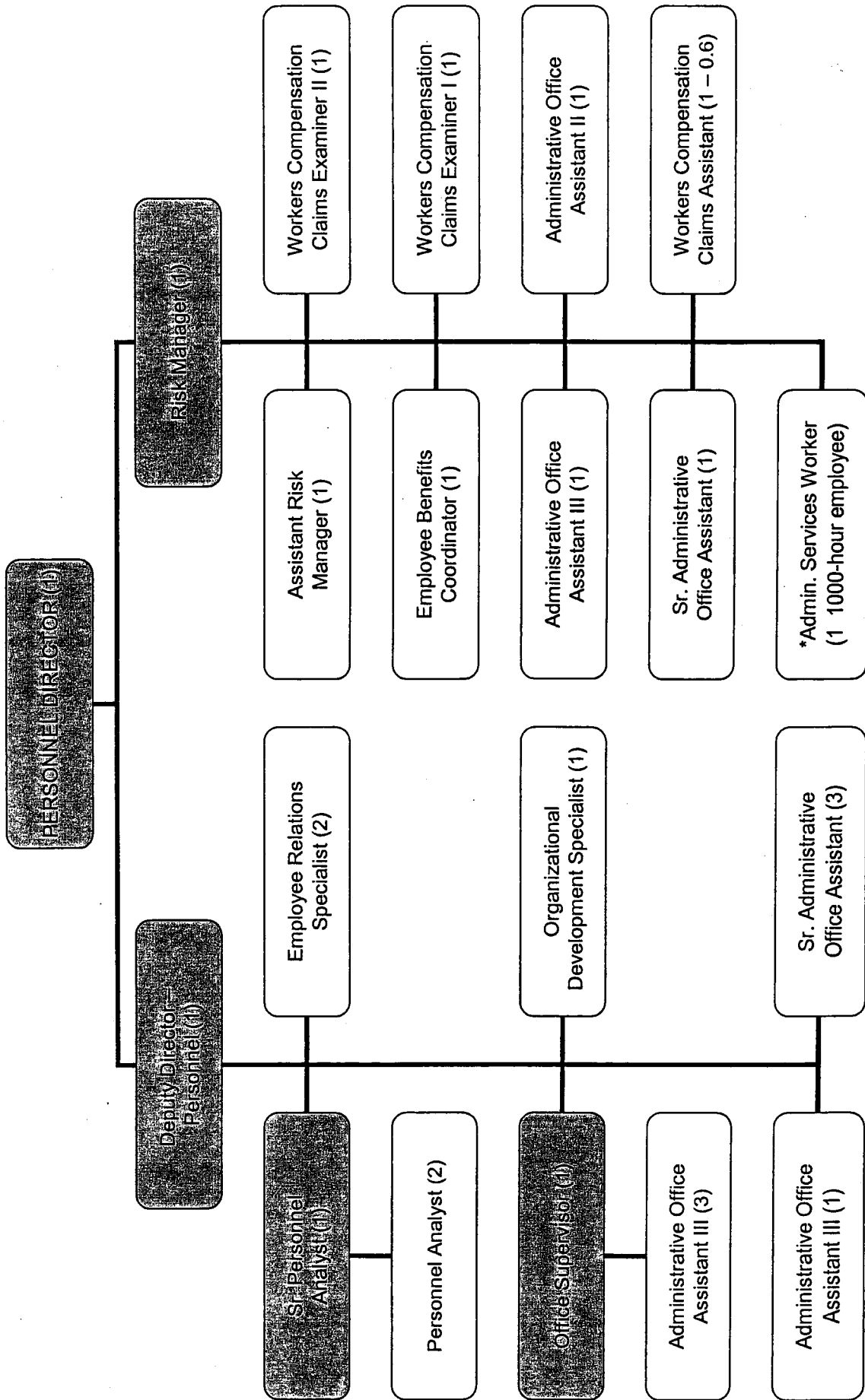


Personnel Department



25 Employees (plus one 1000 hour employee)
 Supervising Managers: 5 (including Director)

Support Departments

Performance Measures Overview

Personnel Department

Modesto: A healthy, safe, attractive, economically, vibrant, socially diverse and culturally rich city with a strong sense of identity and pride, a community engaged in the practice of citizenship with governance based on the principle of stewardship

Robin Renwick, Personnel Director
 rrenwick@modestogov.com
 (209) 577-5400

Mission:

The mission of the Personnel Department is to recruit and retain a qualified and diverse workforce to meet the varied needs of the organization; to train and develop the workforce toward performance that exceeds community expectations; to recognize and minimize the risk of loss associated with the provision of City services.

Core Services:

Core services include Recruitment and Testing, Payroll and Personnel Services, Employee Relations, Labor Relations, Equal Opportunity, Employee Training and Performance Incentives, Safety, Workers' Compensation, Liability, Insurance Administration and Employee Benefits.

Strategic Plan Goals:

- S.A.1. The City hires exceptional employees to deliver City services.
- S.A.2. The City provides an equitable and fair employment process that supports and encourages a diverse workforce.
- S.A.3. The City provides excellent customer service from competent, motivated employees and encourages leadership at all levels to nurture innovation to maximize results.
- S.A.4. The City's workforce of represented and unrepresented employees delivers efficient and effective services enhanced by labor-management cooperation.
- VIII.B. The City achieves full employment with diversity of opportunity in all pay ranges and at all skill levels.

Key Performance - Efficiency Measures

Performance Measure	Results	2007-2008 Target	Comments
<p>PER-1 RECRUITMENT OUTREACH</p> <p>What: Measure the impact of the Police Officer Trainee/LEAR recruitment outreach program.</p> <p>Community Outcome: To attract more police academy students, resulting in an applicant pool more reflective of the gender and diversity of the community.</p> <p>Strategic Plan Goals: S.A.1., S.A.2.</p>		<p>Our target remains 35% or more of the applicants are women.</p> <p>Our target remains 35% or more of the applicants are minorities.</p>	<p>The ability to achieve this outcome can be influenced by the outreach efforts of the various law enforcement academies and by economic conditions such as unemployment rates.</p>

Support Departments

Performance Measures Overview

Personnel Department

Modesto: A healthy, safe, attractive, economically, vibrant, socially diverse and culturally rich city with a strong sense of identity and pride, a community engaged in the practice of citizenship with governance based on the principle of stewardship.

Key Performance - Efficiency Measures

Performance Measure	Results	2007-2008 Target	Comments												
<p>PER-2 RECRUITMENT PARTNERS</p> <p>What: Measure the effectiveness of strategic partnerships formed to plan, develop and deliver recruitments.</p> <p>Community Outcomes: To increase the effectiveness of the partnerships as measured by a formal feedback process that determines the return on the investment of time and expenses dedicated to the recruitment and testing process.</p> <p>Strategic Plan Goals: S.A.1., S.A.2., VIII.B</p>	<table border="1"> <caption>% Satisfaction Rating by Partners</caption> <thead> <tr> <th>Fiscal Year</th> <th>% Satisfaction Rating</th> </tr> </thead> <tbody> <tr> <td>FY '05</td> <td>80%</td> </tr> <tr> <td>FY '06</td> <td>80%</td> </tr> <tr> <td>FY '07 est.</td> <td>85%</td> </tr> </tbody> </table>	Fiscal Year	% Satisfaction Rating	FY '05	80%	FY '06	80%	FY '07 est.	85%	<p>Our target remains partnership effectiveness survey ratings of 80% or higher.</p>					
Fiscal Year	% Satisfaction Rating														
FY '05	80%														
FY '06	80%														
FY '07 est.	85%														
<p>PER-3 MANAGEMENT SKILLS</p> <p>What: Measure the impact of management and supervisory training and development.</p> <p>Community Outcomes: To increase skills and competencies, resulting in greater promotability of current managers and non-managers, saving on recruitment costs and retaining institutional management knowledge.</p> <p>Strategic Plan Goals: S.A.3</p>	<table border="1"> <caption>% of Mgmt Positions Filled by Current Employees</caption> <thead> <tr> <th>Fiscal Year</th> <th>% of Mgmt Positions Filled</th> </tr> </thead> <tbody> <tr> <td>FY '03</td> <td>65%</td> </tr> <tr> <td>FY '04</td> <td>75%</td> </tr> <tr> <td>FY '05</td> <td>55%</td> </tr> <tr> <td>FY '06</td> <td>65%</td> </tr> <tr> <td>FY '07 est.</td> <td>55%</td> </tr> </tbody> </table>	Fiscal Year	% of Mgmt Positions Filled	FY '03	65%	FY '04	75%	FY '05	55%	FY '06	65%	FY '07 est.	55%	<p>Our goal is to improve the promotability of current employees. Our measurement target is that 65% of management positions filled each year are filled by internal candidates.</p>	<p>Inputs to this measure include training, tuition assistance, employee recognition awards and coaching. Succession planning and career development initiatives began last year.</p>
Fiscal Year	% of Mgmt Positions Filled														
FY '03	65%														
FY '04	75%														
FY '05	55%														
FY '06	65%														
FY '07 est.	55%														
<p>PER-4 WORKERS' COMPENSATION</p> <p>What: Measure the number of industrial injuries per 100 FTE (full time employees).</p> <p>Community Outcome: To focus safety efforts on our most active departments with the greatest frequency of incidents.</p> <p>Strategic Plan Goals: n/a</p>	<table border="1"> <caption># of Industrial Injuries per 100 FTE</caption> <thead> <tr> <th>Fiscal Year</th> <th># of Industrial Injuries per 100 FTE</th> </tr> </thead> <tbody> <tr> <td>FY '03</td> <td>18</td> </tr> <tr> <td>FY '04</td> <td>22</td> </tr> <tr> <td>FY '05</td> <td>20</td> </tr> <tr> <td>FY '06</td> <td>20</td> </tr> <tr> <td>FY '07 est.</td> <td>19</td> </tr> </tbody> </table>	Fiscal Year	# of Industrial Injuries per 100 FTE	FY '03	18	FY '04	22	FY '05	20	FY '06	20	FY '07 est.	19	<p>The target is to reduce the number of injuries by increasing safety awareness.</p> <p>Focus will be on providing expanded services to department safety programs.</p>	<p>Focus Citywide safety efforts on analysis of those accidents that were determined to be preventable and use what's learned to prevent future injury.</p>
Fiscal Year	# of Industrial Injuries per 100 FTE														
FY '03	18														
FY '04	22														
FY '05	20														
FY '06	20														
FY '07 est.	19														
<p>What: Measure the percent of injuries that result in lost time.</p> <p>Community Outcome: To focus safety training on those prevention factors that contribute to injuries that result in lost time.</p> <p>Strategic Plan Goals: n/a</p>	<table border="1"> <caption>Percent of Industrial Injuries that Resulted in Lost Time</caption> <thead> <tr> <th>Fiscal Year</th> <th>Percent of Industrial Injuries that Resulted in Lost Time</th> </tr> </thead> <tbody> <tr> <td>FY '03</td> <td>18%</td> </tr> <tr> <td>FY '04</td> <td>35%</td> </tr> <tr> <td>FY '05</td> <td>32%</td> </tr> <tr> <td>FY '06</td> <td>35%</td> </tr> <tr> <td>FY '07 est.</td> <td>30%</td> </tr> </tbody> </table>	Fiscal Year	Percent of Industrial Injuries that Resulted in Lost Time	FY '03	18%	FY '04	35%	FY '05	32%	FY '06	35%	FY '07 est.	30%	<p>Emphasis will be on preventing most severe injuries that result in most lost time.</p> <p>Due to loss development, these numbers are subject to change.</p>	
Fiscal Year	Percent of Industrial Injuries that Resulted in Lost Time														
FY '03	18%														
FY '04	35%														
FY '05	32%														
FY '06	35%														
FY '07 est.	30%														

Support Departments

Performance Measures Overview Personnel Department

Modesto: A healthy, safe, attractive, economically, vibrant, socially diverse and culturally rich city with a strong sense of identity and pride, a community engaged in the practice of citizenship with governance based on the principle of stewardship.

Key Performance - Efficiency Measures

Performance Measure	Results	2007-2008 Target	Comments																								
<p>PER-5 LIABILITY</p> <p>What: Provide data and training to departments to raise internal awareness and to empower employees to proactively identify risks and act to mitigate them.</p> <p>Community Outcomes: To enable departments to perform the work needed to reduce and/or eliminate the risks that result in claims against the City.</p> <p>Strategic Plan Goals: n/a</p>	<p># of Liability Claims</p> <table border="1"> <tr><th>Fiscal Year</th><th># of Liability Claims</th></tr> <tr><td>FY '03</td><td>250</td></tr> <tr><td>FY '04</td><td>250</td></tr> <tr><td>FY '05</td><td>300</td></tr> <tr><td>FY '06 actual</td><td>250</td></tr> <tr><td>FY '07 est.</td><td>200</td></tr> </table> <p>Total Cost</p> <table border="1"> <tr><th>Fiscal Year</th><th>Total Cost (\$)</th></tr> <tr><td>FY '03</td><td>500,000</td></tr> <tr><td>FY '04</td><td>1,000,000</td></tr> <tr><td>FY '05</td><td>2,000,000</td></tr> <tr><td>FY '06 actual</td><td>1,500,000</td></tr> <tr><td>FY '07 est.</td><td>500,000</td></tr> </table>	Fiscal Year	# of Liability Claims	FY '03	250	FY '04	250	FY '05	300	FY '06 actual	250	FY '07 est.	200	Fiscal Year	Total Cost (\$)	FY '03	500,000	FY '04	1,000,000	FY '05	2,000,000	FY '06 actual	1,500,000	FY '07 est.	500,000	<p>The target is to reduce the number of liability claims against the City, and to reduce the total costs associated with those claims.</p> <p>Due to loss development, these numbers are subject to change.</p>	<p>Special training will be planned and delivered to all supervisors, showing them how and why all employees need to identify hazards and act on what they identify as a risk.</p>
Fiscal Year	# of Liability Claims																										
FY '03	250																										
FY '04	250																										
FY '05	300																										
FY '06 actual	250																										
FY '07 est.	200																										
Fiscal Year	Total Cost (\$)																										
FY '03	500,000																										
FY '04	1,000,000																										
FY '05	2,000,000																										
FY '06 actual	1,500,000																										
FY '07 est.	500,000																										
<p>PER-6 EMPLOYEE SERVICES</p> <p>What: Measure the number of job applications received on-line.</p> <p>Why: To monitor improved access to the recruitment process, reduce labor and reduce the use of office resources.</p> <p>Strategic Plan Goals: S.A.1., S.A.3.</p>	<p>% of On-Line Applications</p> <table border="1"> <tr><th>Fiscal Year</th><th>% of On-Line Applications</th><th>% of Other</th></tr> <tr><td>FY '04</td><td>0%</td><td>100%</td></tr> <tr><td>FY '05</td><td>0%</td><td>100%</td></tr> <tr><td>FY '06</td><td>0%</td><td>100%</td></tr> <tr><td>FY '07 est.</td><td>25%</td><td>75%</td></tr> </table>	Fiscal Year	% of On-Line Applications	% of Other	FY '04	0%	100%	FY '05	0%	100%	FY '06	0%	100%	FY '07 est.	25%	75%	<p>The City implemented the Neo-Gov on-line/applicant tracking program in March 2007. In the first year, our target is to achieve 50% of all applications are received on-line. Thereafter, the target will be increased to at least 80%.</p>										
Fiscal Year	% of On-Line Applications	% of Other																									
FY '04	0%	100%																									
FY '05	0%	100%																									
FY '06	0%	100%																									
FY '07 est.	25%	75%																									

Personnel Department

Position Allocation	FY04-05 Actual	FY05-06 Actual	FY06-07 Proposed	FY06-07 Adopted	FY07-08 Proposed	Increase/ (Decrease)
Personnel Director	1.0	1.0	1.0	1.0	1.0	
Assistant Personnel Director						
Deputy Director of Personnel	1.0	1.0	1.0	1.0	1.0	
Senior Personnel Analyst	1.0	1.0	1.0	1.0	1.0	
Personnel Analyst	2.0	2.0	2.0	2.0	2.0	
Employee Relations Specialist	1.0	1.0	1.0	2.0	2.0	
Equal Opportunity Officer						
Office Supervisor		1.0	1.0	1.0	1.0	
Executive Secretary	1.0					
Sr. Admin Office Assistant (Confidential)	2.0	2.0	2.0	2.0	3.0	
Admin Office Assistant III (Confidential)	4.0	4.0	4.0	4.0	4.0	
Admin Office Assistant I	1.125					
Personnel (0100-0301)	14.125	13.0	13.0	14.0	15.0	
Organizational Development Specialist	1.0	1.0	1.0	1.0	1.0	
Training (0100-0303)	1.0	1.0	1.0	1.0	1.0	
Risk Manager	1.0	1.0	1.0	1.0	1.0	
Assistant Risk Manager	1.0	1.0	1.0	1.0	1.0	
Workers Compensation Claims Assistant (Confidential)				0.6	0.6	
Workers Compensation Claims Examiner-II	2.0	2.0	2.0	2.0	2.0	
Sr. Admin Office Assistant (Confidential)	1.0	1.0	1.0	1.0	1.0	
Admin Office Assistant III (Confidential)						
Admin Office Assistant II (Confidential)	1.0	1.0	1.0	1.0	1.0	
Risk Management (7310-0372)	6.0	6.0	6.0	6.6	6.6	
Employee Benefits Coordinator	1.0	1.0	1.0	1.0	1.0	
Administrative Office Assistant III (confidential)					1.0	
Employee Benefits Admin (7510-0351)	1.0	1.0	1.0	1.0	2.0	
General Fund	15.125	14.0	14.0	15.0	16.0	
Other Funds	7.0	7.0	7.0	7.6	8.6	
Personnel Total	22.125	21.0	21.0	22.6	24.6	

Personnel Department

City of Modesto

Fund Summary

Expenditures by Fund (\$)	2004-2005	2005-2006	2006-2007	CC 2007-08	\$ Change	% Change
	Actual Exp_Rev	Actual Exp_Rev	Adopted Budget	Adopted Budget		
General Fund (0100)	1,260,912	1,382,205	1,533,775	1,801,796	268,021	17.5%
Insurance - Administration (7310)	901,357	925,040	997,873	1,077,414	79,541	8.0%
Insurance - Workers Comp (7320)	2,811,125	5,086,007	3,679,986	4,543,705	863,719	23.5%
Insurance - Liability Insurance (7330)	(121,485)	1,693,609	2,640,884	2,674,979	34,095	1.3%
Insurance - Property Insurance (7340)	254,292	268,297	410,609	409,258	(1,351)	(0.3%)
Insurance - Dental Insurance (7350)	1,255,614	1,262,490	1,334,463	1,329,496	(4,967)	(0.4%)
Insurance - Health (7360)	8,945,501	9,940,356	10,444,768	13,206,350	2,761,582	26.4%
Insurance - Disability (7370)	347,212	361,838	398,795	260,000	(138,795)	(34.8%)
Other Employee Insurance (7380)	465,156	448,746	420,970	450,592	29,622	7.0%
Insurance - Vision (7390)	340,572	313,898	330,656	328,135	(2,521)	(0.8%)
Employee Benefits Mgmt (7510)	39,526,511	36,154,447	37,470,650	37,788,315	317,665	0.8%
Employee Benefits Admin (7520)	0	240,042	410,043	471,968	61,925	15.1%
Total Expenditures	55,986,766	58,076,976	60,073,472	64,342,008	4,268,536	7.1%

Revenues General Fund (\$)	2004-2005	2005-2006	2006-2007	CC 2007-08	\$ Change	% Change
	Actual Exp_Rev	Actual Exp_Rev	Adopted Budget	Adopted Budget		
General Fund (0100)	103,741	69,948	64,810	70,505	5,695	8.8%
Insurance - Administration (7310)	897,228	935,139	979,606	1,075,152	95,546	9.8%
Insurance - Workers Comp (7320)	3,582,525	4,900,404	3,679,986	4,543,705	863,719	23.5%
Insurance - Liability Insurance (7330)	2,472,209	2,360,061	2,640,884	2,674,979	34,095	1.3%
Insurance - Property Insurance (7340)	452,493	460,554	410,609	409,258	(1,351)	(0.3%)
Insurance - Dental Insurance (7350)	1,187,303	1,387,824	1,334,463	1,329,496	(4,967)	(0.4%)
Insurance - Health (7360)	8,933,328	9,885,089	10,444,768	13,206,350	2,761,582	26.4%
Insurance - Disability (7370)	310,275	341,491	398,795	408,648	9,853	2.5%
Other Employee Insurance (7380)	458,639	1,061,753	420,970	450,592	29,622	7.0%
Insurance - Vision (7390)	321,777	342,250	330,656	328,135	(2,521)	(0.8%)
Employee Benefits Mgmt (7510)	35,439,856	38,696,818	37,470,650	37,788,315	317,665	0.8%
Employee Benefits Admin (7520)	0	301,191	302,037	317,037	15,000	5.0%
Total Revenues	54,159,375	60,742,523	58,478,234	62,602,172	4,123,938	7.1%

Personnel (0301)

City of Modesto

General Fund (0100)	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change
Expenditures (\$)						
Employee Services	945,019	1,022,450	1,159,579	1,358,926	199,347	17.2%
Internal Service Charges	79,059	73,384	88,148	99,875	11,727	13.3%
Professional & Contractual Svc	111,860	139,354	107,846	161,177	53,331	49.5%
Materials & Supplies	8,511	13,954	22,570	22,570	0	0.0%
Other	1,184	705	1,325	1,510	185	14.0%
Total Expenditures	1,145,633	1,249,847	1,379,468	1,644,058	264,590	19.2%
Revenues (\$)						
Interfund Labor Charges	65,043	69,948	64,810	70,505	5,695	8.8%
"Refund, Damage & Cost Recovery"	38,698	0	0	0	0	
Total Revenues	103,741	69,948	64,810	70,505	5,695	8.8%
Net (Expenditures)/Revenues	(1,041,891)	(1,179,899)	(1,314,658)	(1,573,553)	(258,895)	19.7%

Training (0303)

City of Modes

General Fund (0100)	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change
Expenditures (\$)						
Employee Services	88,649	97,893	116,409	124,400	7,991	6.9%
Internal Service Charges	8,160	7,509	12,659	8,099	(4,560)	(36.0%)
Professional & Contractual Svc	16,776	24,961	22,035	22,035	0	0.0%
Materials & Supplies	1,197	757	1,800	1,800	0	0.0%
Other	180	252	252	252	0	0.0%
Total Expenditures	114,961	131,371	153,155	156,586	3,431	2.2%
Net (Expenditures)/Revenues	(114,961)	(131,371)	(153,155)	(156,586)	(3,431)	2.2%

Personnel Committees & Commission (0310)

City of Modesto

General Fund (0100)	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change
Expenditures (\$)						
Professional & Contractual Svc	318	988	1,091	1,091	0	0.0%
Materials & Supplies	0	0	61	61	0	0.0%
Total Expenditures	318	988	1,152	1,152	0	0.0%
Net (Expenditures)/Revenues	(318)	(988)	(1,152)	(1,152)	0	0.0%

Risk Management (0372)

City of Modes'

Insurance - Administration (7310)	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change
Expenditures (\$)						
Employee Services	460,514	488,067	544,240	600,972	56,732	10.4%
Internal Service Charges	42,979	40,270	49,079	53,097	4,018	8.2%
Professional & Contractual Svc	388,954	387,837	394,119	413,510	19,391	4.9%
Materials & Supplies	7,785	8,255	9,435	9,085	(350)	(3.7%)
Other	1,125	610	1,000	750	(250)	(25.0%)
Total Expenditures	901,357	925,040	997,873	1,077,414	79,541	8.0%
Revenues (\$)						
Interfund Labor Charges	890,297	929,748	979,606	1,075,152	95,546	9.8%
Change in Fair Value of Investment	0	152	0	0	0	
Interest on Bank Accounts	6,931	5,239	0	0	0	
Total Revenues	897,228	935,139	979,606	1,075,152	95,546	9.8%
Net (Expenditures)/Revenues	(4,129)	10,099	(18,267)	(2,262)	16,005	(87.6%)

Workers Compensation (6610)

City of Modesto

Insurance - Workers Comp (7320)	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change
Expenditures (\$)						
Professional & Contractual Svc	539,595	623,912	583,172	623,588	40,416	6.9%
Other	2,271,530	4,462,095	3,096,814	3,920,117	823,303	26.6%
Total Expenditures	2,811,125	5,086,007	3,679,986	4,543,705	863,719	23.5%
Revenues (\$)						
Premium Assessments	3,409,326	4,433,670	3,499,986	3,999,705	499,719	14.3%
Change in Fair Value of Investment	0	6,371	0	0	0	
Interest on Bank Accounts	164,528	224,282	180,000	544,000	364,000	202.2%
"Refund, Damage & Cost Recovery"	8,671	236,081	0	0	0	
Total Revenues	3,582,525	4,900,404	3,679,986	4,543,705	863,719	23.5%
Net (Expenditures)/Revenues	771,400	(185,603)	0	0	0	

Liability Insurance (6611)

City of Modes

Insurance - Liability Insurance (7330)	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change
Expenditures (\$)						
Professional & Contractual Svc	367,555	312,396	391,842	430,061	38,219	9.8%
Other	(489,040)	1,381,213	2,249,042	2,244,918	(4,124)	(0.2%)
Total Expenditures	(121,485)	1,693,609	2,640,884	2,674,979	34,095	1.3%
Revenues (\$)						
Premium Assessments	2,423,456	2,286,406	2,550,589	2,499,997	(50,592)	(2.0%)
Change in Fair Value of Investment	0	2,011	0	0	0	
Interest on Bank Accounts	48,753	71,644	40,000	162,412	122,412	306.0%
Insurance Reimbursement	0	0	50,295	12,570	(37,725)	(75.0%)
Total Revenues	2,472,209	2,360,061	2,640,884	2,674,979	34,095	1.3%
Net (Expenditures)/Revenues	2,593,694	666,452	0	0	0	

Property Insurance (6612)

City of Modesto

Insurance - Property Insurance (7340)	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change
Expenditures (\$)						
Professional & Contractual Svc	4,482	7,440	19,592	21,503	1,911	9.8%
Other	249,810	260,857	391,017	387,755	(3,262)	(0.8%)
Total Expenditures	254,292	268,297	410,609	409,258	(1,351)	(0.3%)
Revenues (\$)						
Premium Assessments	444,720	444,684	402,609	401,258	(1,351)	(0.3%)
Change in Fair Value of Investment	0	465	0	0	0	
Interest on Bank Accounts	7,773	15,405	8,000	8,000	0	0.0%
Total Revenues	452,493	460,554	410,609	409,258	(1,351)	(0.3%)
Net (Expenditures)/Revenues	198,201	192,257	0	0	0	

Health Insurance (6613)

City of Modes

Insurance - Health (7360)	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change
Expenditures (\$)						
Other	8,945,501	9,940,356	10,444,768	13,206,350	2,761,582	26.4%
Total Expenditures	8,945,501	9,940,356	10,444,768	13,206,350	2,761,582	26.4%
Revenues (\$)						
Premium Assessments - Other	8,931,023	9,880,019	10,444,768	13,206,350	2,761,582	26.4%
Change in Fair Value of Investment	0	(14)	0	0	0	
Interest on Bank Accounts	2,305	5,084	0	0	0	
Total Revenues	8,933,328	9,885,089	10,444,768	13,206,350	2,761,582	26.4%
Net (Expenditures)/Revenues	(12,174)	(55,266)	0	0	0	

Dental Insurance (6614)

City of Modesto

Insurance - Dental Insurance (7350)	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change
Expenditures (\$)						
Other	1,255,614	1,262,490	1,334,463	1,329,496	(4,967)	(0.4%)
Total Expenditures	1,255,614	1,262,490	1,334,463	1,329,496	(4,967)	(0.4%)
Revenues (\$)						
Premium Assessments	1,178,008	1,377,051	1,334,463	1,329,496	(4,967)	(0.4%)
Change in Fair Value of Investment	0	284	0	0	0	
Interest on Bank Accounts	9,295	10,489	0	0	0	
Total Revenues	1,187,303	1,387,824	1,334,463	1,329,496	(4,967)	(0.4%)
Net (Expenditures)/Revenues	(68,311)	125,334	0	0	0	

Disability Insurance (6615)

City of Modes

Insurance - Disability (7370)	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change
Expenditures (\$)						
Other	347,212	361,838	398,795	260,000	(138,795)	(34.8%)
Total Expenditures	347,212	361,838	398,795	260,000	(138,795)	(34.8%)
Revenues (\$)						
Premium Assessments	309,305	340,930	398,795	408,648	9,853	2.5%
Change in Fair Value of Investment	0	21	0	0	0	
Interest on Bank Accounts	970	540	0	0	0	
Total Revenues	310,275	341,491	398,795	408,648	9,853	2.5%
Net (Expenditures)/Revenues	(36,937)	(20,348)	0	148,648	148,648	

Unemployment Insurance (6616)

City of Modesto

Other Employee Insurance (7380)	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change From Budget
Expenditures (\$)						
Other	137,913	133,419	157,470	184,050	26,580	16.9%
Total Expenditures	137,913	133,419	157,470	184,050	26,580	16.9%
Revenues (\$)						
Premium Assessments	139,558	139,702	157,470	184,050	26,580	16.9%
Change in Fair Value of Investment	0	233	0	0	0	
Interest on Bank Accounts	3,658	13,759	0	0	0	
Total Revenues	143,216	153,694	157,470	184,050	26,580	16.9%
Net (Expenditures)/Revenues	5,303	20,275	0	0	0	

Employee Assistance Program (6617)

City of Modes

Other Employee Insurance (7380)	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change
Expenditures (\$)						
Other	18,881	32,369	26,063	26,063	0	0.0%
Total Expenditures	18,881	32,369	26,063	26,063	0	0.0%
Revenues (\$)						
Premium Assessments	25,932	26,063	26,063	26,063	0	0.0%
Total Revenues	25,932	26,063	26,063	26,063	0	0.0%
Net (Expenditures)/Revenues	7,051	(6,306)	0	0	0	

Life Insurance (6618)

City of Modesto

	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change
Other Employee Insurance (7380)						
Expenditures (\$)						
Other	308,362	282,959	237,437	240,479	3,042	1.3%
Total Expenditures	308,362	282,959	237,437	240,479	3,042	1.3%
Revenues (\$)						
Premium Assessments	289,492	281,997	237,437	240,479	3,042	1.3%
"Refund, Damage & Cost Recovery"	0	600,000	0	0	0	
Total Revenues	289,492	881,997	237,437	240,479	3,042	1.3%
Net (Expenditures)/Revenues	(18,870)	599,038	0	0	0	

Vision Insurance (6619)

City of Modes

Insurance - Vision (7390)	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change
Expenditures (\$)						
Other	340,572	313,898	330,656	328,135	(2,521)	(0.8%)
Total Expenditures	340,572	313,898	330,656	328,135	(2,521)	(0.8%)
Revenues (\$)						
Premium Assessments	319,907	340,243	330,656	328,135	(2,521)	(0.8%)
Change in Fair Value of Investment	0	54	0	0	0	
Interest on Bank Accounts	1,870	1,953	0	0	0	
Total Revenues	321,777	342,250	330,656	328,135	(2,521)	(0.8%)
Net (Expenditures)/Revenues	(18,795)	28,352	0	0	0	

Employee Benefits Administration (0351)

City of Modesto

Employee Benefits Admin (7520)	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change
Expenditures (\$)						
Employee Services	0	65,967	89,428	152,144	62,716	70.1%
Internal Service Charges	0	1,934	6,139	7,054	915	14.9%
Professional & Contractual Svc	0	151,565	293,468	291,760	(1,708)	(0.6%)
Materials & Supplies	0	19,381	20,408	20,410	2	0.0%
Other	0	1,195	600	600	0	0.0%
Total Expenditures	0	240,042	410,043	471,968	61,925	15.1%
Revenues (\$)						
Interfund Labor Charges	0	58	0	0	0	
Premium Assessments	0	281,795	282,037	282,037	0	0.0%
Change in Fair Value of Investment	0	39	0	0	0	
Interest on Bank Accounts	0	966	0	0	0	
Deferred Comp Admin. Allowance	0	18,333	20,000	35,000	15,000	75.0%
Total Revenues	0	301,191	302,037	317,037	15,000	5.0%
Net (Expenditures)/Revenues	0	61,149	(108,006)	(154,931)	(46,925)	43.4%

Leave Usage City-Wide (6650)

City of Modes

Employee Benefits Mgmt (7510)	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change
Expenditures (\$)						
Employee Services	14,590,098	13,877,439	15,470,154	15,465,391	(4,763)	(0.0%)
Professional & Contractual Svc	2,400	0	0	0	0	
Other	353	0	0	0	0	
Total Expenditures	14,592,851	13,877,439	15,470,154	15,465,391	(4,763)	(0.0%)
Revenues (\$)						
EBF Leave Accrual	3,598,536	3,602,359	1,890,630	1,627,828	(262,802)	(13.9%)
Leave - Internal Charges	10,281,866	9,594,821	13,363,524	13,483,607	120,083	0.9%
Change in Fair Value of Investment	0	9,565	0	0	0	
Interest on Bank Accounts	286,752	353,957	216,000	353,956	137,956	63.9%
Total Revenues	14,167,154	13,560,702	15,470,154	15,465,391	(4,763)	(0.0%)
Net (Expenditures)/Revenues	(425,698)	(316,737)	0	0	0	

Non-Insurance Benefits City-Wide (6651)

City of Modesto

Employee Benefits Mgmt (7510)	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change
Expenditures (\$)						
Employee Services	21,038,139	25,052,275	21,987,095	22,309,524	322,429	1.5%
Professional & Contractual Svc	2,307	1,635	5,400	5,400	0	0.0%
Materials & Supplies	5,485	14,787	8,000	8,000	0	0.0%
Total Expenditures	21,045,930	25,068,697	22,000,495	22,322,924	322,429	1.5%
Revenues (\$)						
Non-Insurance Benefits - Internal Char	6,957,909	7,335,764	0	0	0	
PERS Miscellaneous	3,031,572	6,218,809	22,000,495	22,322,924	322,429	1.5%
PERS Deduction - MPMA	55,059	56,382	0	0	0	
PERS Deduction - MPOA	301,515	314,829	0	0	0	
PERS Benefits	3,648,348	3,123,748	0	0	0	
PERS Fire Employer Benefit	2,823,091	3,227,289	0	0	0	
PERS Police Employer Benefit	4,146,284	4,859,295	0	0	0	
Total Revenues	20,963,779	25,136,116	22,000,495	22,322,924	322,429	1.5%
Net (Expenditures)/Revenues	(82,152)	67,419	0	0	0	

Compensated Absence Accrual Adjustments (6652)

City of Modes'

Employee Benefits Mgmt (7510)	2004-2005 Actual Exp_Rev	2005-2006 Actual Exp_Rev	2006-2007 Adopted Budget	CC 2007-08 Adopted Budget	\$ Change From Budget	% Change
Expenditures (\$)						
Employee Services	3,608,906	(2,791,688)	0	0	0	
Total Expenditures	3,608,906	(2,791,688)	0	0	0	
Net (Expenditures)/Revenues	(3,608,906)	2,791,688	0	0	0	