassification of Analyst II to Senior Analyst	0.00
	Total For 2019	0.00

* 2018 Amended Budget as of 9/6/2018

Claims Reserve Fund	Source of Funds	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	Enterprise Contributions	\$11,500	\$12,766	\$11,500	\$11,500	\$12,266	\$766
	General Fund Contribution	1,000,000	1,000,000	1,550,000	1,550,000	1,550,000	0
	Interest/Other	173,514	85,444	0	0	600	600
	Draw/ (Contribution) to Fund Balance	2,711,145	(982,003)	0	0	0	0
	Total	\$3,896,159	\$116,207	\$1,561,500	\$1,561,500	\$1,562,866	\$1,366
	Use of Funds	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	Salary/Benefits/Pensions	\$172,160	\$184,050	\$195,798	\$195,798	\$208,116	\$12,318
	Operating	3,723,999	(68,643)	1,344,042	1,344,042	1,324,673	(19,369)
	Operating - Contingency for Claims **	0	0	21,660	21,660	30,077	8,417
Capital Outlay	0	800	0	0	0	0	
Total	\$3,896,159	\$116,207	\$1,561,500	\$1,561,500	\$1,562,866	\$1,366	
Position Title	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget		
Claims Adjuster II	1.00	1.00	1.00	1.00	0.00		
Risk Supervisor	0.25	0.25	0.25	0.25	0.00		
Senior Office Specialist	1.25	1.25	1.25	1.25	0.00		
Total Positions	2.50	2.50	2.50	2.50	0.00		

* 2018 Amended Budget as of 9/6/2018

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

Note: An accounting change in 2016 for case reserves resulted in a one-time increase in operating expense. These actuarially determined amounts are calculated in conjunction with incurred but not reported claims and will fluctuate annually.

Funding Changes	During 2018	* 2018 Amended - 2018 Original Budget
	None	\$0
	Total During 2018	\$0
	For 2019	2019 Budget - * 2018 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$980)
	Increase to fund pay for performance and market movement	8,740
	Increase to fund medical and dental cost adjustments	4,558
	Total Salaries/Benefits/Pensions	\$12,318
	Operating	
	Increase of contingent funds	\$8,417
	Net decrease to match anticipated expenditures	(19,369)
	Total Operating	(\$10,952)
	Capital Outlay	
	None	\$0
Total Capital Outlay	\$0	
Total For 2019	\$1,366	

Position Changes	During 2018	* 2018 Amended - 2018 Original Budget
	None	0.00
	Total During 2018	0.00
	For 2019	2019 Budget - * 2018 Amended Budget
	None	0.00
	Total For 2019	0.00

* 2018 Amended Budget as of 9/6/2018

Workers' Compensation Fund	Source of Funds	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	Physical Therapy Clinic	\$58,955	\$63,820	\$100,000	\$100,000	\$100,000	\$0
	WC Payroll Chgs	6,882,219	7,617,270	7,551,157	7,551,157	7,402,000	(149,157)
	Interest	4,213	12,121	5,600	5,600	27,200	21,600
	Other Charges	2,025	(10,309)	0	0	0	0
	Draw/ (Contribution) to Fund Balance **	7,236,280	(1,126,496)	1,337,408	1,337,408	1,470,800	133,392
	Total	\$14,183,692	\$6,556,406	\$8,994,165	\$8,994,165	\$9,000,000	\$5,835
	Use of Funds	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	Salary/Benefits/Pensions	\$702,861	\$726,793	\$769,550	\$769,550	\$951,721	\$182,171
	Operating	13,480,831	5,828,813	7,827,128	7,827,128	7,830,854	3,726
Operating - Contingency for Claims ***	0	0	397,487	397,487	217,425	(180,062)	
Capital Outlay	0	800	0	0	0	0	
Total	\$14,183,692	\$6,556,406	\$8,994,165	\$8,994,165	\$9,000,000	\$5,835	
Position Title	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget		
Administrative Technician	0.00	0.00	1.00	1.00	0.00		
Claims Adjuster I/II	1.00	1.00	1.00	1.00	0.00		
Medical Assistant	0.50	0.50	0.50	0.50	0.00		
Occupational Nurse Practitioner/Physicians Assistant	0.50	0.50	0.50	0.50	0.00		
Physical Therapist II	2.00	2.00	2.00	2.00	0.00		
Risk Supervisor	1.50	1.50	1.50	1.50	0.00		
Senior Claims Adjuster	1.00	1.00	1.00	1.00	0.00		
Senior Medical Assistant	1.00	1.00	0.00	0.00	0.00		
Senior Office Specialist	0.75	0.75	0.75	0.75	0.00		
Medical Only Claim Specialist	0.00	0.00	1.00	1.00	0.00		
Physical Therapist Assistant	0.00	0.00	1.00	1.00	0.00		
Total Positions	8.25	8.25	10.25	10.25	0.00		

* 2018 Amended Budget as of 9/6/2018

** Appropriation spending authority requested at \$9.0 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.

Note: An accounting change in 2016 for case reserves resulted in a one-time increase in operating expense. These actuarially determined amounts are calculated in conjunction with incurred but not reported claims and will fluctuate annually.

Funding Changes	During 2018	* 2018 Amended - 2018 Original Budget
	None	\$0
	Total During 2018	\$0
	For 2019	2019 Budget - * 2018 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$137,267
	Increase to fund pay for performance and market movement	25,339
	Increase to fund medical and dental cost adjustments	19,565
	Total Salaries/Benefits/Pensions	\$182,171
	Operating	
	Decrease in contingent funding	(\$180,062)
	Increase to match anticipated claims	3,726
	Total Operating	(\$176,336)
	Capital Outlay	
	None	\$0
Total Capital Outlay	\$0	
Total For 2019	\$5,835	

Position Changes	During 2018	* 2018 Amended - 2018 Original Budget
	Add 1.00 FTE Medical Only Claim Specialist	1.00
	Add 1.00 FTE Physical Therapy Assistant	1.00
	Total During 2018	2.00
	For 2019	2019 Budget - * 2018 Amended Budget
	None	0.00
	Total For 2019	0.00

* 2018 Amended Budget as of 9/6/2018

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Risk Management

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	453,210	449,279	483,646	430,341	423,998	(6,343)
51210 - OVERTIME	1	0	0	0	0	0
51245 - RETIREMENT TERM VACATION	3,489	1,173	0	0	0	0
51260 - VACATION BUY PAY OUT	1,635	811	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(2,696)	(1,856)	0	0	0	0
51610 - PERA	57,141	59,373	66,260	58,957	58,087	(870)
51615 - WORKERS COMPENSATION	998	948	1,230	1,097	1,059	(38)
51620 - EQUITABLE LIFE INSURANCE	1,192	1,261	1,677	1,473	1,483	10
51640 - DENTAL INSURANCE	2,526	2,511	2,838	(2,393)	2,506	4,899
51670 - PARKING FOR EMPLOYEES	1,120	1,040	1,680	1,680	1,680	0
51690 - MEDICARE	6,093	6,324	7,013	6,240	6,149	(91)
51696 - ADVANTAGE HD MED PLAN	52,663	55,230	59,288	49,461	49,868	407
51697 - HRA BENEFIT TO ADV MED PLAN	4,124	4,281	4,313	3,764	3,437	(327)
51699 - BENEFITS REIMBURSEMENT	8,558	0	0	0	0	0
Salaries/Benefits/Pensions Total	590,054	580,375	627,945	550,620	548,267	(2,353)
Operating						
52110 - OFFICE SUPPLIES	1,736	2,182	4,600	4,600	4,600	0
52111 - PAPER SUPPLIES	68	35	800	800	800	0
52115 - MEDICAL SUPPLIES	8,514	6,300	12,100	12,100	10,100	(2,000)
52116 - PHARMACEUTICALS	10,970	11,741	10,666	10,666	12,666	2,000
52120 - COMPUTER SOFTWARE	0	0	1,990	1,990	1,990	0
52122 - CELL PHONES EQUIP AND SUPPLIES	42	60	200	200	200	0
52125 - GENERAL SUPPLIES	404	428	0	0	0	0
52135 - POSTAGE	4,446	4,610	4,200	4,200	4,200	0
52140 - WEARING APPAREL	0	94	0	0	0	0
52165 - LICENSES AND TAGS	180	1,192	350	350	350	0
52240 - MAINT NONFLEET VEHICLES EQP	0	0	550	550	550	0
52305 - MAINT SOFTWARE	23,247	25,558	30,000	30,000	30,000	0
52460 - MEDICAL SERVICE	12,186	15,392	20,000	20,000	20,000	0
52560 - PARKING SERVICES	1,173	946	1,200	1,200	1,200	0
52575 - SERVICES	4,718	2,643	3,584	3,584	3,584	0
52590 - TEMPORARY EMPLOYMENT	0	7,590	5,000	5,000	6,500	1,500
52615 - DUES AND MEMBERSHIP	835	505	1,675	1,675	1,675	0
52625 - MEETING EXPENSES IN TOWN	80	25	500	500	500	0
52630 - TRAINING	4,016	10,095	15,000	15,000	15,000	0
52635 - EMPLOYEE EDUCATIONL ASSISTANCE	861	0	0	0	0	0
52645 - SUBSCRIPTIONS	150	150	350	350	350	0
52655 - TRAVEL OUT OF TOWN	616	251	2,000	2,000	1,500	(500)
52706 - WIRELESS COMMUNICATION	480	480	1,500	1,500	1,500	0
52736 - CELL PHONE AIRTIME	0	0	500	500	500	0
52738 - CELL PHONE BASE CHARGES	1,385	1,499	1,500	1,500	1,500	0
52740 - GENERAL INSURANCE-CITY	0	0	3,500	3,500	2,500	(1,000)
52775 - MINOR EQUIPMENT	1,000	403	1,550	1,550	1,550	0
52776 - PRINTER CONSOLIDATION COST	2,113	1,668	3,500	3,500	3,500	0

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Risk Management

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
52874 - OFFICE SERVICES PRINTING	450	443	850	850	850	0
65160 - RECRUITMENT	102	0	650	650	650	0
52875 - CITY RECORDS MANAGEMENT	3,481	0	0	0	0	0
Operating Total	83,253	94,290	128,315	128,315	128,315	0
Capital Outlay						
53020 - COMPUTERS NETWORKS	0	1,600	0	0	0	0
Capital Outlay Total	0	1,600	0	0	0	0
Grand Total	673,307	676,265	756,260	678,935	676,582	(2,353)
Revenue						
40113 - MISCELLANEOUS	108	0	0	0	0	0
42605 - ENT FUND UTIL ALLOCATION	72,954	60,537	62,282	62,282	133,288	71,006
44055 - REIMBURSEMENT ACCT	1,178	251	0	0	0	0
45665 - COPY FEES	0	41	0	0	0	0
Total Revenue	74,240	60,829	62,282	62,282	133,288	71,006

* 2018 Amended Budget as of 9/6/2018

City of Colorado Springs Budget Detail Report

502 - CLAIMS RESERVE FUND-LIABILITY
Risk Management

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	130,582	136,486	145,258	145,258	151,928	6,670
51240 - RETIREMENT TERMINATION SICK	192	256	0	0	0	0
51245 - RETIREMENT TERM VACATION	453	1,940	0	0	0	0
51260 - VACATION BUY PAY OUT	0	776	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(712)	(776)	0	0	0	0
51610 - PERA	14,090	17,477	19,901	19,901	20,814	913
51615 - WORKERS COMPENSATION	1,202	1,185	1,480	1,480	1,502	22
51620 - EQUITABLE LIFE INSURANCE	305	380	476	476	494	18
51640 - DENTAL INSURANCE	817	1,005	1,104	1,104	1,198	94
51670 - PARKING FOR EMPLOYEES	220	120	600	600	600	0
51690 - MEDICARE	1,505	1,868	2,106	2,106	2,204	98
51695 - CITY EPO MEDICAL PLAN	766	2,299	2,335	2,335	2,775	440
51696 - ADVANTAGE HD MED PLAN	15,311	19,722	21,100	21,100	25,164	4,064
51697 - HRA BENEFIT TO ADV MED PLAN	1,296	1,312	1,438	1,438	1,437	(1)
51699 - BENEFITS REIMBURSEMENT	6,133	0	0	0	0	0
Salaries/Benefits/Pensions Total	172,160	184,050	195,798	195,798	208,116	12,318
Operating						
52110 - OFFICE SUPPLIES	272	488	350	350	500	150
52111 - PAPER SUPPLIES	0	0	350	350	100	(250)
52120 - COMPUTER SOFTWARE	0	0	500	500	500	0
52122 - CELL PHONES EQUIP AND SUPPLIES	0	49	0	0	0	0
52125 - GENERAL SUPPLIES	13	0	350	350	300	(50)
52240 - MAINT NONFLEET VEHICLES EQP	0	0	50	50	50	0
52305 - MAINT SOFTWARE	14,967	15,664	16,300	16,300	0	(16,300)
52428 - HOSTED IT SERVICES	0	0	0	0	82,500	82,500
52560 - PARKING SERVICES	600	620	500	500	750	250
52568 - BANK AND INVESTMENT FEES	0	0	250	250	66	(184)
52575 - SERVICES	35	110	10,088	10,088	10,088	0
52590 - TEMPORARY EMPLOYMENT	3,953	2,972	0	0	0	0
52615 - DUES AND MEMBERSHIP	50	36	0	0	100	100
52625 - MEETING EXPENSES IN TOWN	0	55	300	300	300	0
52630 - TRAINING	740	198	1,000	1,000	1,000	0
52645 - SUBSCRIPTIONS	1,500	0	1,500	1,500	250	(1,250)
52655 - TRAVEL OUT OF TOWN	377	0	400	400	400	0
52706 - WIRELESS COMMUNICATION	294	471	0	0	750	750
52736 - CELL PHONE AIRTIME	0	0	500	500	500	0
52738 - CELL PHONE BASE CHARGES	313	388	400	400	400	0
52775 - MINOR EQUIPMENT	427	0	200	200	200	0
52776 - PRINTER CONSOLIDATION COST	686	770	800	800	900	100
52874 - OFFICE SERVICES PRINTING	0	23	200	200	200	0
60076 - CLAIMS PAID POLICE	296,957	333,671	0	0	0	0
60079 - LEGAL AND ADMIN POLICE	637,779	202,247	0	0	0	0
60221 - CLAIMS PAID FIRE	4,235	4,834	0	0	0	0
60222 - CLAIMS PAID PUBLIC WORKS	67,936	4,429	0	0	0	0
60224 - CLAIMS PAID GENERAL COST	140,355	58,224	1,224,569	1,153,382	1,224,569	71,187
60227 - CLAIMS PAID PATTY JEWETT	0	1,705	0	0	0	0

City of Colorado Springs Budget Detail Report

502 - CLAIMS RESERVE FUND-LIABILITY
Risk Management

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
60228 - CLAIMS PAID PARK AND REC	734	3,026	0	0	0	0
60650 - FIREFIGHTER BENEFIT MANDATE	0	0	85,435	156,622	0	(156,622)
65140 - CONTINGENT FUNDS	0	0	21,660	21,660	30,077	8,417
65160 - RECRUITMENT	0	12	0	0	250	250
65210 - ADJUST RESERVE	2,541,000	(712,000)	0	0	0	0
65230 - LEGAL AND ADMIN FIRE	0	143	0	0	0	0
65235 - LEGAL AND ADMIN PUBLIC WORK	195	0	0	0	0	0
65240 - LEGAL AND ADMIN PARK AND REC	360	0	0	0	0	0
65250 - LEGAL AND ADMIN GEN COSTS	10,219	7,517	0	0	0	0
65255 - LEGAL AND ADMIN AIRPORT	2	3,541	0	0	0	0
60075 - CLAIMS PAID DEVELOPMENT REVIEW	0	45	0	0	0	0
60225 - CLAIMS PAID PP HIGHWAY	0	2,119	0	0	0	0
Operating Total	3,723,999	(68,643)	1,365,702	1,365,702	1,354,750	(10,952)
Grand Total	3,896,159	115,407	1,561,500	1,561,500	1,562,866	1,366
Revenue						
40113 - MISCELLANEOUS	0	20	0	0	0	0
40224 - CONTRIBUTION FROM GOLF	3,500	4,766	3,500	3,500	4,266	766
40225 - CONTRIBUTION FROM PPHWY	5,000	5,000	5,000	5,000	5,000	0
40226 - CONTRIBUTION FROM CEMETERY	1,000	1,000	1,000	1,000	1,000	0
40383 - CONTRIBUTION FROM DEV REVIEW	2,000	2,000	2,000	2,000	2,000	0
40650 - REIMBURSEMENT FIREFIGHTER BENE	164,585	85,424	0	0	0	0
44020 - MISCELLANEOUS GENERAL	1,000,000	1,000,000	1,550,000	1,550,000	1,550,000	0
44055 - REIMBURSEMENT ACCT	8,929	0	0	0	0	0
46025 - INTEREST	0	0	0	0	600	600
Revenue Total	1,185,014	1,098,210	1,561,500	1,561,500	1,562,866	1,366

* 2018 Amended Budget as of 9/6/2018

Note: An accounting change in 2016 for case reserves resulted in a one-time increase in operating expense. These actuarially determined amounts are calculated in conjunction with incurred but not reported claims and will fluctuate annually. However, the amounts are not budgeted since they are unknown until the actuarial report is received at year end.

City of Colorado Springs Budget Detail Report

503 - SELF INSURANCE-WORK COMP
Risk Management

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	526,642	553,700	582,215	582,215	705,876	123,661
51240 - RETIREMENT TERMINATION SICK	688	984	0	0	0	0
51245 - RETIREMENT TERM VACATION	3,997	(813)	0	0	0	0
51260 - VACATION BUY PAY OUT	4,886	2,282	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(7,116)	(4,754)	0	0	0	0
51610 - PERA	74,326	71,773	79,764	79,764	96,707	16,943
51615 - WORKERS COMPENSATION	2,032	2,010	2,511	2,511	2,812	301
51620 - EQUITABLE LIFE INSURANCE	1,609	1,543	1,984	1,984	2,468	484
51640 - DENTAL INSURANCE	3,369	3,121	3,310	3,310	4,647	1,337
51670 - PARKING FOR EMPLOYEES	1,420	1,440	2,280	2,280	2,280	0
51690 - MEDICARE	7,921	7,678	8,442	8,442	10,235	1,793
51695 - CITY EPO MEDICAL PLAN	8,464	6,898	7,004	7,004	8,325	1,321
51696 - ADVANTAGE HD MED PLAN	83,709	75,691	76,789	76,789	111,746	34,957
51697 - HRA BENEFIT TO ADV MED PLAN	5,605	5,240	5,251	5,251	6,625	1,374
51699 - BENEFITS REIMBURSEMENT	(14,691)	0	0	0	0	0
Salaries/Benefits/Pensions Total	702,861	726,793	769,550	769,550	951,721	182,171
Operating						
52110 - OFFICE SUPPLIES	3,363	2,419	3,850	3,850	5,300	1,450
52111 - PAPER SUPPLIES	1,132	1,269	750	750	1,750	1,000
52115 - MEDICAL SUPPLIES	15,130	14,827	18,000	18,000	16,500	(1,500)
52116 - PHARMACEUTICALS	1,352	3,287	3,250	3,250	4,750	1,500
52122 - CELL PHONES EQUIP AND SUPPLIES	0	115	0	0	0	0
52125 - GENERAL SUPPLIES	121	578	0	0	550	550
52135 - POSTAGE	116	195	325	325	325	0
52165 - LICENSES AND TAGS	0	0	100	100	100	0
52305 - MAINT SOFTWARE	22,673	24,911	42,000	42,000	28,000	(14,000)
52428 - HOSTED IT SERVICES	9,225	9,150	9,100	9,100	82,500	73,400
52460 - MEDICAL SERVICE	35,855	36,800	77,400	77,400	77,400	0
52560 - PARKING SERVICES	2,824	3,711	4,400	4,400	6,500	2,100
52568 - BANK AND INVESTMENT FEES	312	707	1,000	1,000	2,992	1,992
52575 - SERVICES	185,505	177,863	260,620	260,620	221,365	(39,255)
52590 - TEMPORARY EMPLOYMENT	0	0	1,500	1,500	1,500	0
52615 - DUES AND MEMBERSHIP	1,435	1,064	1,850	1,850	1,850	0
52625 - MEETING EXPENSES IN TOWN	0	0	100	100	100	0
52630 - TRAINING	1,762	4,496	5,350	5,350	5,350	0
52635 - EMPLOYEE EDUCATIONL ASSISTANCE	861	0	2,000	2,000	2,000	0
52645 - SUBSCRIPTIONS	152	0	200	200	200	0
52655 - TRAVEL OUT OF TOWN	993	820	3,606	3,606	3,606	0
52705 - COMMUNICATIONS	3,663	3,663	4,000	4,000	4,000	0
52735 - TELEPHONE LONG DIST CALLS	106	44	0	0	0	0
52738 - CELL PHONE BASE CHARGES	1,028	1,065	1,550	1,550	1,550	0
52740 - GENERAL INSURANCE-CITY	242,001	274,924	256,516	256,516	256,516	0
52775 - MINOR EQUIPMENT	9,561	491	2,700	2,700	2,700	0
52776 - PRINTER CONSOLIDATION COST	6,760	6,306	8,600	8,600	8,600	0
52872 - MAINT FLEET VEHICLES EQP	877	588	750	750	750	0
52874 - OFFICE SERVICES PRINTING	694	866	1,100	1,100	1,100	0
60705 - WC STATE MANDATED SALARY	458,696	653,497	300,000	300,000	300,000	0

City of Colorado Springs Budget Detail Report

503 - SELF INSURANCE-WORK COMP
Risk Management

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
60707 - WC BENEFIT SALARY	258,650	300,058	200,000	200,000	200,000	0
65100 - CLAIMS AND DAMAGES CITY	3,776,076	3,606,154	5,414,511	5,414,511	5,087,000	(327,511)
65125 - CLAIMS AND DAMAGES UTILITIES	768,878	916,945	1,202,000	1,202,000	1,506,000	304,000
65140 - CONTINGENT FUNDS	0	0	397,487	397,487	217,425	(180,062)
65160 - RECRUITMENT	30	0	0	0	0	0
65210 - ADJUST RESERVE	7,671,000	(218,000)	0	0	0	0
Operating Total	13,480,831	5,828,813	8,224,615	8,224,615	8,048,279	(176,336)
Capital Outlay						
53020 - COMPUTERS NETWORKS	0	800	0	0	0	0
Capital Outlay Total	0	800	0	0	0	0
Grand Total	14,183,692	6,556,406	8,994,165	8,994,165	9,000,000	5,835
Revenue						
40113 - MISCELLANEOUS	6,615	373	0	0	0	0
40132 - PHYSICAL THERAPY CLINIC	58,955	63,820	100,000	100,000	100,000	0
42750 - CITY INS EXCESS	125,284	206,883	0	0	0	0
42760 - CITY SUBROGATION	46,172	82,136	0	0	0	0
42765 - CSU SUBROGATION	0	105,000	0	0	0	0
42770 - CITY WORKERS COMP	5,076,722	5,548,370	5,982,557	5,982,557	6,652,000	669,443
42775 - UTILITIES WORKERS COMP	1,634,041	1,674,881	1,568,600	1,568,600	750,000	(818,600)
43180 - GAIN LOSS INV MKT VALUE	(4,704)	(10,682)	0	0	0	0
45665 - COPY FEES	114	0	0	0	0	0
46025 - INTEREST	4,213	12,121	5,600	5,600	27,200	21,600
Revenue Total	6,947,412	7,682,902	7,656,757	7,656,757	7,529,200	(127,557)

* 2018 Amended Budget as of 9/6/2018

Note: An accounting change in 2016 for case reserves resulted in a one-time increase in operating expense. These actuarially determined amounts are calculated in conjunction with incurred but not reported claims and will fluctuate annually. However, the amounts are not budgeted since they are unknown until the actuarial report is received at year end.

This page left blank intentionally.

Innovation & Sustainability

Ryan Trujillo, Manager | (719) 385-6602 | rtrujillo@springsgov.com

2019 Initiatives

ID	Goal	Initiative
1C-02	Promoting Job Creation	Expand the number of services that can be completed online
2A-06	Investing in Infrastructure	Improve environmental sustainability of City infrastructure and assets
3B-01	Building Community and Collaborative Relationships	Use technology to inform and engage the community, using a number of channels, including city-sponsored programs or events
3C-03	Building Community and Collaborative Relationships	Enhance the City's environmental sustainability efforts in conjunction with other governmental entities
4B-02	Excelling in City Services	Modernize citizen issue reporting and information request system to allow self-service for citizens and greater efficiency for City Staff
4B-03	Excelling in City Services	Institute data governance and standards and use data comprehensive data to drive decision-making at all levels
4B-07	Excelling in City Services	Develop an Open Data program, including data publication, governance and alignment to standards, to share appropriate City data with the community

Note: the ID number above is used in the Performance Measurement chapter to reference specific strategic and departmental initiatives by goal and objective.

All Funds Summary

All Funds	Use of Funds	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	General Fund	\$3,973,728	\$5,483,093	\$6,583,093	\$7,527,083	\$943,990
General Fund - CIP	136,160	2,899,233	2,899,233	2,923,233	24,000	
Office Services Fund	1,625,271	1,656,423	1,656,423	1,713,248	56,825	
Total	\$5,735,159	\$10,038,749	\$11,138,749	\$12,163,564	\$1,024,815	
Positions						
General Fund	7.00	11.00	11.00	12.00	1.00	
Office Services Fund	8.00	8.00	8.00	9.00	1.00	
Total	15.00	19.00	19.00	21.00	2.00	

* 2018 Amended Budget as of 9/6/2018

Significant Changes vs. 2018

- Increase of approximately \$20,000 in the General Fund, mainly to fund existing positions, pay for performance and movements within the salary structure, and medical and dental cost adjustments
- Increase of \$125,000 to fund 1.0 FTE Fleet Contract Manager
- Increase of \$1.1 million to fund 2019 implementation of the Fleet Replacement Strategy
- Increase of \$600,000 to fund vehicle acquisition for new sworn Police Department positions
- Increase of \$200,000 for the lease of Forestry equipment
- Decrease of \$1.1 million to remove one time amendment for police vehicles in 2018
- Increase of approximately \$53,000 in the Office Services Fund to fund the addition of 1.00 FTE Office Specialist

Innovation & Sustainability

The Office of Innovation and Sustainability collaborates with City departments and the community to improve organizational processes, implement creative solutions to overcome organizational obstacles, and ensure a sustainable and resilient future for Colorado Springs. The Office manages citywide operations, including facilities, fleet and office services, and provides transparency and insight to the public and City leaders.

Smart Cities

- Leads development of a Smart Cities Plan
- Implements Smart Cities initiatives
- Coordinates with City departments & Colorado Springs Utilities on telecommunications and fiber-related initiatives

Citizen Engagement & Open Data

- Expands City services that can be completed online
- Enhances citizen engagement, using technology to engage the community
- Modernizes citizen issue reporting for self-service and greater efficiency
- Manages the OpenDataCOS program to share City data

Process Improvement

- Lead Citywide process improvement training and facilitation, including teaching the Citywide Ascent Academy

Sustainability & Utilities

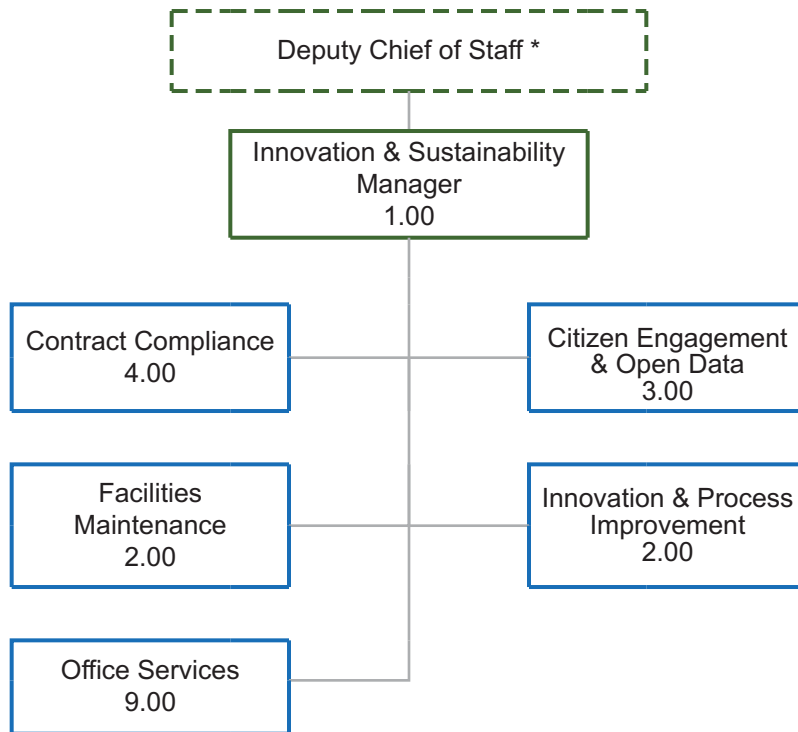
- Manages the City's utilities budgets
- Implements energy efficiency projects
- Leads Citywide sustainability efforts
- Collaborates regionally on sustainability initiatives

Contract Compliance

- Manages several Citywide internal services contracts
- Manages the City's Cable Franchise Agreements

Internal Services

- Supports fleet service, including managing fuel supply/distribution and vehicle acquisition/disposal
- Provides reprographics and mail processing support to all City departments and Springs Utilities through the Office Services division
- Manages Citywide facilities maintenance
- Manages the Citywide Facilities Committee, coordinating facility capital improvement projects, and other Citywide facilities related initiatives



*The Deputy Chief of Staff is funded as part of the Mayor's Office budget. This position is not reflected in the position count in the Budget Summary below.

The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2018, and changes occurring as part of the 2019 Budget for each fund including General Fund, Office Services Fund, Fleet Services Fund, and CIP.

General Fund	Use of Funds	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget	
	Salary/Benefits/Pensions	\$473,316	\$517,134	\$984,999	\$984,999	\$1,130,429	\$145,430	
	Operating	10,620,143	2,129,080	3,541,612	3,541,612	4,740,172	1,198,560	
	Capital Outlay	969,484	1,327,514	956,482	2,056,482	1,656,482	(400,000)	
	Total	\$12,062,943	\$3,973,728	\$5,483,093	\$6,583,093	\$7,527,083	\$943,990	
	CIP	\$89,258	\$136,160	\$2,899,233	\$2,899,233	\$2,923,233	\$24,000	
	Grand Total	\$12,152,201	\$4,109,888	\$8,382,326	\$9,482,326	\$10,450,316	\$967,990	
	Revenue	\$2,473,872	\$362,931	\$59,359	\$59,359	\$59,359	\$0	
	Position Title	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget		
	Analyst I	1.00	1.00	1.00	1.00	0.00		
Analyst II	0.00	1.00	1.00	1.00	0.00			
Citizen Engagement	0.00	1.00	1.00	1.00	0.00			
Contract Compliance Coordinator	0.00	1.00	1.00	1.00	0.00			
CRM Configuration and Improvement Specialist	0.00	1.00	1.00	1.00	0.00			
Fleet Contract Manager	0.00	0.00	0.00	1.00	1.00			
Fleet Services Coordinator	2.00	2.00	2.00	2.00	0.00			
Fleet Specialist	1.00	1.00	1.00	1.00	0.00			
Maintenance Technician II	1.00	1.00	1.00	1.00	0.00			
Skilled Maintenance Supervisor	1.00	1.00	1.00	1.00	0.00			
Sustainability & Support Services Manager	1.00	1.00	1.00	1.00	0.00			
Total Positions	7.00	11.00	11.00	12.00	1.00			

* 2018 Amended Budget as of 9/6/2018

Funding Changes	During 2018	* 2018 Amended - 2018 Original Budget
	Supplemental appropriation to purchase vehicles for the Police Department	\$1,100,000
	Total During 2018	\$1,100,000
	For 2019	2019 Budget - * 2018 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$41,555)
	Increase to fund pay for performance and market movement	38,786
	Increase to fund medical and dental cost adjustments	21,522
	Increase to fund 1.0 FTE Fleet Contract Manager	125,000
	Increase to fund minimum wage adjustment	237
	Redistributed operating dollars to seasonal temporary	1,440
	Total Salaries/Benefits/Pensions	\$145,430
	Operating	
	Implementation of 2019 Fleet Replacement Strategy	\$1,000,000
	Increase to fund lease purchase of Forestry equipment	200,000
	Redistributed operating dollars to seasonal temporary	(1,440)
	Total Operating	\$1,198,560
	Capital Outlay	
	Remove one-time supplemental appropriation to purchase vehicles for the Police Department	(\$1,100,000)
	Implementation of 2019 Fleet Replacement Strategy	100,000
	Increase to fund vehicle acquisition for new sworn Police Department positions	600,000
	Total Capital Outlay	(\$400,000)
	CIP	
Increase to fund 2019 CIP Projects	\$24,000	
Total CIP	\$24,000	
Total For 2019	\$967,990	

Position Changes	During 2018	* 2018 Amended - 2018 Original Budget
	None	0.00
	Total During 2018	0.00
	For 2019	2019 Budget - * 2018 Amended Budget
	Add 1.0 FTE Fleet Contract Manager	1.00
	Total For 2019	1.00

* 2018 Amended Budget as of 9/6/2018

CIP Program*	Project	General Fund	Other	Total Allocation
	Citywide Prioritized CIP Projects	1,749,000		1,749,000
	Citywide Emergency Facilities Maintenance	300,000		300,000
	Citywide Facilities Security	400,000		400,000
	Energy Efficiency Retrofits	174,233	99,259	273,492
	Facilities Large Operating Needs	300,000		300,000
	Total 2019 CIP	\$2,923,233	\$99,259	\$3,022,492

* The funding of the CIP projects is for the current budget year and may not reflect the total project cost. For a citywide comprehensive list of CIP projects, refer to the CIP section of the Budget, pg. 32-1.

Office Services Fund	Source of Funds	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	Utilities Allocation	\$195,265	\$144,383	\$186,331	\$186,331	\$201,741	\$15,410
	City Allocation	679,180	609,455	656,594	656,594	657,808	1,214
	Postage	312,736	395,674	350,000	350,000	350,000	0
	Workorders	326,884	366,159	302,000	302,000	302,000	0
	Other	260,623	229,576	195,800	195,800	201,700	5,900
	Total	\$1,774,688	\$1,745,247	\$1,690,725	\$1,690,725	\$1,713,249	\$22,524
	Use of Funds	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	Salary/Benefits/Pensions	\$558,319	\$542,852	\$559,872	\$559,872	\$651,653	\$91,781
	Operating	1,042,459	1,068,498	1,057,051	1,057,051	1,046,568	(10,483)
Capital Outlay	0	13,921	39,500	39,500	15,027	(24,473)	
Total	\$1,600,778	\$1,625,271	\$1,656,423	\$1,656,423	\$1,713,248	\$56,825	
Position Title	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget		
Digital Imaging Technician	2.00	2.00	2.00	2.00	0.00		
Graphics Technician	1.00	1.00	1.00	1.00	0.00		
Office Services Coordinator	1.00	1.00	1.00	1.00	0.00		
Office Specialist	0.00	0.00	0.00	1.00	1.00		
Office Specialist, Mail	1.00	1.00	2.00	2.00	0.00		
Printing Technician	1.00	1.00	1.00	1.00	0.00		
Senior Office Specialist	2.00	2.00	1.00	1.00	0.00		
Total Positions	8.00	8.00	8.00	9.00	1.00		

* 2018 Amended Budget as of 9/6/2018

Funding Changes	During 2018	* 2018 Amended - 2018 Original Budget
	None	\$0
	Total During 2018	\$0
	For 2019	2019 Budget - * 2018 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$8,285
	Increase to fund pay for performance and market movement	18,824
	Increase to fund medical and dental cost adjustments	11,953
	Increase to fund 1.00 FTE Office Specialist	52,719
	Total Salaries/Benefits/Pensions	\$91,781
	Operating	
	Net increase in operating expenses	\$7,517
	Decrease in temporary employment to offset addition of 1.00 FTE Office Specialist	(18,000)
	Total Operating	(\$10,483)
	Capital Outlay	
Remove one-time purchase of delivery van	(\$22,500)	
Decrease in capital outlay expenses	(1,973)	
Total Capital Outlay	(\$24,473)	
Total For 2019	\$56,825	

Position Changes	During 2018	* 2018 Amended - 2018 Original Budget
	Reclassification of Senior Office Specialist to Office Specialist, Mail	0.00
	Total During 2018	0.00
	For 2019	2019 Budget - * 2018 Amended Budget
	Add 1.00 FTE Office Specialist	1.00
Total For 2019	1.00	

* 2018 Amended Budget as of 9/6/2018

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Innovation & Sustainability

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	338,706	374,515	726,466	726,466	842,905	116,439
51210 - OVERTIME	526	2,948	0	0	0	0
51220 - SEASONAL TEMPORARY	12,929	640	0	0	0	0
51245 - RETIREMENT TERM VACATION	0	1,057	0	0	0	0
51260 - VACATION BUY PAY OUT	1,278	3,091	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(3,157)	(5,275)	0	0	0	0
51610 - PERA	44,231	48,038	91,618	91,618	115,447	23,829
51615 - WORKERS COMPENSATION	3,085	4,604	6,310	6,310	7,081	771
51620 - EQUITABLE LIFE INSURANCE	969	1,049	2,371	2,371	2,836	465
51640 - DENTAL INSURANCE	2,412	2,636	5,436	5,436	5,290	(146)
51670 - PARKING FOR EMPLOYEES	600	450	600	600	2,040	1,440
51690 - MEDICARE	4,699	5,103	9,702	9,702	12,218	2,516
51695 - CITY EPO MEDICAL PLAN	22,714	13,819	13,643	13,643	16,221	2,578
51696 - ADVANTAGE HD MED PLAN	41,755	60,574	120,794	120,794	119,891	(903)
51697 - HRA BENEFIT TO ADV MED PLAN	2,569	3,885	8,059	8,059	6,500	(1,559)
Salaries/Benefits/Pensions Total	473,316	517,134	984,999	984,999	1,130,429	145,430
Operating						
52105 - MISCELLANEOUS OPERATING	0	25,761	0	0	4,000	4,000
52110 - OFFICE SUPPLIES	223	438	500	500	2,000	1,500
52120 - COMPUTER SOFTWARE	903	0	0	0	147,000	147,000
52122 - CELL PHONES EQUIP AND SUPPLIES	1,836	16	250	250	250	0
52125 - GENERAL SUPPLIES	50,188	18,304	12,000	12,000	12,000	0
52129 - HVAC-HEAT VENTILATN AIR SUPPLI	1,236	0	0	0	0	0
52135 - POSTAGE	7	107	0	0	0	0
52140 - WEARING APPAREL	110	0	250	250	250	0
52159 - MOBILE FUELING	113,058	103,843	126,000	126,000	126,000	0
52160 - FUEL	4,598,675	411	0	0	0	0
52165 - LICENSES AND TAGS	692	1,757	1,600	1,600	1,600	0
52190 - JANITORIAL SUPPLIES	1,426	10,950	0	0	7,800	7,800
52195 - ENVIRONMENTAL SUPPLIES ETC	0	3,560	0	0	0	0
52225 - MAINT OF COMPUTER SOFTWARE	106,925	0	0	0	0	0
52230 - MAINT FURNITURE AND FIXTURES	6,212	0	0	0	0	0
52235 - MAINT MACHINERY AND APPARATUS	0	21,326	0	0	0	0
52265 - MAINT BUILDINGS AND STRUCTURE	58,126	175,316	50,000	50,000	50,000	0
52281 - MAINT INFRASTRUCTURE	28,872	63,601	60,000	60,000	60,000	0
52305 - MAINT SOFTWARE	142,008	187,699	140,000	140,000	140,000	0
52410 - BUILDING SECURITY SERVICES	212,643	241,836	233,433	233,433	233,433	0
52415 - CONTRACTS AND SPEC PROJECTS	4,385,896	0	181,000	181,000	28,560	(152,440)
52423 - TELECOMMUNICATION SERVICES	0	39	0	0	0	0
52425 - ENVIRONMENTAL SERVICES	467	(175)	6,000	6,000	6,000	0
52435 - GARBAGE REMOVAL SERVICES	9,838	14,789	8,500	8,500	8,500	0
52445 - JANITORIAL SERVICES	117,638	118,277	135,000	135,000	127,200	(7,800)
52465 - MISCELLANEOUS SERVICES	0	60	0	0	0	0
52560 - PARKING SERVICES	6,600	7,150	6,000	6,000	6,000	0
52565 - PEST CONTROL	552	2,089	1,550	1,550	1,550	0
52571 - SNOW REMOVAL	12,324	12,236	14,500	14,500	14,500	0
52574 - LEGAL SERVICES	0	17,805	0	0	0	0

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Innovation & Sustainability

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
52575 - SERVICES	110,729	103,829	128,226	128,226	130,226	2,000
52579 - INSPECTIONS	8,839	340	10,000	10,000	10,000	0
52590 - TEMPORARY EMPLOYMENT	102	0	75,000	75,000	50,350	(24,650)
52605 - CAR MILEAGE	138	0	1,000	1,000	1,000	0
52615 - DUES AND MEMBERSHIP	0	325	0	0	0	0
52630 - TRAINING	170	450	0	0	5,000	5,000
52655 - TRAVEL OUT OF TOWN	0	8,862	0	0	14,000	14,000
52725 - RENTAL OF PROPERTY	13,685	11,177	20,553	20,553	11,177	(9,376)
52735 - TELEPHONE LONG DIST CALLS	478	454	500	500	500	0
52736 - CELL PHONE AIRTIME	0	0	750	750	2,400	1,650
52738 - CELL PHONE BASE CHARGES	701	3,188	0	0	0	0
52746 - UTILITIES ELECTRIC	132,227	0	0	0	0	0
52747 - UTILITIES GAS	22,316	0	0	0	0	0
52748 - UTILITIES SEWER	8,916	0	0	0	0	0
52749 - UTILITIES WATER	19,638	0	0	0	0	0
52755 - COMMUNICATIONS EQUIPMENT	0	408	60,000	60,000	60,000	0
52765 - LEASE PURCHASE PAYMENTS	380,543	878,652	0	0	3,459,376	3,459,376
52775 - MINOR EQUIPMENT	21,119	11,528	0	0	0	0
52776 - PRINTER CONSOLIDATION COST	8,500	8,051	10,000	10,000	10,000	0
52795 - RENTAL OF EQUIPMENT	0	0	2,250,000	2,250,000	0	(2,250,000)
52821 - CHGS MISCELLANEOUS	0	6,167	0	0	0	0
52872 - MAINT FLEET VEHICLES EQP	2,151	680	8,000	8,000	8,000	0
52874 - OFFICE SERVICES PRINTING	1,197	1,855	1,000	1,000	1,500	500
52876 - PASS THROUGH EXPENSES	3,645	1,760	0	0	0	0
52881 - PURCH FOR RESALE FUEL	26,512	53,167	0	0	0	0
52883 - PURCH FOR RESALE NON STCK PART	2,082	10,992	0	0	0	0
Operating Total	10,620,143	2,129,080	3,541,612	3,541,612	4,740,172	1,198,560
Capital Outlay						
53010 - OFFICE MACHINES	0	2,593	0	0	0	0
53030 - FURNITURE AND FIXTURES	22,260	8,172	6,354	6,354	6,354	0
53070 - VEHICLES REPLACEMENT	802,806	1,316,749	950,128	2,050,128	1,650,128	(400,000)
53080 - VEHICLES ADDITIONS	144,418	0	0	0	0	0
Capital Outlay Total	969,484	1,327,514	956,482	2,056,482	1,656,482	(400,000)
Total Expense	12,062,943	3,973,728	5,483,093	6,583,093	7,527,083	943,990
CIP Total	89,258	136,160	2,899,233	2,899,233	2,923,233	24,000
Grand Total	12,152,201	4,109,888	8,382,326	9,482,326	10,450,316	967,990

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Innovation & Sustainability

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
Revenue						
40113 - MISCELLANEOUS	359	0	0	0	0	0
42665 - CITY OTHER DEPT	90,101	149,763	0	0	0	0
42680 - CITY POLICE UNIT	10,541	0	0	0	0	0
42710 - OTHER REVENUE	43,824	151,697	49,759	49,759	49,759	0
42735 - SPECIAL FUNDS MISCELLANEOUS	2,890	0	0	0	0	0
44010 - INSURANCE	44,901	0	0	0	0	0
45763 - ADMINISTRATIVE SERVICES FEES	33,860	42,413	9,600	9,600	9,600	0
45905 - RENTAL INCOME	871	14,616	0	0	0	0
46170 - REIMBURSEMENT FR OTHER FUNDS	556,387	4,442	0	0	0	0
46173 - REIMBURSEMENT FR UTILITY FUND	1,690,138	0	0	0	0	0
Total Revenue	2,473,872	362,931	59,359	59,359	59,359	0

* 2018 Amended Budget as of 9/6/2018

City of Colorado Springs Budget Detail Report

505 - OFFICE SERVICES
Innovation & Sustainability

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	402,762	393,781	403,011	403,011	462,201	59,190
51210 - OVERTIME	18,097	8,591	17,000	17,000	17,000	0
51220 - SEASONAL TEMPORARY	0	2,400	0	0	0	0
51240 - RETIREMENT TERMINATION SICK	(2,983)	1,560	0	0	0	0
51245 - RETIREMENT TERM VACATION	1,199	1,382	0	0	0	0
51610 - PERA	56,662	53,487	55,213	55,213	63,321	8,108
51615 - WORKERS COMPENSATION	3,371	3,254	3,878	3,878	4,191	313
51620 - EQUITABLE LIFE INSURANCE	1,151	1,133	1,367	1,367	1,552	185
51640 - DENTAL INSURANCE	3,014	2,925	3,077	3,077	4,363	1,286
51655 - RETIRED EMP MEDICAL INS	2,029	2,194	2,212	2,212	2,212	0
51670 - PARKING FOR EMPLOYEES	2,700	2,640	3,000	3,000	3,000	0
51690 - MEDICARE	4,914	5,003	5,844	5,844	6,701	857
51695 - CITY EPO MEDICAL PLAN	5,206	5,187	5,267	5,267	6,265	998
51696 - ADVANTAGE HD MED PLAN	55,699	55,315	56,003	56,003	76,097	20,094
51697 - HRA BENEFIT TO ADV MED PLAN	4,498	4,000	4,000	4,000	4,750	750
Salaries/Benefits/Pensions Total	558,319	542,852	559,872	559,872	651,653	91,781
Operating						
52110 - OFFICE SUPPLIES	49	886	1,450	1,450	1,450	0
52115 - MEDICAL SUPPLIES	125	120	150	150	150	0
52120 - COMPUTER SOFTWARE	725	1,029	974	974	1,604	630
52125 - GENERAL SUPPLIES	8	996	1,000	1,000	1,000	0
52135 - POSTAGE	206	185	200	200	200	0
52140 - WEARING APPAREL	342	0	400	400	400	0
52220 - MAINT OFFICE MACHINES	9,776	5,236	10,500	10,500	10,500	0
52450 - LAUNDRY AND CLEANING SERVICES	214	221	600	600	600	0
52568 - BANK AND INVESTMENT FEES	357	407	250	250	1,342	1,092
52573 - CREDIT CARD FEES	1,121	1,185	1,500	1,500	1,500	0
52575 - SERVICES	3,017	238	5,207	5,207	5,207	0
52590 - TEMPORARY EMPLOYMENT	10,941	17,842	18,000	18,000	0	(18,000)
52605 - CAR MILEAGE	0	0	50	50	50	0
52615 - DUES AND MEMBERSHIP	0	0	550	550	550	0
52625 - MEETING EXPENSES IN TOWN	0	0	50	50	50	0
52630 - TRAINING	125	0	300	300	300	0
52645 - SUBSCRIPTIONS	0	60	100	100	100	0
52776 - PRINTER CONSOLIDATION COST	163,363	180,364	190,000	190,000	190,000	0
52795 - RENTAL OF EQUIPMENT	3,708	232	5,000	5,000	6,120	1,120
52805 - ADMIN PRORATED CHARGES	202,613	175,411	163,665	163,665	168,340	4,675
52872 - MAINT FLEET VEHICLES EQP	6,212	5,024	7,105	7,105	7,105	0
52874 - OFFICE SERVICES PRINTING	0	18	0	0	0	0
52880 - PURCHASES FOR RESALE	288,685	287,006	300,000	300,000	300,000	0
52915 - PASSTHRU MAIL	292,295	392,038	350,000	350,000	350,000	0
52919 - PASSTHRU RECORDS	58,577	0	0	0	0	0
Operating Total	1,042,459	1,068,498	1,057,051	1,057,051	1,046,568	(10,483)

City of Colorado Springs Budget Detail Report

505 - OFFICE SERVICES
Innovation & Sustainability

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
Capital Outlay						
53040 - MACHINERY AND APPARATUS	0	13,921	17,000	17,000	15,027	(1,973)
53070 - VEHICLES REPLACEMENT	0	0	22,500	22,500	0	(22,500)
Capital Outlay Total	0	13,921	39,500	39,500	15,027	(24,473)
Grand Total	1,600,778	1,625,271	1,656,423	1,656,423	1,713,248	56,825
Revenue						
42605 - ENT FUND UTIL ALLOCATION	195,265	144,383	186,331	186,331	201,741	15,410
42625 - ENTERPRISE FUND UTIL WORDER	93,340	124,603	80,000	80,000	80,000	0
42630 - POSTAGE	312,736	395,674	350,000	350,000	350,000	0
42632 - RECORDS	55,087	0	0	0	0	0
42650 - CITY WORKORDERS	161,401	184,841	120,000	120,000	120,000	0
42660 - CITY ALLOCATION	679,180	609,455	656,594	656,594	657,808	1,214
42710 - OTHER REVENUE	2,536	3,435	5,000	5,000	5,000	0
42720 - OTHER BILLED INVOICES	200,554	221,577	184,500	184,500	184,500	0
42725 - OTHER WORKORDERS	72,143	56,715	102,000	102,000	102,000	0
42750 - CITY INS EXCESS	48	0	0	0	0	0
43180 - GAIN LOSS INV MKT VALUE	(2,940)	(2,494)	0	0	0	0
46025 - INTEREST	5,338	7,058	6,300	6,300	12,200	5,900
Total Revenue	1,774,688	1,745,247	1,690,725	1,690,725	1,713,249	22,524

* 2018 Amended Budget as of 9/6/2018

Procurement Services

Nicole Spindler, Manager | (719) 385-5265 | nspindler@springsgov.com

2019 Initiatives

ID	Goal	Initiative
1A-07	Promoting Job Creation	Encourage local purchasing for City products and services to support our local economy

Note: the ID number above is used in the Performance Measurement chapter to reference specific strategic and departmental initiatives by goal and objective.

All Funds Summary

All Funds	Use of Funds	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	General Fund	\$432,072	\$537,849	\$537,849	\$596,370	\$58,521
Total	\$432,072	\$537,849	\$537,849	\$596,370	\$58,521	
Positions						
General Fund	6.00	6.00	6.00	6.00	0.00	
Total	6.00	6.00	6.00	6.00	0.00	

* 2018 Amended Budget as of 9/6/2018

Significant Changes vs. 2018

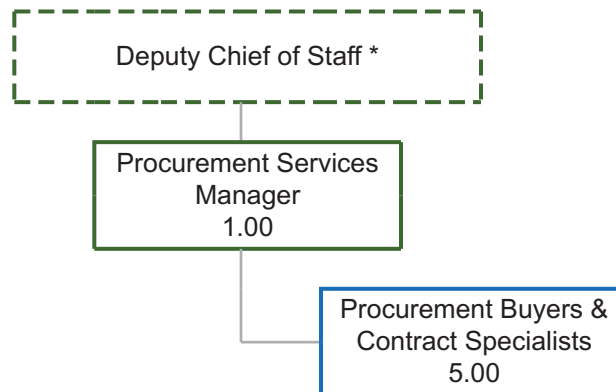
- Increase of approximately \$35,000 in the General Fund, mainly to fund existing positions, pay for performance and movements within the salary structure, and medical and dental cost adjustments
- Increase of \$24,000 to fund the annual contract of the City's procurement software

Procurement Services

Procurement Services provides solicitation, negotiation, and award of purchase orders and contracts for all City departments as well as the Pikes Peak Rural Transportation Authority (PPRTA), while maintaining competitiveness, innovation, and compliance with procurement laws.

Procurement Services is responsible for 3,000 purchase orders, task orders, and formal contracts totaling over \$148 million annually.

Procurement Services is also responsible for the administration and oversight of the City's Visa card program including training, auditing and compliance.



- * The Deputy Chief of Staff position is funded as part of the Mayor's Office budget. This position is not reflected in the position count in the Budget Summary below.

The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2018, and changes occurring as part of the 2019 General Fund Budget.

General Fund	Use of Funds	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
	Salary/Benefits/Pensions	\$430,511	\$394,872	\$523,999	\$523,999	\$558,520	\$34,521
	Operating	13,262	37,200	13,850	13,850	37,850	24,000
	Capital Outlay	0	0	0	0	0	0
	Total	\$443,773	\$432,072	\$537,849	\$537,849	\$596,370	\$58,521
	Revenue	\$155,046	\$145,088	\$145,000	\$145,000	\$145,000	\$0
	Position Title	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget	
	Contract Specialist II	2.00	2.00	2.00	2.00	0.00	
	Procurement Buyer	2.00	2.00	2.00	2.00	0.00	
	Procurement Services Manager	1.00	1.00	1.00	1.00	0.00	
Senior Contracting Specialist	1.00	1.00	1.00	1.00	0.00		
Total Positions	6.00	6.00	6.00	6.00	0.00		

Funding Changes	During 2018	* 2018 Amended - 2018 Original Budget
	None	\$0
	Total During 2018	\$0
	For 2019	2019 Budget - * 2018 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$502)
	Increase to fund pay for performance and market movement	26,737
	Increase to fund medical and dental cost adjustments	8,286
	Total Salaries/Benefits/Pensions	\$34,521
	Operating	
Increase to fund annual renewal of software	\$24,000	
Total Operating	\$24,000	
Capital Outlay		
None	\$0	
Total Capital Outlay	\$0	
Total For 2019	\$58,521	

* 2018 Amended Budget as of 9/6/2018

Position Changes	During 2018	* 2018 Amended - 2018 Original Budget
	None	0.00
	Total During 2018	0.00
	For 2019	2019 Budget - * 2018 Amended Budget
	None	0.00
	Total For 2019	0.00

* 2018 Amended Budget as of 9/6/2018

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Procurement Services

Acct # - Description	2016 Actual	2017 Actual	2018 Original Budget	* 2018 Amended Budget	2019 Budget	2019 Budget - * 2018 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	330,108	303,016	411,088	411,088	432,877	21,789
51245 - RETIREMENT TERM VACATION	1,120	4,393	0	0	0	0
51260 - VACATION BUY PAY OUT	2,315	1,828	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(2,592)	(3,667)	0	0	0	0
51610 - PERA	43,009	39,941	56,319	56,319	59,304	2,985
51615 - WORKERS COMPENSATION	745	650	999	999	1,081	82
51620 - EQUITABLE LIFE INSURANCE	907	866	1,466	1,466	1,542	76
51640 - DENTAL INSURANCE	2,070	1,916	2,758	2,758	2,926	168
51670 - PARKING FOR EMPLOYEES	1,120	1,060	1,200	1,200	1,200	0
51690 - MEDICARE	4,567	4,240	5,960	5,960	6,276	316
51695 - CITY EPO MEDICAL PLAN	0	0	0	0	6,265	6,265
51696 - ADVANTAGE HD MED PLAN	44,299	37,660	41,209	41,209	44,299	3,090
51697 - HRA BENEFIT TO ADV MED PLAN	2,843	2,969	3,000	3,000	2,750	(250)
Salaries/Benefits/Pensions Total	430,511	394,872	523,999	523,999	558,520	34,521
Operating						
52105 - MISCELLANEOUS OPERATING	697	459	0	0	0	0
52110 - OFFICE SUPPLIES	2,414	3,087	750	750	750	0
52111 - PAPER SUPPLIES	0	9	0	0	0	0
52120 - COMPUTER SOFTWARE	0	27,298	1,250	1,250	25,250	24,000
52125 - GENERAL SUPPLIES	46	0	100	100	100	0
52135 - POSTAGE	1,872	106	1,250	1,250	1,250	0
52220 - MAINT OFFICE MACHINES	0	0	300	300	300	0
52405 - ADVERTISING SERVICES	863	1,915	0	0	0	0
52560 - PARKING SERVICES	497	47	150	150	150	0
52573 - CREDIT CARD FEES	194	41	0	0	0	0
52575 - SERVICES	78	0	300	300	300	0
52605 - CAR MILEAGE	0	142	0	0	0	0
52615 - DUES AND MEMBERSHIP	0	25	350	350	350	0
52625 - MEETING EXPENSES IN TOWN	0	0	200	200	200	0
52630 - TRAINING	125	85	1,200	1,200	1,200	0
52655 - TRAVEL OUT OF TOWN	193	324	1,500	1,500	1,500	0
52775 - MINOR EQUIPMENT	800	0	0	0	0	0
52776 - PRINTER CONSOLIDATION COST	3,617	2,871	6,000	6,000	6,000	0
52874 - OFFICE SERVICES PRINTING	399	309	500	500	500	0
65160 - RECRUITMENT	0	482	0	0	0	0
52875 - CITY RECORDS MANAGEMENT	1,467	0	0	0	0	0
Operating Total	13,262	37,200	13,850	13,850	37,850	24,000
Grand Total	443,773	432,072	537,849	537,849	596,370	58,521
Revenue						
43156 - REBATES	325	1,192	0	0	0	0
43157 - PURCH CARD PROGRAM REBATES	154,721	143,896	145,000	145,000	145,000	0
Grand Total	155,046	145,088	145,000	145,000	145,000	0

* 2018 Amended Budget as of 9/6/2018

This page left blank intentionally.