



2014 Annual Budget

City Of Pueblo Colorado



**CITY OF PUEBLO
COLORADO**

2014 ANNUAL BUDGET



CITY COUNCIL

**STEVE NAWROCKI
COUNCIL PRESIDENT**

SANDY DAFF

ED BROWN

CHRIS NICOLL

CHRIS KAUFMAN

AMI NAWROCKI

EVA MONTOYA

**SAM AZAD
CITY MANAGER**

ORGANIZATIONAL CHART

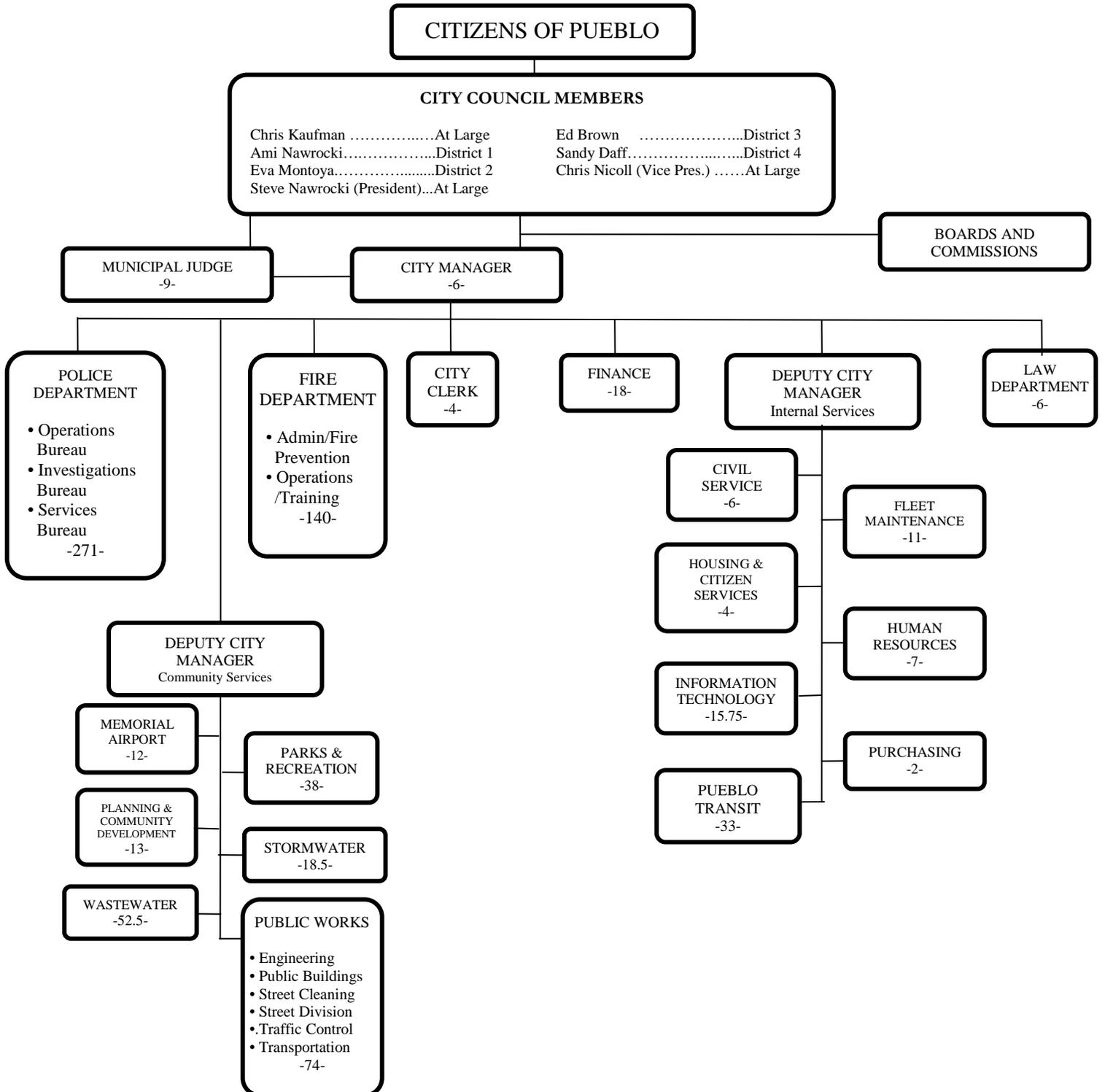


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GLOSSARY

I



Office of the City Manager

October 15, 2013

Honorable President and Members of City Council:

OPENING REMARKS

The Fiscal Year 2014 Budget is the first budget that I have the opportunity to present to you as the City Manager; however, in my past role as Director of Finance, I was intimately involved with the budget process, as well as with the presentation of the same for the past three fiscal years. Yet again, like the past three years, the preparation of this budget comes during a demanding economic environment. The City's financial outlook remains fragile as we must continue to be prudent managers of the taxpayers' money. Central to the approach in building this budget are two primary goals that I set out early in the year. The first is protecting the City's core services and priorities, and the second is promoting innovations that allow our departments to deliver core services in ways that are more efficient and effective.

We began the 2014 budget planning process in early spring of 2013 at the City Council Strategic Planning Retreat. At that time, City Administration provided the Council with information about the level of financial challenges that the City government would have to cope with in 2014 and beyond. In view of that, I have prepared the City Manager's Recommended Budget for 2014 with five key goals established by the City Council during the annual retreat:

1. Protect core services and priorities of the City government;
2. Introduce innovations to deliver City services in the most efficient and effective manner;
3. Support community growth strategies by reviewing current regulations and advancing the stakeholders process;
4. Support economic vitality by attracting and retaining small business opportunities; and
5. Advance transportation needs of Interstate 25 throughout the City.

Immediately after approval of the FY 2013 budget in November of 2012, we began working to reduce the \$6.0 million plus deficit projected for FY 2014. To fulfill the City Council's direction and objectives for year 2014, City Administration undertook several necessary fiscal actions to curtail expenditures. Preserving essential services remains a top City priority; however, a cost reduction strategy that includes a continued hiring freeze of all non-public safety related vacant positions and a reduction of operating and capital spending funded by the General Fund was necessary to meet the Council's expectations. The specific fiscal actions in 2013 included prohibiting the sell back of accumulated vacation time for cash and nearly eliminating travel and training opportunities.

2014 CITY MANAGER'S RECOMMENDED BUDGET

Pursuant to Section 4-5c of the Charter, I hereby submit for City Council's consideration the City Manager's Recommended Budget for the fiscal year 2014. The major areas of the 2014 Budget are highlighted as follows:

REVENUE

Sales and use tax revenue continue to be the principal source of income for the City's operating and capital budgets. At about 70% of all general taxes in the 2014 budget, sales and use tax is by far the largest source of revenue. Using a qualitative and quantitative forecasting method based upon time series data, in addition to a cross section of several economic, financial, and demographic variables, we project a relatively small increase in sales and use tax revenue in FY 2014 compared to FY 2013. Sales and use tax is an unstable revenue source, and if the economy continues to weaken in 2014 as some economists predict due to political uncertainties at the federal level, we may have to adjust the forecast variables in early FY 2014 to reflect new realities. We will provide the City Council with a range of options once it is determined that the growth in sales and use tax revenue is less than the forecasted values. The property tax collection in FY 2014 is projected to be comparable to the revenue generated in FY 2013 due to relatively unchanged assessment values.

EXPENDITURES

On April 15, 2013, the City Council was presented with a projected FY 2014 budget that included a \$6.0 million plus shortfall. This shortfall included an estimated 15% increase in the cost of health insurance premiums in 2014. At that point, the City staff decided to carry out a Request for Proposals (RFP) in order to reduce the anticipated cost of insurance premiums. As a result of the RFP, the cost of insurance premiums dropped to less than 4% increase; hence, saving the City several million dollars.

During the summer and fall of 2013, the City Council members became engaged in discussing the measures needed in order to reduce the projected FY 2014 budget shortfall. The final forecast for the FY 2014 budget gap was estimated to be slightly above \$3.0 million. Meanwhile, a grass roots effort was underway to promote a half cent addition to the Pueblo County sales tax (1-A ballot initiative) to fund six primary non-profit/cultural facilities within the City. The City of Pueblo alone has historically funded these six organizations in the amount of approximately \$1.8 million per year from the City's General Fund.

Subsequently, the City Council proposed that the City staff remove funding for these six organizations from the proposed FY 2014 General Fund budget. The remaining budget shortfall of approximately \$1.1 million was to be deliberated by the City staff with the specific direction that no money was to be used from the Council's 10% designated fund balance for this task. Therefore, we trimmed down the operating budget once again and unfunded several position vacancies, as well as reduced authorized staffing by two currently occupied positions. The hardest part of the budget was picking those positions and programs that we just cannot fully fund this year. Incidentally, if the 1-A ballot initiative is not approved by the electorates, many more programs and personnel cuts are expected. During the FY 2014 budget process and with

sufficient knowledge of the City's current state of the economy and the corresponding financial outlook, the police and fire labor unions agreed to contracts containing no across the board wage increases in 2014. A similar agreement was reached with the P.A.G.E union. These agreements come with an understanding that the step increases for bargaining unit employees in police and P.A.G.E unions will continue throughout FY 2014.

Please note that the staffing numbers and related salaries listed in this recommended budget document are for informational purposes only. Actual staffing levels for positions within each department and related salaries will be formally adopted by City Council as part of the annual staffing and salary ordinance approval. Furthermore, based on City Council's direction, there are no authorized staffing increases in the FY 2014 General Fund Budget.

CAPITAL EXPENDITURES & CAPITAL IMPROVEMENTS

The primary sources of revenue for capital projects are Highway User Tax Funds (HUTF), which are limited to the use of street maintenance; Lottery funds, which may only be used for parks and open spaces; utility user fees; investment income from the half-cent sales tax fund; insurance proceeds; and transfers from the General Fund.

Corresponding to the revenue streams identified above, the primary capital expenditures in FY 2014 from all funds will include street resurfacing parks projects, wastewater utilities projects, Pueblo Memorial Airport projects, technology upgrades, and a capital expenditure fund for upkeep of all City owned buildings. We have secured a total funding of nearly \$22.0 million for the Capital Improvement Plan with only 1.6% of the funds coming directly from the General Fund.

NON-DEPARTMENT FUNDING

This portion of the City of Pueblo's General Fund budget covers several areas, including; operational charges, contractual payments, health and welfare, and contributions and donations. As stated earlier in this memo, because of the fact that six of the City's primary non-profits/cultural facilities are on the November ballot to obtain funding through an increase in sales tax revenue, the City Council removed \$1.8 million annual funding for those agencies from the proposed FY 2014 General Fund budget. In addition, the City Council decreased funding in contractual payments by \$150,000 while increasing funding to contribution and donations by \$225,000. If the 1-A ballot initiative is not approved by the electorates in November, finding resources to fund the six selected non-profits in light of the City's current fiscal state will become an extremely difficult task.

CITY RESERVE FUNDS (FUND BALANCE)

The City's FY 2014 budget once again is confronting a serious structural deficit or imbalance. The revenue is unable to keep up with the increasing cost of personnel and operating while a vast number of serious infrastructure replacement/improvement needs are not being met. In prior years, except for FY 2013, we had surplus funds above and beyond the City Council's 10% designated reserve, and we did use that in order to balance the annual General Fund budgets. Employing that short term patch up tactic did address the fundamental issue, which is our financial structural deficit. Needless to say, the undesignated portion of the fund balance is now

completely depleted. The City Council, and rightly so, has no intention to use the 10% designated reserve to balance the General Fund budget. Therefore, I recommend that we retain the 10% reserve and think of it as the City's rainy-day account rather than as extra money.

CONCLUSION

Beginning in May of 2013, I formed several teams to assist in shaping the 2014 budget. These teams, which were made up of our department directors, collaborated over several weeks in a transparent process and were tasked with thinking strategically, not just about the needs of their own individual departments but about our City as a whole. They have made recommendations about which programs closely match our community's needs and priorities. To help move this effort forward, I met with each team to evaluate the long- and short-term fiscal needs of each team and the corresponding departments.

City staff will continue to monitor our fiscal health and make necessary recommendations, changes, and adjustments to ensure that the City of Pueblo is fiscally on solid ground. I assure you that our staff remains committed to providing exceptional customer and municipal services to our citizens. We will look forward in 2014 to further advance the City Council's mission of returning the City of Pueblo to full prosperity.

Acknowledging the foregoing, and pursuant to Section 4-5c of the Charter, I hereby submit for City Council's consideration the City Manager's Recommended Budget for the Fiscal Year 2014.

ACKNOWLEDGEMENTS

Again, I am pleased to present the FY 2014 Operating and Capital Improvement Plan Budget to you. This document could not have been assembled without the thorough work of our Finance Department team and I sincerely thank them for their dedication and hard work. In addition, I want to express my true appreciation to all of the City departments for the open and honest discussions during this complex process and hard choices we all had to make to prepare this budget.

Sincerely,

A handwritten signature in black ink, appearing to read 'Sam Azad', with a stylized, wavy line extending from the end of the signature.

Sam Azad
City Manager

City Of Pueblo

General Fund Revenues/Expenditures and Fund Balance Summary by Category – Budgetary Basis

	2011 Actual	2012 Actual	2013 Estimated	2014 Adopted
BEGINNING FUND BALANCE	15,241,071	14,911,859	11,436,430	10,001,156
PLUS: REVENUES & OTHER SOURCES OF FUNDS				
General Taxes	62,831,156	59,854,578	61,540,602	62,687,186
Licenses & Permits	561,141	574,360	584,156	567,000
Intergovernmental Receipts	1,909,032	2,245,128	2,069,774	1,965,000
Charges for Services	3,411,913	3,724,994	3,664,499	3,535,480
Fines & Forfeitures	2,355,108	2,090,603	1,918,140	2,232,880
Other Revenues	817,299	725,057	263,720	278,461
Transfer in from Other Funds	4,333,981	3,890,894	4,456,556	4,391,523
Total Revenues & Transfers In	76,219,630	73,105,614	74,497,447	75,657,530
LESS: EXPENDITURES & OTHER USES OF FUNDS				
Personnel Costs	53,452,819	54,565,646	54,793,406	54,641,853
Operating	10,049,310	10,208,981	9,803,415	9,372,551
Non-Departmental Costs	294,696	345,196	353,098	275,468
Contractual Agreements	2,997,271	2,765,528	2,627,065	2,248,035
Health & Welfare	841,500	841,500	757,350	719,483
Other Contributions & Donations	857,494	997,796	658,005	679,018
Transfers out to Other Funds	8,203,401	6,856,396	6,940,382	7,905,540
Total Expenditures & Transfers Out	76,696,490	76,581,043	75,932,721	75,841,948
Increase (Decrease) in Fund Balance	(476,860)	(3,475,429)	(1,435,274)	(184,418)
ENDING FUND BALANCE	14,764,211	11,436,430	10,001,156	9,816,738
Less: Fund Balance Reserves & Designations				
TABOR Emergency Reserve	2,430,000	2,600,000	2,600,000	2,496,698
&& Council Designated 9.6% Reserve	7,669,649	7,658,104	7,593,272	7,320,040
FUND BALANCE AVAILABLE FOR FUTURE APPROPRIATION	4,664,562	1,178,326	(192,116)	0

All amounts included in this overview are provided on the budgetary basis of accounting. As such, 2011 and 2012 historical information may differ from the line items details provided throughout the remainder of the budget document. Those detail accounts are presented on a basis of accounting other than budget basis.

City Of Pueblo

Revenue History – By Source

	2011 Actual	2012 Actual	2013 Estimate	2014 Adopted
General Taxes				
Current Year Levy	11,343,229	11,850,134	12,830,318	13,206,183
Interest on Delinq Taxes	36,666	26,986	24,644	25,000
Prior Years Levy	7,336	(7,030)	(1,932)	5,000
Payment in Lieu of Taxes	9,859	9,859	9,859	9,860
Audit Sales Tax	5,031,772	448,235	400,000	500,000
Sales Tax Refund	(54,658)	(71,891)	(100,000)	(50,000)
Sales Taxes	38,098,950	38,791,533	39,609,843	40,036,241
Use Taxes	2,014,972	2,264,257	2,265,245	2,231,719
Black Hills Energy	2,800,765	3,267,516	3,105,413	3,234,000
Comcast	914,786	939,774	964,000	1,000,000
Comcast PEG Fees	-	136,536	132,888	135,000
Other Franchise Taxes	52,312	75,806	61,195	65,000
Qwest	144,144	109,785	121,314	109,183
Xcel Energy	959,525	845,712	879,992	1,000,000
Cigarette Tax	270,983	258,758	239,379	230,000
Room Tax	858,695	833,503	825,714	800,000
Severance Tax	9,986	21,708	12,177	-
Special Room Tax	166,968	162,070	160,553	150,000
Total General Taxes	62,666,290	59,963,251	61,540,602	62,687,186
Licenses and Permits				
Alcoholic Beverages	21,770	18,003	16,775	20,000
All Other Business	8,090	8,488	7,385	8,000
Amusement Licenses	13,105	9,148	9,582	10,000
Health Licenses	16,300	14,613	9,150	10,000
Liquor Survey Revenue	60,679	48,733	46,956	45,000
Non-Cigarette Tobacco License	-	-	11,700	15,000
Police & Protective	14,856	18,572	16,620	15,000
Sales Tax Licenses	381,982	406,985	406,985	400,000
All Other Non-Business	4,171	3,998	3,492	3,000
Curb & Gutter Construct	3,469	918	1,912	3,000
Excavation Permits	18,645	26,851	29,645	25,000
Revocable Permits	2,300	1,370	2,735	2,000
Right of Way Permits	11,241	12,554	16,376	6,000
Sidewalk Construction	4,535	4,130	4,843	5,000
Total Licenses and Permits	561,143	574,363	584,156	567,000
Intergovernmental Receipts				
Other Federal Grants	-	4,042	-	-
U.S. Air Force	245,704	184,278	29,781	29,781
Misc State Contributions	-	1	1	-
Traffic Signal Contrib	126,000	126,000	126,000	126,000
Misc County Contributions	5,000	5,000	5,000	5,000
Motor Vehicle Ownershp	988,126	1,128,383	1,101,532	1,200,000
Recreation Contribution	64,889	44,313	43,406	25,000
Traffic Signal Contrib	-	-	9,625	16,500
Urban Renewal Auth/TIF	479,313	753,112	715,929	523,719
Urban Renewal Other Misc	-	-	38,500	39,000
Total Intergovernmental Receipts	1,909,032	2,245,129	2,069,774	1,965,000

City Of Pueblo

Revenue History – By Source

	2011 Actual	2012 Actual	2013 Estimate	2014 Adopted
Charges for Services				
Admin Services	1,406,587	1,758,142	1,758,142	1,743,670
Airport Service Fees	316,500	288,678	240,372	276,800
Auditorium Rentals	44,597	-	-	-
Land Development Fees	40,919	36,791	53,089	40,000
Land Use	41	-	-	-
Medical Marijuana Fees	525	25	500	-
Miscellaneous Revenue	417	861	1,175	-
Outside Services	5,216	7,413	3,852	2,000
PD-Support Services	24	-	9	-
Penalty & Interest	12,189	10,668	9,308	8,000
Photocopies	8,522	6,998	4,046	5,000
Impact Fees	51,836	64,041	66,421	60,000
Street Signs	1,393	-	1,000	-
DEA-Diversion Squad	5,871	-	2,878	-
False Alarms	32,685	6,125	44,025	35,000
Fingerprint Fees	17,835	17,026	16,213	15,000
Fire Inspection Fees	52,722	48,610	52,610	45,000
Fugitive Task Force	9,964	7,598	-	8,000
Impound/Tow Vehicle Fees	7,200	3,600	-	-
Medical Services/AMR	95,520	95,520	96,060	95,520
Misc Receipts-Safety	43,903	47,281	43,527	40,000
Off Duty Police Pay	22,170	9,241	100,011	25,000
Overtime Police Pay	54,815	63,609	48,246	50,000
Police Reports	34,214	33,222	34,199	30,000
School SRO's	610,712	566,766	469,386	478,490
VIN Inspection	1,670	1,575	1,485	1,500
Witness Fees	10,524	14,735	17,556	15,000
Advertising	-	-	-	1,000
Advertising & Sponsorship	-	2,851	5,306	2,000
Baseball/Youth	6,520	11,334	12,254	10,000
Basketball/Gym/Adult	1,296	809	-	-
Basketball/Gym/Youth	26,037	55,927	55,000	25,000
Basketball/Slab/Youth	842	279	-	-
Birthday Party Rentals	12,545	13,612	9,626	10,000
Concessions	-	75	15,885	20,000
Concessions Contract	4,500	3,728	5,500	8,000
County Recreation	-	50	396	-
Drop-in Hockey/Adult	1,842	4,335	-	3,000
Drop-in/Free Style	760	1,040	4,824	1,000
Field Rentals	1,435	2,223	1,548	2,000
Football/Flag/Adult	-	-	6,669	-
Football/Flag/Youth	1,559	3,499	3,895	3,000

City Of Pueblo

Revenue History - By Source

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Ice & Arena Rentals	81,443	87,684	86,606	85,000
Ice Arena Admissions	35,364	35,277	35,438	35,000
Lifeguard/WSI Training	3,070	1,116	2,470	2,500
Men's Hockey Program	400	-	-	-
Merchandise Sales	3,513	4,350	3,161	-
Miscellaneous	24	5,398	1,778	2,000
Open Gym Recreation	585	3,516	790	3,000
Park Rides/Carousel	99,175	108,155	105,126	100,000
Pride City Band	33	-	-	-
Pro Shop Sales	5,993	1,072	546	-
Public Bldg Rentals	4,551	4,180	5,034	5,000
Recreation Administration	11,982	16,267	14,321	10,000
Skate Rentals	12,660	14,242	14,751	15,000
Skate Sharpening	594	656	639	500
Skating Lessons	18,455	21,231	15,503	20,000
Softball/Adult	23,247	29,020	26,960	24,000
Softball/Youth	7,170	-	1,838	-
Sponsorships	-	-	-	5,000
Stick N Puck / Youth	426	852	1,323	1,000
Summer Playgrounds	4,466	25,327	29,272	25,000
Sun City Band	2,630	4,075	5,583	4,000
Swimming Lessons	14,104	22,299	26,805	20,000
Swimming Pool Rentals	8,673	10,368	12,037	10,000
Swimming Tickets	110,744	96,503	75,381	100,000
Tennis Courts	7,894	4,293	867	3,000
Tennis/Adult	830	1,585	1,106	1,500
Tennis/Youth	7,981	5,524	6,584	5,000
YWCA Pool	-	33,718	5,567	-
Total Charges for Services	3,411,914	3,724,995	3,664,499	3,535,480
Fines and Forfeitures				
Animal Fines	76,736	74,657	66,701	70,000
Breath-Blood Fee	1,009	1,030	1,242	500
Court Data Management Fee	-	-	32,018	30,000
DARE Surcharge	10,318	7,148	5,354	5,000
DMV	17,003	22,707	22,422	14,000
Drug Surcharge	2,892	2,695	3,276	2,000
DUI Fines	23,865	58,147	56,744	40,000
Graffiti Restitution	50	4,180	4,386	3,000
Health Surcharge	1,894	1,200	855	1,400
HIV Surcharge	870	3,500	2,700	2,500
Keep Pueblo Beautiful Surcharge	23,613	23,658	18,771	15,000
Liquor Fines In-Lieu	-	-	6,765	3,000

City Of Pueblo

Revenue History - By Source

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Municipal Court	1,932,342	1,650,320	1,469,100	1,500,000
Pueblo Combined Court	-	19	227	-
Red Light Fines	178,306	158,696	139,463	453,180
Seat Belt Fines	545	390	390	300
Work Release	10,112	7,685	5,667	8,000
Xing Guard Surcharge	75,554	74,572	82,059	85,000
Total Fines and Forfeitures	2,355,109	2,090,604	1,918,140	2,232,880
Other Revenue				
Interest Cash Balances	(39,885)	(30,492)	(28,658)	-
Interest on Pooled Invest	125,250	87,496	118,419	130,000
City Property Rental	-	-	-	-
Ground Rental	18,540	18,650	14,787	13,800
Contributions & Donations	-	-	-	-
Cash Over / (Short)	685	(167)	(740)	-
Commissions-Tele/Vending	-	-	-	-
Hazmat Clean Up	-	-	-	-
Loss of Property Comp	160,022	46,336	3,021	14,661
Miscellaneous Revenue	154,582	84,341	(66,081)	20,000
Parks & Recreation	66	287	-	-
Public Works	-	75,476	(368)	-
Refunds & Rebates	13,836	303,323	207	-
Sale of Surplus	17,005	11,488	9,239	10,000
SID Collection	1,862	4,271	-	-
Weed Lien Recovery	79,316	85,197	87,398	80,000
Worker's Comp Reimburse	-	-	-	-
Health Insurance	-	-	-	-
Disposal of Assets	286,021	38,850	126,496	10,000
Total Other Revenue	817,300	725,056	263,720	278,461
Other Financing Sources				
Bandera Blvd SID	-	-	-	3,629
Capital Improvement Fund	147,000	166,390	-	-
Comm Dev Block Grant	302,691	107,239	280,000	338,403
Conservation Trust	500,000	500,000	664,000	500,000
E-911 Telephone Charges	432,000	432,000	452,000	508,926
Econ Dev Special Tax	200,000	200,000	200,000	200,000
Excess Court Fines - Graffiti	-	10,000	10,000	-
HERA Grant	-	131,965	30,491	-
Highway User Tax Fund	2,356,262	2,356,262	2,424,865	2,424,865
HOME Grant	41,334	45,788	70,000	90,000
North Gateway BID	11,917	11,583	12,700	12,700
North Gateway PIF	12,215	11,790	12,500	13,000
Parking Facilities	154,725	-	-	-
Seized Property	-	4,338	-	-
Solid Waste Service Chgs	100,000	100,000	200,000	200,000
Stormwater Utility	100,000	100,000	100,000	100,000
Total Other Financing Sources	4,358,144	4,177,355	4,456,556	4,391,523
Total General Fund Revenue	76,078,932	73,500,753	74,497,447	75,657,530

City of Pueblo

General Fund Summary - Detail Expenditure Budget

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel				
Salaries				
Elected/Board Members	77,900	74,998	76,963	80,520
Administration	5,291,561	5,477,266	5,284,415	5,232,830
Fire Service Salaries	8,713,934	8,670,918	8,782,131	8,638,715
Police Service Salaries	12,332,384	12,113,114	12,002,638	12,410,595
General Service	7,328,034	7,328,712	7,503,739	7,860,417
Temporary/Part Time	1,682,426	1,903,626	1,800,004	1,666,938
Stagehands	26,099	-	-	-
Overtime	1,463,751	1,531,122	1,770,316	1,304,500
Educational Incentive	68,400	65,800	-	70,000
Sick/Vac/Ph Sellback	723,708	721,415	623,889	542,242
Step-Up	309,684	284,899	329,854	203,843
Uniform/Shoe/Tool Allow	99,418	116,505	118,327	118,430
Auto Allowance	5,704	4,284	6,000	6,000
Life Insurance	-	-	4,500	3,000
Safety Incentive	2,983	3,007	2,162	-
Emp Of The Month/Year	913	1,039	1,214	-
Incentive Awards/Pay	1,125	968	122	-
Moving Allowance	3,002	3,998	-	-
Wellness Incentives	4,044	9,471	-	-
Police Extra Duty	-	5,379	64,851	-
Task Force Overtime	-	104,414	88,432	-
Terminal Pay	393,669	486,749	385,294	480,000
PERA Replacement Benefit	137	(13)	17	-
In-Kind Services Provided	-	(653)	-	-
Benefits				
Pension - PERA	1,762,882	1,804,659	1,808,971	1,902,359
Pension - Fire	1,666,821	1,650,170	1,530,102	1,655,875
Pension - Police	2,692,255	2,681,870	2,448,009	2,704,514
ICMA 401(A/457) Contributions	3,570	3,570	3,572	3,570
Insurance Benefits	6,793,398	7,462,221	8,122,375	7,896,237
Uniform Expense	50	-	-	-
Medicare Tax	473,652	482,023	491,961	494,488
Worker's Compensation	1,397,444	1,395,688	1,383,723	1,255,929
Uniform Repair/Replace	35,670	72,744	68,283	71,720
Tuition Reimbursement	45,302	44,155	34,495	4,000
Uniform Cleaning	39,453	45,178	39,215	18,200
Employee Of The Month	230	165	-	-
Other Payroll Expense	12,676	15,459	17,292	16,931
Wellness Program	50	191	-	-
Benefits Admin Fees	495	540	540	-
Total Personnel	53,452,824	54,565,651	54,793,406	54,641,853

City of Pueblo

General Fund Summary - Detail Expenditure Budget

	2011	2012	2013	2014
Operating	Actual	Actual	Estimate	Adopted
Advertising	47,737	63,669	57,036	65,950
Communications	437,653	469,960	430,869	484,814
Contract Services	1,051,892	999,502	1,105,682	1,075,435
Cost of Goods Food Service	-	-	-	15,000
Cost Of Merchandise	10,281	290	9,699	4,750
Dues & Subscriptions	51,753	54,688	57,675	43,115
Equipment	231,402	127,255	92,162	61,809
Fuel	999,719	1,028,654	910,281	941,087
Insurance	5,008	5,005	6,000	6,000
Licenses, Permits, & Fees	7,959	5,510	7,090	7,350
Other Charges	39,460	35,121	32,645	75,200
Police Academy Training	1,075	823	2,118	3,500
Printing & Binding	26,511	28,161	24,968	29,687
Professional Services	608,866	579,494	922,458	881,642
Rentals	98,467	287,093	271,364	226,958
Repairs & Maintenance	1,231,487	1,105,680	974,913	934,165
Software Licensing & Maintenance	787,476	599,597	636,945	692,522
Supplies	950,919	1,067,322	847,885	875,124
Training & Education	97,874	103,996	83,420	187,392
Travel	163,121	135,154	97,768	95,809
Utilities	1,241,777	1,298,078	1,256,179	1,165,242
Utilities - Street Lights	1,958,883	2,213,929	1,976,258	1,500,000
Total Operating	10,049,320	10,208,981	9,803,415	9,372,551
Other				
Action 22 Dues	5,000	5,000	-	-
Aircraft Museum - Operations	20,000	20,000	18,000	17,100
Airport Advisory Comm	-	25,000	-	-
Arkansas Legacy River Project	-	(507)	-	-
Bond Interest Payment	-	42,732	39,998	26,203
Capital Improvement Fund	376,000	569,559	300,000	350,000
Chamber Of Commerce	440,000	440,000	400,000	350,000
City Center Partnership	-	-	20,000	19,000
City Owned Parking	677,846	552,600	573,267	454,420
City-County Health Dept	841,500	841,500	757,350	719,483
Colorado Aviation Grants	-	81,335	-	-
Colorado Muni League Dues	48,435	48,939	49,369	-
Contingencies	115,349	58,243	90,000	80,000
Debt Service	2,859,404	2,846,849	2,922,063	3,136,190
District Attorney/DNA Analyst	39,861	41,140	41,140	45,000
H&HS Agency Monitoring	15,750	15,750	15,750	-
HARP Maintenance	241,600	241,600	225,000	213,750
HEF Scholarships	12,500	25,000	-	-

City of Pueblo

General Fund Summary - Detail Expenditure Budget

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
HOME Grant	185,000	162,296	108,757	67,973
Honor Farm Enterprise	-	-	-	56,513
Human Relations Commiss	21,500	21,500	19,350	18,383
Juneteenth	2,500	2,500	-	-
Latino Cham Of Comm Dues	10,000	10,000	9,000	9,000
Lease Payment	-	68,885	43,755	53,243
Little Britches Rodeo	10,000	10,000	9,000	8,550
Long Term Leases	4,984	2,492	2,492	-
Memorial Airport	614,729	508,244	851,130	951,751
Memorial Hall	-	-	74,964	100,000
Minnequa Lake	399,177	-	-	-
Mountain Park Environment	307,500	160,500	135,000	152,000
Nat'L League Of Cities	8,743	8,743	8,743	-
Nature Center	-	40,000	20,000	19,000
Nonprofits Pymt To County	737,500	737,500	663,750	632,468
Out Of Cycle Requests	94,994	182,796	(54,745)	-
PACOG	86,435	59,411	93,991	107,022
PEDCO	225,000	225,000	200,000	-
Pikes Peak Humane Society	520,000	520,000	665,946	710,304
Planning Grants	273,500	-	-	-
Police Building	240,000	-	-	-
Police Grants	-	9,932	63,000	190,000
Pueblo Community College	-	65,000	-	-
Pueblo Transit	1,797,258	1,798,650	1,827,512	1,829,004
Pueblo Zoo - Capital	25,000	25,000	-	-
Pueblo Zoo - Operations	637,000	637,000	573,300	544,635
Self-Insurance Fund	968,822	524,500	219,689	769,689
SRDA - Volunteer Coordinator	-	25,596	-	-
SRDA Allocation-Sr Rec	54,810	54,810	49,329	46,863
State Fair	265,000	265,000	200,000	100,000
YMCA	200,000	200,000	100,000	50,000
Total Other	13,382,697	12,180,095	11,335,900	11,827,544
Total Costs	76,884,841	76,954,727	75,932,721	75,841,948

City of Pueblo

General Fund Summary – 2014 Expenditure Budget by Category

	Personnel	Operating	Other	Total
City Council	70,520	202,180		272,700
City Manager	484,572	156,200		640,772
City Clerk	310,946	86,000		396,946
City Hall Operation	-	159,000		159,000
Civil Service	145,451	38,200		183,651
Finance	1,411,163	104,950		1,516,113
Fire	14,540,822	737,375		15,278,197
Housing and Citizen Services	393,851	35,250		429,101
Human Resources	552,225	72,275		624,500
Information Technology	1,313,883	929,567		2,243,450
Law	593,519	154,650		748,169
Municipal Court	793,303	104,142		897,445
Parks and Recreation	3,227,115	1,308,316		4,535,431
Planning and Community Development	542,059	176,238		718,297
Police	24,757,266	1,891,318		26,648,584
Public Works, Bureau of	4,641,329	3,074,326		7,715,655
Purchasing	283,829	37,564		321,393
Non-Departmental-Operational Charges	580,000	105,000	275,468	960,468
Non-Departmental-Contractual Payments			2,248,035	2,248,035
Non-Departmental-Health and Welfare			719,483	719,483
Non-Departmental-Contributions and Donations			679,018	679,018
Transfers to Other Funds			7,905,540	7,905,540
Totals	54,641,853	9,372,551	11,827,544	75,841,948

City of Pueblo

General Fund Budget History - by Department

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
City Council	301,563	291,182	278,714	272,700
City Manager	704,876	692,777	626,530	640,772
City Clerk	446,388	362,197	401,184	396,946
City Hall Operation	183,983	82,114	106,331	159,000
Civil Service	271,844	251,935	171,939	183,651
Finance	1,430,262	1,462,403	1,442,721	1,516,113
Fire	14,877,940	15,129,552	15,592,018	15,278,197
Housing and Citizen Services	416,461	393,995	382,334	429,101
Human Resources	585,443	606,444	629,293	624,500
Information Technology	2,162,244	2,170,402	2,173,985	2,243,450
Law	811,156	828,862	873,076	748,169
Municipal Court	871,696	890,819	915,716	897,445
Parks and Recreation	4,681,652	5,089,627	4,847,057	4,535,431
Planning and Community Development	1,134,102	1,132,162	1,100,526	718,297
Police	26,010,909	26,390,255	26,245,366	26,648,584
Public Works, Bureau of	7,837,704	8,169,382	8,025,756	7,715,655
Purchasing	294,462	308,910	298,964	321,393
Non-Departmental-Operational Charges	774,155	866,809	838,409	960,468
Non-Departmental-Contractual Payments	2,997,271	2,942,146	2,627,065	2,248,035
Non-Departmental-Health and Welfare	841,500	841,500	757,350	719,483
Non-Departmental-Contributions and Donations	857,494	997,796	658,005	679,018
Transfers to Other Funds	8,391,736	7,053,458	6,940,382	7,905,540
Totals	76,884,841	76,954,727	75,932,721	75,841,948

City of Pueblo

Other Funds Summary – 2014 Budgeted Expenditures

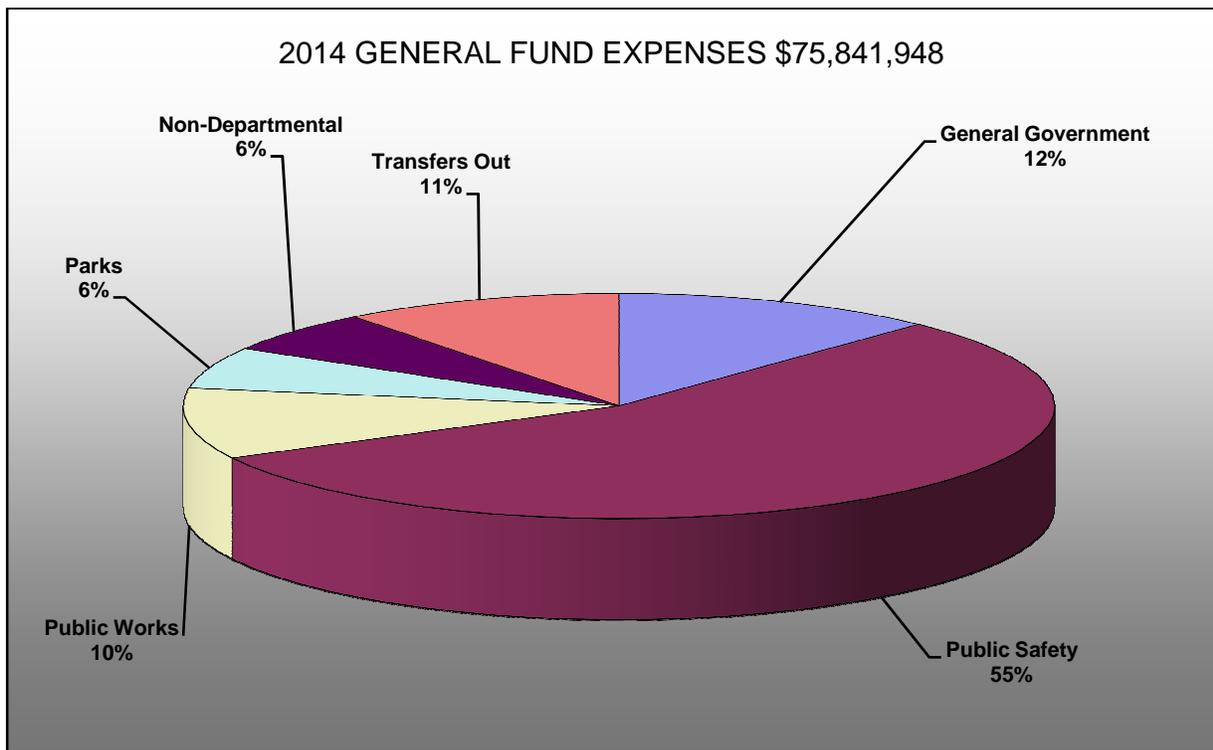
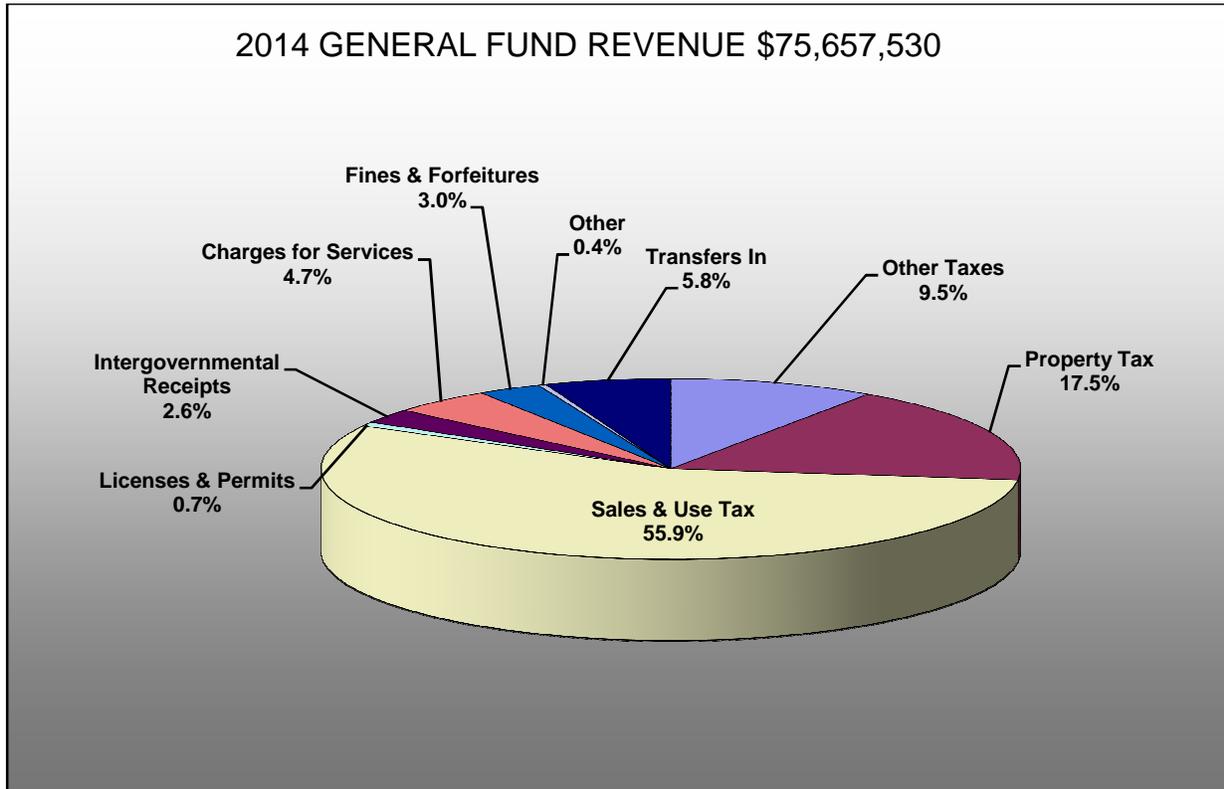
Fund Title/Activity	Proprietary Funds	Governmental Funds	Debt Service Fund
Elmwood Golf Course	1,227,139		
Fleet Maintenance	2,900,000		
Honor Farm	111,513		
Memorial Airport	1,661,542		
Memorial Hall	433,206		
Parking	695,420		
Pueblo Transit	5,020,778		
Self-Insurance Fund	2,472,189		
Stormwater	3,320,000		
Technology Fund	116,500		
Walkingstick Golf Course	1,155,605		
Wastewater	28,491,273		
Arkansas River Legacy		-	
Economic Development Tax		7,463,098	
Historic Arkansas River Project		-	
HUD Grants		2,105,826	
Intergovernmental		5,009,344	
Minnequa Lake		-	
Other Special Revenue		161,100	
Police Building		-	
Public Improvements		1,088,668	
Special Charges		2,779,471	
Special Districts		632,636	
Stimulus Grants		-	
Capital Leases			1,218,726
HARP Bonds			976,576
Ice Arena COPS-GF Portion			-
Police Building COPS			1,640,116
Total Other Funds Appropriation	47,605,165	19,240,143	3,835,418

City of Pueblo

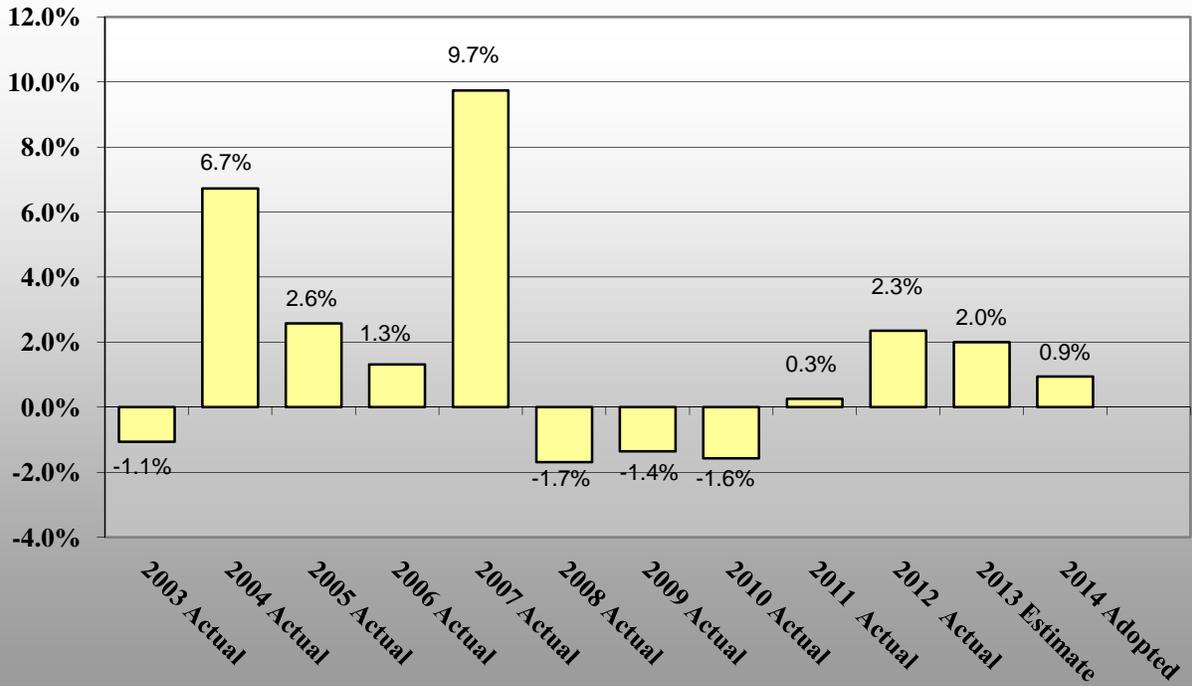
Staffing Level Summary - by Department

	2011	2012	2013	2014
General Fund				
City Council	7	7	7	7
City Manager	6	6	6	6
City Clerk	4	4	4	4
Civil Service	6	6	6	6
Finance	18	18	18	18
Fire	143	143	140	140
Housing and Citizen Services	4	4	4	4
Human Resources	6	7	7	7
Information Technology	15.75	15.75	15.75	15.75
Law	6	6	6	6
Municipal Court	9	9	9	9
Parks and Recreation	38	38	38	38
Planning and Community Development	16	16	16	12
Police	268	268	268	271
Public Works - Engineering	16	16	16	16
Public Works - Public Buildings	10	9	9	9
Public Works - Street Cleaning	6	6	6	6
Public Works - Streets Division	30	30	29	29
Public Works - Traffic Control	10	10	11	11
Public Works - Transportation	3	3	3	3
Purchasing	2	2	2	2
General Fund Total	623.75	623.75	620.75	619.75
Other Funds				
Fleet Maintenance	11	11	11	11
Honor Farm	2	2	1	1
Memorial Airport	11	11	12	12
Parking	2	2	2	2
Stormwater	18.5	18.5	18.5	19.5
Wastewater	51.5	51.5	52.5	52.5
Other Funds Total	96	96	97	98
Totals	719.75	719.75	717.75	717.75

City of Pueblo

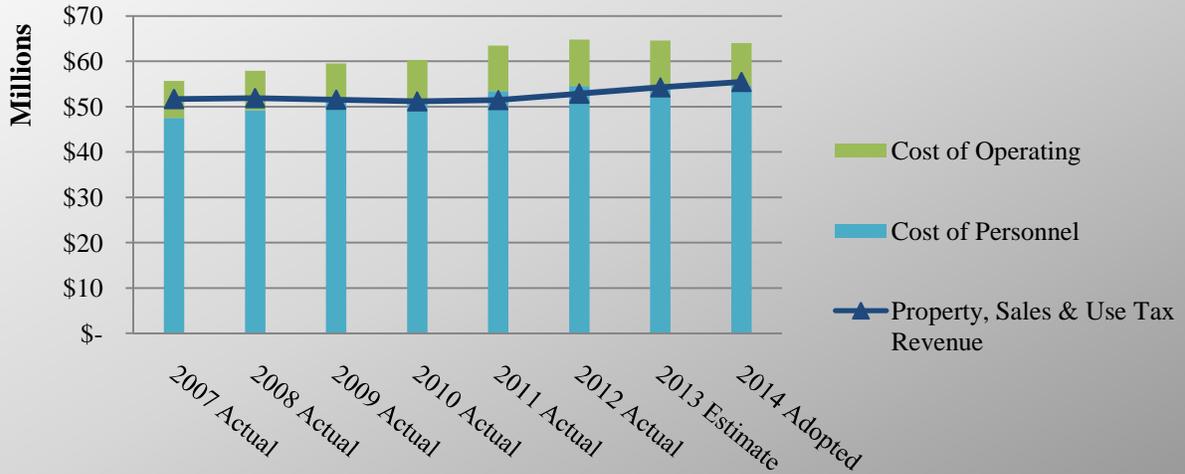


Sales and Use Tax Annual Growth Rate

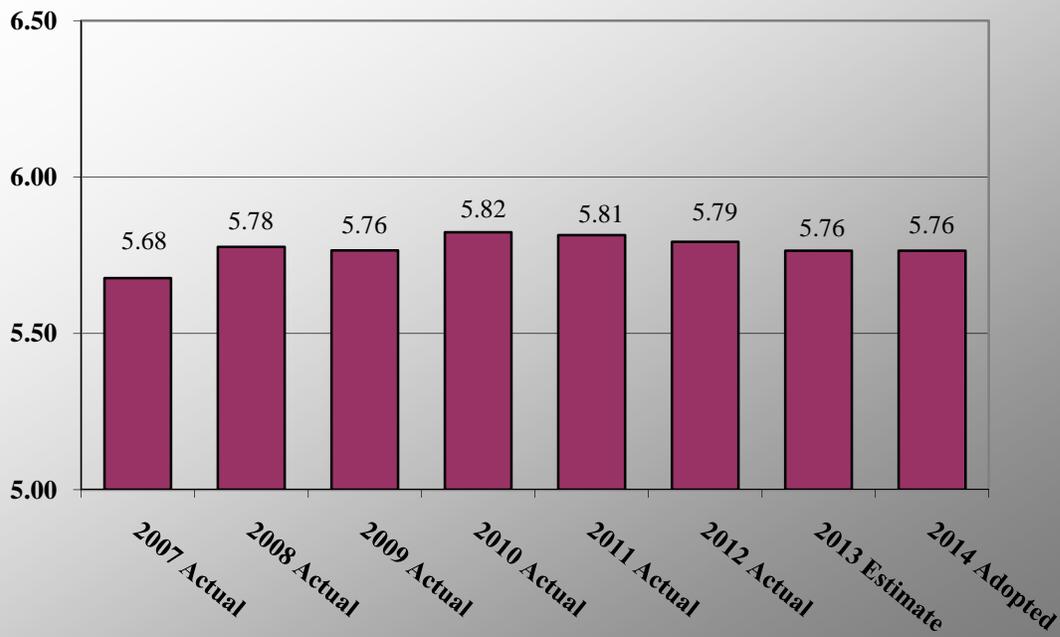


City of Pueblo

General Fund Departmental Expenses (Personnel & Operating) to Primary Revenue



General Fund Employees per 1,000 Population



Property Tax

Property tax is levied against all real property and business-related personal property within the City of Pueblo. An actual value of all property is established by the Pueblo County Assessor's Office. This value is then used to compute the assessed valuation of the property based on State-legislated ratios. These ratios are 1) 7.96% for residential real property, and 2) 29% for business real and personal property.

The mill levy is then applied to the assessed valuation to determine a property owner's tax bill. A mill is one-tenth of one cent. In other words, one mill represents \$1 for every \$1,000 of assessed property value. The formulas used for computing property taxes are as follows:

$$\text{Assessed Value} = \text{Property actual value} \times \text{Assessment ratio}$$

$$\text{Property tax} = \text{Assessed value} / 1,000 \times \text{Mill levy}$$

Within the City of Pueblo's boundaries, the following entities certify mill levies: Pueblo County, Pueblo Library District, School District 60, Southeastern Colorado Water Conservancy District, and the City of Pueblo.

The mill levies for tax year 2012, and collected in 2013, which apply to all City of Pueblo taxpayers is provided in the table below:

	<u>Estimated Mill Levy</u>	<u>% Of Total Mill Levy</u>
Pueblo County	30.959	34.9%
Pueblo Library District	5.293	6.0%
Pueblo School District 60	36.032	40.5%
Water Conservancy District	0.944	1.0%
City of Pueblo	<u>15.633</u>	<u>17.6%</u>
Totals	88.861	100%

In addition, there are two Special Improvement Maintenance Districts (SIMD) within the City of Pueblo. Residents of the Southpointe SIMD incur an additional 5 mills for improvements, and residents of the Bandera Boulevard SIMD incur 3 mills. The levy provides for the maintenance of certain public improvements of general benefit to the residents of the Districts.

The Taxpayer Bill of Rights (TABOR) Amendment to the Colorado Constitution limits property tax revenue increases to the amount collected the previous year increased by the Denver-Boulder Consumer Price Index plus a local growth factor. TABOR also prohibits any increase to the mill levy unless approved by the registered voters of the City of Pueblo.

Property Tax (continued)

The City of Pueblo will certify its mill levy for 2013 at 15.633 mills.

2014 BUDGET

Assessed Value 1,007,943,659

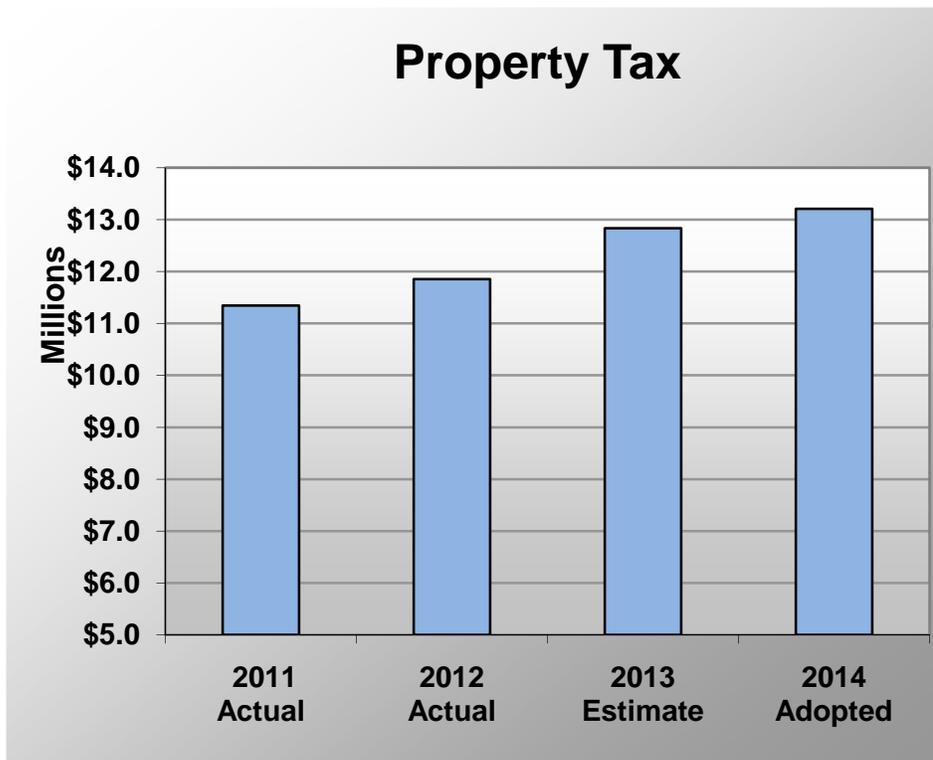
Mills 15.633

Calculation: $(1,007,943,659 / 1,000) * 15.633$

2014 Property Tax Revenue = \$13,106,183

(Less \$75,000 estimated as uncollectible and contractual obligations)

<u>Year</u>	<u>Amount (\$)</u>	<u>Increase from Previous Year</u>
2011 Actual	11,343,229	
2012 Actual	11,850,134	4.47%
2013 Estimate	12,830,318	8.27%
2014 Adopted	13,206,183	2.93%



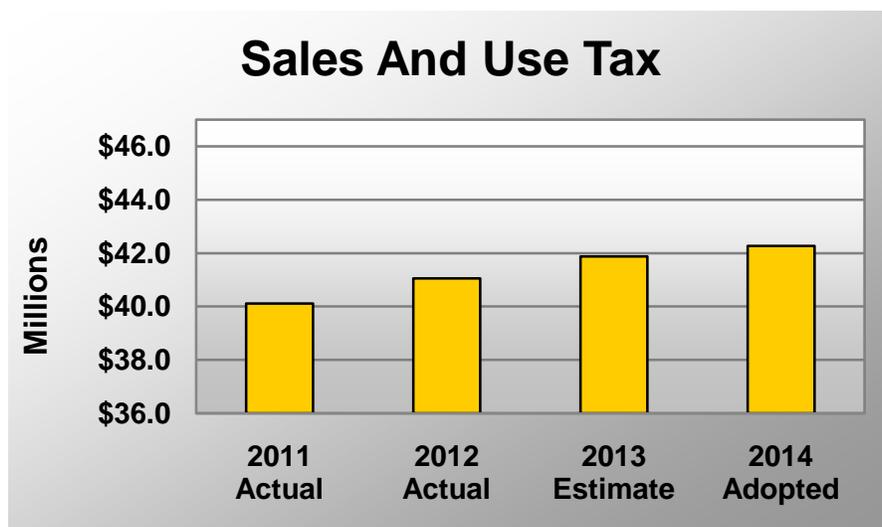
Sales and Use Tax

Sales and Use Tax is the largest single revenue stream for the City of Pueblo, making up 56% of the City's general fund revenue. The total sales and use tax rate within the City of Pueblo is 3.5%, which consists of 3.0% general tax and .5% tax specifically for use in economic development. The ½ cent economic development tax was established by a vote of the City electorate effective January 1, 1985. The .5% tax is not included in the General Fund, and detailed information about the revenue and expenditures of this tax are included in the Other Governmental Funds section.

Sales or use tax is levied on all retail sales, leases, and rentals of tangible personal property on the basis of the purchase price or rental price. Food purchased for preparation and consumption at home and prescription medications are exempt from sales tax.

Sales and use tax collections are primarily dependent upon the level of local economic activity, consumer confidence, and tourist activity. In late 2008, the economy across the country began to turn for the worse. The local economy took a corresponding turn as well. It is estimated that 2013 will end the year with a modest increase, and collections for 2014 are expected to increase slightly.

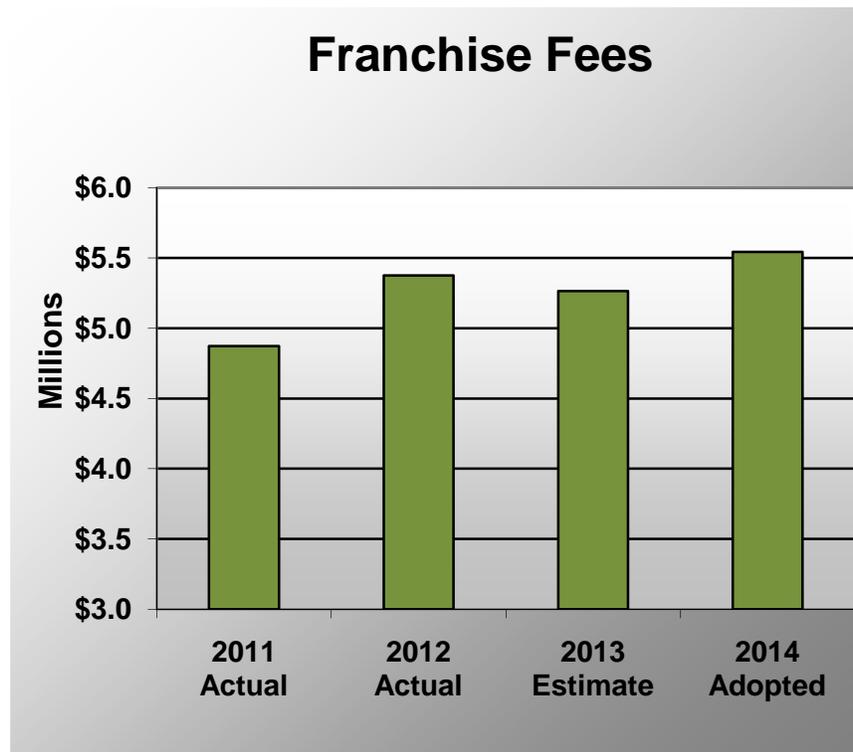
<u>Year</u>	<u>Amount (\$)</u>	<u>Increase from Previous Year</u>
2011 Actual	40,113,922	
2012 Actual	41,055,790	2.3%
2013 Estimate	41,875,088	2.0%
2014 Adopted	42,267,960	0.9%



Franchise Fees

Franchise fees are levied on businesses that deliver any public utility including electric, telephone, cable, and natural gas services. In order for a franchise to be granted, the residents of Pueblo must have a majority vote approving the franchise. Once approved by the voters, the applicant shall submit an ordinance granting the franchise. The City of Pueblo currently has four franchises: CenturyLink, Comcast, Black Hills, and Xcel Energy. The following summarizes franchise fee revenues for the past five years, with an anticipated slight incline in revenues for 2014.

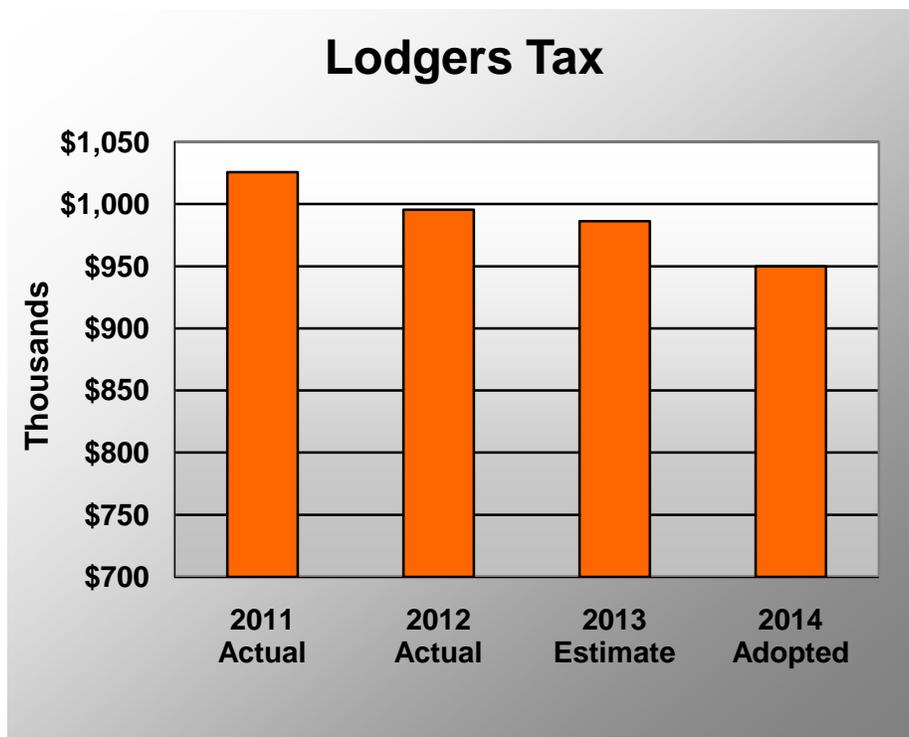
<u>Year</u>	<u>Amount (\$)</u>	<u>Previous Year</u>
2011 Actual	4,871,532	
2012 Actual	5,375,129	10.34%
2013 Estimate	5,264,802	-2.05%
2014 Adopted	5,543,183	5.29%



Lodgers Tax

A Lodger's Tax of 4.3% is imposed on the cost of lodging within the city. The 4.3% is in addition to the city sales tax of 3.5%. The tax was established to promote tourism in the City of Pueblo. Lodgers Tax revenues have been declining since 2011.

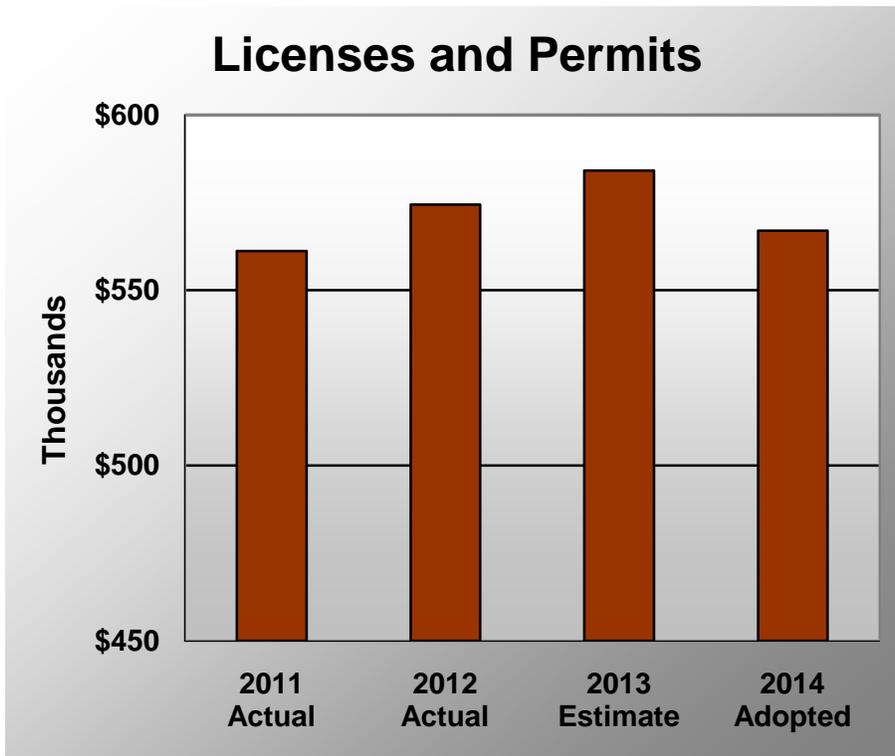
<u>Year</u>	<u>Amount (\$)</u>	<u>Increase from Previous Year</u>
2011 Actual	1,025,663	
2012 Actual	995,573	-2.93%
2013 Estimate	986,267	-0.93%
2014 Adopted	950,000	-3.68%



Licenses and Permits

License and Permit revenues are primarily derived from business licenses. Any organization conducting business within the City of Pueblo is required to have a business license. It is estimated that the revenue will decline slightly in 2014 due to the prolonged economic downturn.

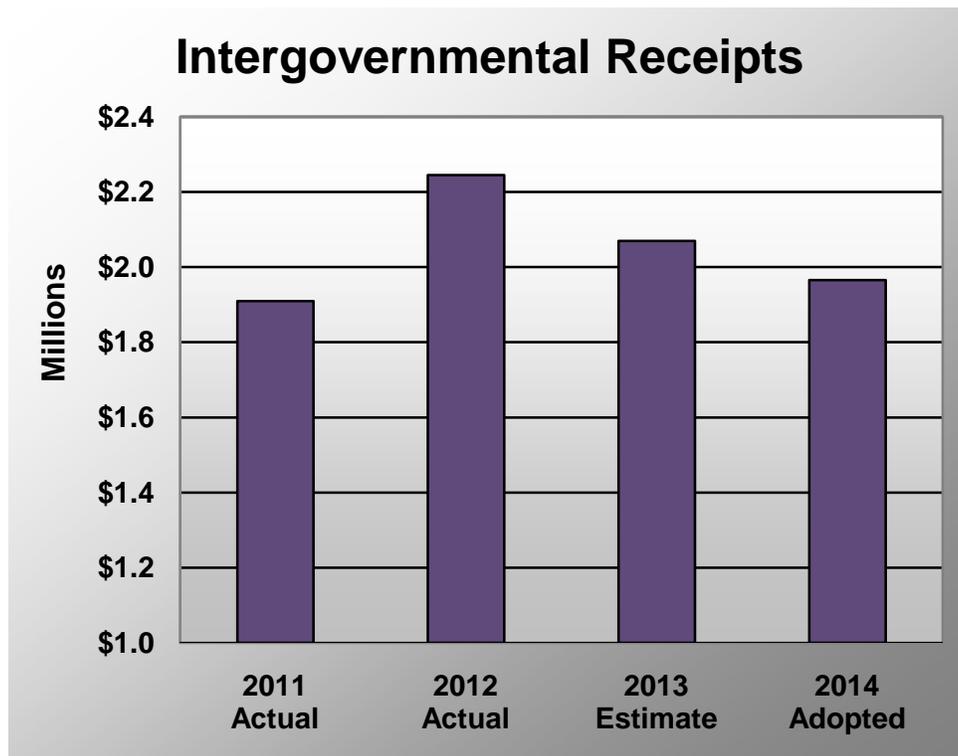
<u>Year</u>	<u>Amount (\$)</u>	<u>Increase from Previous Year</u>
2011 Actual	561,143	
2012 Actual	574,363	2.36%
2013 Estimate	584,156	1.71%
2014 Adopted	567,000	-2.94%



Intergovernmental Receipts

Intergovernmental Receipts consists of revenue received from other government agencies. By far, the largest intergovernmental receipt is for motor vehicle ownership fees collected by Pueblo County. The City's contract with the U.S. Air Force for the use of the Memorial Airport was re-negotiated in 2012 with a substantial decrease in revenue.

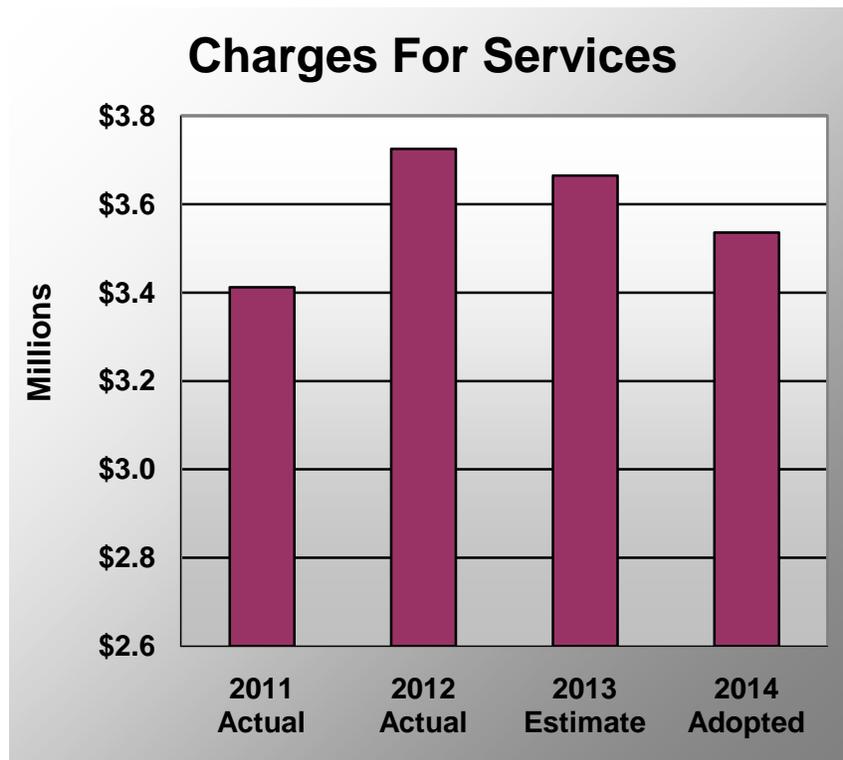
<u>Year</u>	<u>Amount (\$)</u>	<u>Increase from Previous Year</u>
2011 Actual	1,909,032	
2012 Actual	2,245,129	17.61%
2013 Estimate	2,069,774	-7.81%
2014 Adopted	1,965,000	-5.06%



Charges for Services

Charges for Services include all of the fees charged for services provided by the government to the user of those services. These charges would include fees for recreation programs, photocopies, school resource officers and police reports. The largest of the fees is the administrative fee charged to enterprise funds for the services provided to by the General Fund. The amount of the fee is based on a cost allocation study conducted to accurately determine the administrative fee for each enterprise fund.

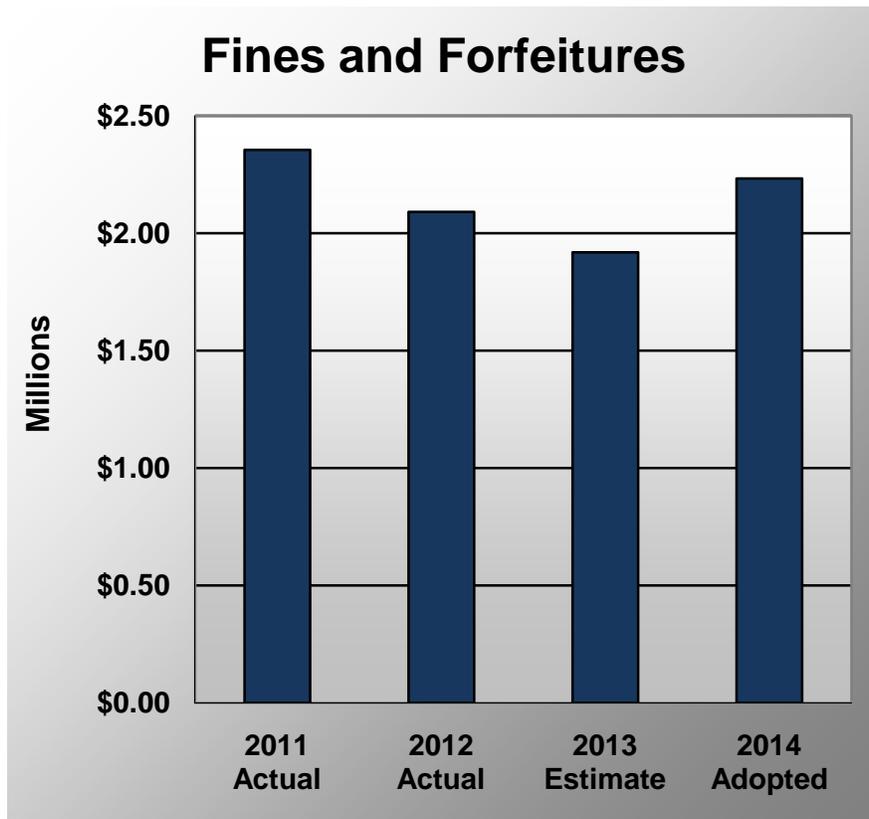
<u>Year</u>	<u>Amount (\$)</u>	<u>Increase from Previous Year</u>
2011 Actual	3,411,914	
2012 Actual	3,724,995	9.18%
2013 Estimate	3,664,499	-1.62%
2014 Adopted	3,535,480	-3.52%



Fines and Forfeitures

Fines are imposed by the City’s Municipal Court on persons found to be in violation of the City code and subject to a fine.

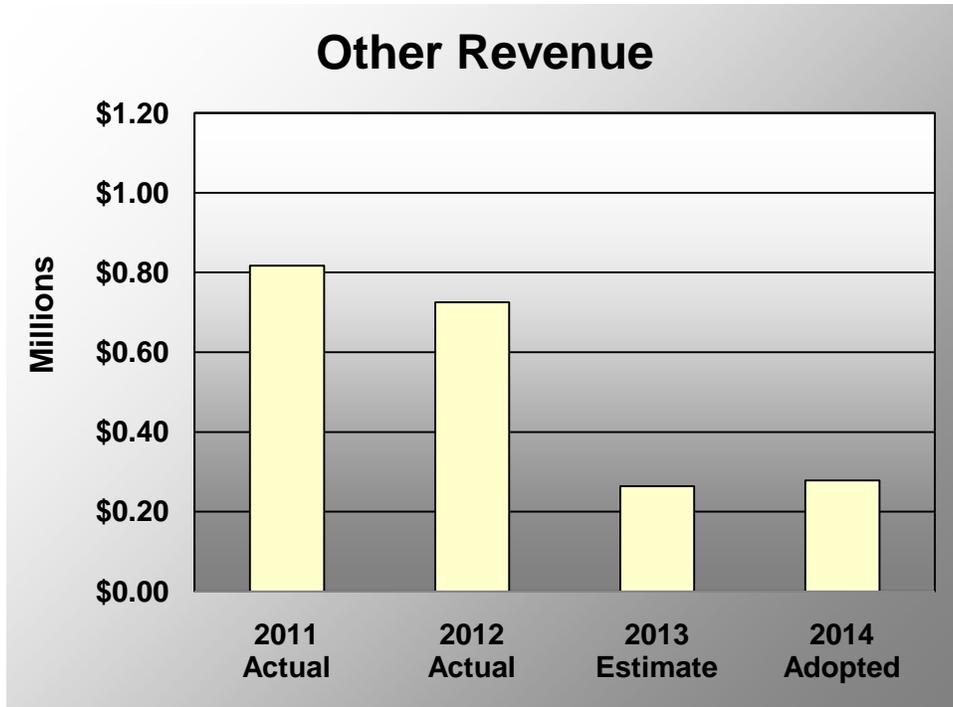
<u>Year</u>	<u>Amount (\$)</u>	<u>Increase from Previous Year</u>
2011 Actual	2,355,109	
2012 Actual	2,090,604	-11.23%
2013 Estimate	1,918,140	-8.25%
2014 Adopted	2,232,880	16.41%



Other Revenue

Other Revenue, due to its very nature, tends to have large fluctuations. The major known component of other revenue is interest earnings on investments. As investment instruments began to mature in 2010, the funds were reinvested at much lower rates, resulting in a significant drop in revenue. It is anticipated that interest rates will remain flat in 2014. Additionally, due to the uncertain nature of miscellaneous receipts, these revenues are budgeted on a very conservative basis.

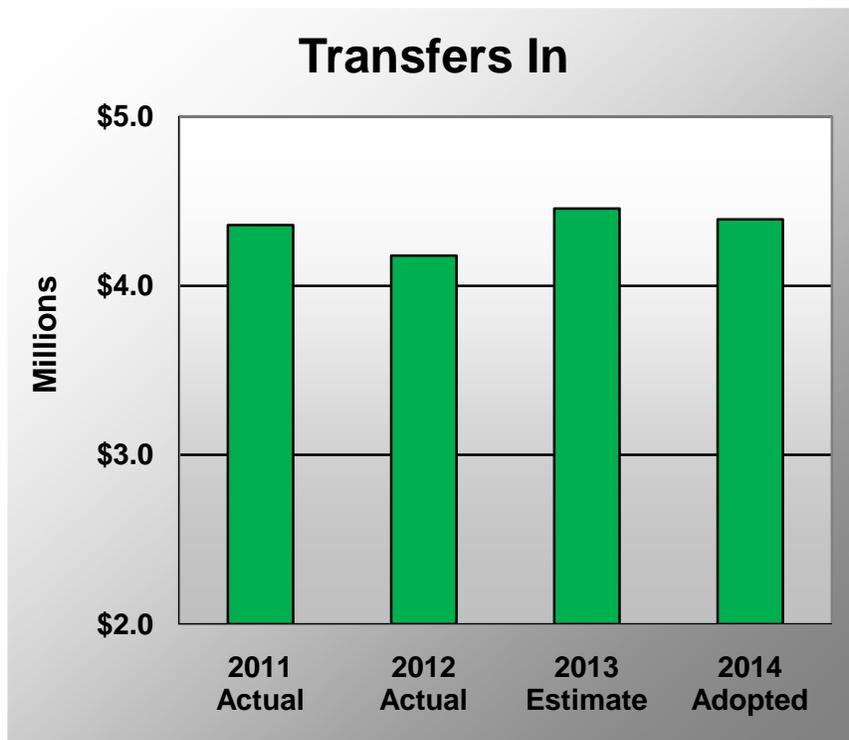
<u>Year</u>	<u>Amount (\$)</u>	<u>Increase from Previous Year</u>
2011 Actual	817,300	
2012 Actual	725,056	-11.29%
2013 Estimate	263,720	-63.63%
2014 Adopted	278,461	5.59%



Transfers In

Transfers In represent transfers of moneys from special revenue or other funds into the General Fund. The money is used to perform the objectives of the special revenue or other fund, but the expenses related to that objective occur in the General Fund.

<u>Year</u>	<u>Amount (\$)</u>	<u>Increase from Previous Year</u>
2011 Actual	4,358,144	
2012 Actual	4,177,355	-4.15%
2013 Estimate	4,456,556	6.68%
2014 Adopted	4,391,523	-1.46%



City Council

Mission/Function

The Council is the legislative and policy setting body representing the citizens of the City of Pueblo in the creation and operation of municipal services, functions, and activities.

Mission Statement

We, the City of Pueblo, representing a community of diverse culture, character, and history:

- commit to upholding the City Charter, all City Ordinances, and the highest standards of conduct;
- commit to promoting and enhancing the well being and quality of life for Pueblo's residents, visitors, and businesses by providing excellent services in an efficient, respectful, and courteous manner;
- commit to responsible stewardship of community resources and values and to support all segments of the community;
- commit to a model of professionalism that ensures respectful and complete consideration of all decisions and decrees; and
- commit to strategic growth, all facets of economic development, and sustainability.

Vision Statement

By uniting our energies and working cooperatively with the citizens of Pueblo, we will develop Pueblo, Colorado into one significant, influential, and prosperous community with opportunities for all.

We Value . . .

- the resourcefulness of each individual
- entrepreneurship
- departmental accountability and professionalism
- integrity and transparency
- responsive and respectful service to all
- diversity

City Council

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel	70,521	67,983	69,662	70,520
Operating	231,042	223,199	209,052	202,180
Total Costs	301,563	291,182	278,714	272,700

City Council

Budget Detail

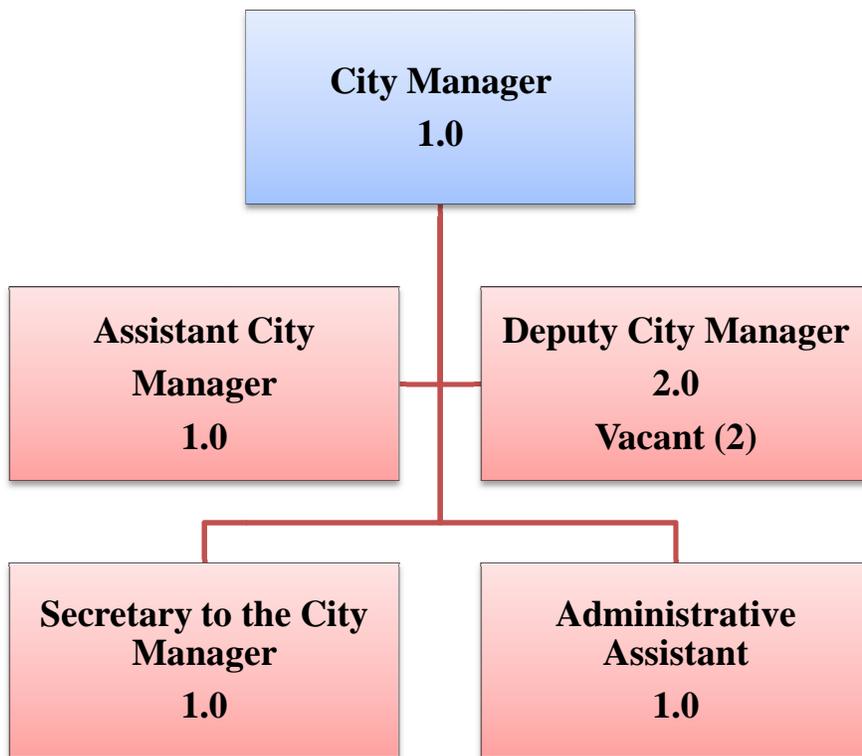
	2011 Actual	2012 Actual	2013 Estimate	2014 Adopted
Personnel				
Salaries				
Elected/Board Members	61,200	58,998	60,500	61,200
Benefits				
Pension - PERA	8,384	8,083	8,241	8,384
Medicare Tax	887	855	873	887
Worker's Compensation	50	47	48	49
Total Personnel	70,521	67,983	69,662	70,520
Operating				
Advertising	314	4,809	2,500	-
Communications	1,267	3,005	9,552	10,200
Dues & Subscriptions	5,200	5,000	5,000	5,000
Equipment	-	1,356	3,500	-
Printing & Binding	-	75	-	-
Professional Services	141,473	144,539	145,000	138,730
Rentals	4,070	6,594	-	3,000
Supplies	21,620	17,527	16,000	16,000
Training & Education	4,159	2,735	2,500	5,250
Travel	52,939	37,559	25,000	24,000
Total Operating	231,042	223,199	209,052	202,180
Total Costs	301,563	291,182	278,714	272,700

Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated
					Salary Range
City Council President	1	1	1	1	10,800 - 10,800
City Council Member	6	6	6	6	8,400 - 8,400
Total	7	7	7	7	

City Manager

Sam Azad
City Manager
200 Central Main St.
Pueblo, CO 81003
(719) 553-2655
sazad@pueblo.us



City Manager

Mission/Function

The City Manager is the Chief Executive Officer of the municipal corporation and is responsible for executive direction of all City staff and operations of the City of Pueblo.

Objectives

- Establish a cohesive Code Enforcement Unit with the mission of educating the community to enhance compliance with all City codes
- Introduce a newly developed Performance Evaluation Program to evaluate all City employees
- Devise cost effective approaches to satisfying community needs working within current budgetary constraints to maintain a balanced budget
- Maintain effective working relationships with elected and appointed officials at all levels of government, the media, and the general public

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel	506,196	517,873	489,330	484,572
Operating	198,680	174,904	137,200	156,200
Total Costs	704,876	692,777	626,530	640,772

Significant Adjustments

- None

City Manager

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel				
Salaries				
Administration	352,197	342,252	342,940	365,884
Sick/Vac/PH Sellback	21,109	17,778	-	-
Step-Up	10,437	36,475	22,942	-
Auto Allowance	5,704	4,284	6,000	6,000
Life Insurance	-	-	4,500	3,000
Employee of the Month	913	1,039	1,214	-
Incentive Awards	660	178	-	-
Moving Allowance	3,002	3,998	-	-
Benefits				
Pension - PERA	48,316	51,178	48,716	48,714
ICMA 401(A)/457 Contrib	3,000	3,000	3,000	3,000
Insurance Benefits	52,423	49,802	52,840	50,843
Medicare Tax	4,273	4,192	3,849	3,828
Worker's Compensation	3,565	3,166	3,284	3,258
Tuition Reimbursement	367	366	-	-
Other Payroll Expense	-	-	45	45
Employee of the Month	230	165	-	-
Total Personnel	506,196	517,873	489,330	484,572
Operating				
Advertising	1,292	40	500	-
Communications	7,655	4,964	6,800	6,800
Contract Services	100,000	100,000	100,000	75,000
Dues & Subscriptions	4,220	1,208	2,000	2,000
Equipment	3,586	3,474	-	-
Fuel	131	-	-	-
Printing & Binding	3,235	3,935	4,000	4,000
Professional Services	7,244	13,044	1,000	32,000
Rentals	8,401	7,006	5,400	5,400
Repairs & Maintenance	350	-	-	-
Supplies	33,924	25,341	10,000	20,000
Training & Education	5,012	3,938	2,500	2,500
Travel	23,630	11,954	5,000	8,500
Total Operating	198,680	174,904	137,200	156,200
Total Costs	704,876	692,777	626,530	640,772

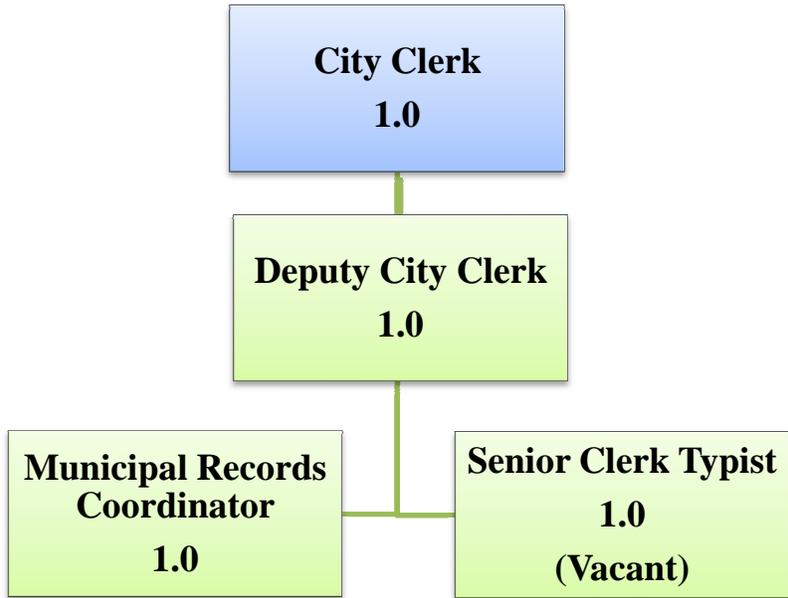
City Manager

Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated Salary Range
City Manager	1	1	1	1	142,447 - 174,102
Deputy City Manager/Community Services	1	1	1	1	102,942 - 125,817
Deputy City Manager/Internal Services	1	1	1	1	102,942 - 125,817
Assistant City Manager	1	1	1	1	76,093 - 97,999
Secretary to City Manager	1	1	1	1	49,803 - 60,981
Administrative Assistant	1	1	1	1	49,803 - 60,981
Total	6	6	6	6	

City Clerk

Gina Dutcher, MMC
City Clerk
200 Main St.
Pueblo, CO 81003
(719) 553-2669
gdutcher@pueblo.us



City Clerk

Mission/Function

Provide quality support and assistance to the City Council, the City Administration and the Citizens of Pueblo in an efficient, effective, ethical and positive manner. The City Clerk's Office is responsible for the public service categories of Liquor and Beer Licensing, maintenance of the appointments and terms of office for all Boards and Commissions, Custodian of Legal Documents, Municipal Elections, and overall Clerk of the City Council.

Objectives

Liquor and Beer Licensing Division:

- Provide technical assistance to applicants with the complicated process of obtaining a liquor license
- Coordinate with the Colorado Liquor Enforcement Division to present Liquor Awareness Classes for liquor licensed establishments

Boards and Commissions:

- Manage the recruitment and appointment process for over 20 Council Appointed boards and commissions

Election Division:

- Municipal Election Official
 - 2014 Special Election(s) if necessary
- Provide technical assistance with Referendum, Initiated and Charter Amendment Petition process, (if necessary)

Records Management Division:

- Provide research support, integrate, preserve, protect and disseminate public documents
- Maintain all official City records including minutes of Council meetings, ordinances, resolutions, official and legal documents
- Maintain and coordinate the codification efforts for the Pueblo Municipal Code

Clerk of the Council:

- Coordinate and monitor the development of the City Council agendas, and final preparation of all documents and other related material
- Attend all City Council meetings, record, and transcribe minutes of meetings

City Clerk

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel	343,293	327,317	320,043	310,946
Operating	103,095	34,880	81,141	86,000
Total Costs	446,388	362,197	401,184	396,946

Significant Adjustments

- Significantly reduce the cost for a 2014 Special Municipal Election
- Discontinue the “Fact or Fiction” program on Government Access Television Channel 17

City Clerk

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel				
Salaries				
Elected/Board Members	3,700	3,475	3,938	4,320
Administration	152,692	156,352	157,132	157,132
General Service	93,883	67,235	56,072	56,101
Temporary/Part Time	1,988	13,336	20,619	15,000
Overtime	-	-	-	-
Sick/Vac/PH Sellback	7,337	5,950	5,734	4,000
Step-Up	190	160	-	-
Benefits				
Pension - PERA	33,640	32,322	31,866	31,152
Insurance Benefits	42,267	41,508	41,463	40,090
Medicare Tax	1,401	1,154	1,095	1,077
Worker's Compensation	2,143	2,101	2,079	2,029
Tuition Reimbursement	4,007	3,665	-	-
Other Payroll Expense	45	59	45	45
Total Personnel	343,293	327,317	320,043	310,946
Operating				
Advertising	13,116	11,679	14,662	17,000
Communications	3,353	2,717	1,830	6,500
Dues & Subscriptions	1,140	1,290	1,474	750
Printing & Binding	1,142	284	-	150
Professional Services	71,308	6,502	55,000	50,000
Rentals	4,693	4,463	4,341	5,000
Supplies	5,097	6,248	3,246	5,100
Training & Education	1,080	512	399	500
Travel	2,166	1,185	189	1,000
Total Operating	103,095	34,880	81,141	86,000
Total Costs	446,388	362,197	401,184	396,946

City Clerk

Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated Salary Range
City Clerk	1	1	1	1	83,121 - 101,612
Municipal Records & Technical Coordinator	1	1	1	1	43,537 - 55,650
Deputy City Clerk	1	1	1	1	50,583 - 61,761
Senior Clerk Typist	1	1	1	1	29,980 - 40,595
Total	4	4	4	4	

City Hall Operation

Mission/Function

City Hall Operation is under the supervision of the Director of Finance.

Objectives

- Provide a budget for the newly renovated City Hall utilities, maintenance, and security

Budget Detail

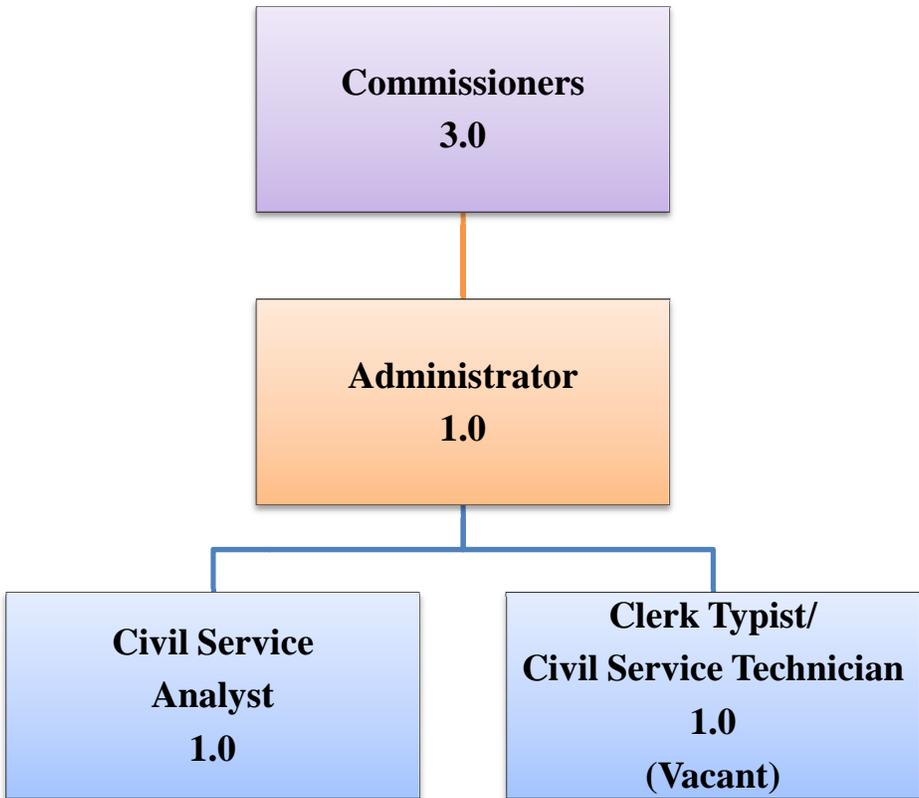
	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel				
Salaries				
Temporary/Part Time	21,356	7,359	4,645	-
Stagehands	26,099	-	-	-
Benefits				
Pension - PERA	6,501	1,008	636	-
Medicare Tax	688	107	67	-
Worker's Compensation	1,390	216	151	-
Total Personnel	56,034	8,690	5,499	-
Operating				
Communications	246	787	884	-
Contract Services	16,506	30,137	4,240	50,000
Professional Services	7,104	459	704	6,000
Repairs & Maintenance	5,229	-	315	10,000
Supplies	2,244	-	200	3,000
Utilities	96,620	42,041	94,489	90,000
Total Operating	127,949	73,424	100,832	159,000
Total Costs	183,983	82,114	106,331	159,000

Significant Adjustments

- 2014 City Hall Operation budget is adjusted to reflect the cost of utilities and other expenses when the newly renovated City Hall building is totally occupied

Civil Service

Lynne Huskins
Interim Administrator
301 W. B Street
Pueblo, CO 81003
(719) 553-2635
lhuskins@pueblo.us



Civil Service

Mission/Function

Under the direction of the Civil Service Commission, the primary functions of the Civil Service Department are to recruit, develop and administer examinations for all classified positions for the City of Pueblo. The Civil Service Commission holds regular monthly meetings and is responsible for conducting hearings on employment related matters pertaining to classification, reclassification, allocation of positions and disciplinary action. Under the Direction of the City Manager, the Civil Service Department is also responsible for conducting recruitments and managing the hiring processes for unclassified positions for the City of Pueblo. The Civil Service Department assists City Departments with recruitments for temporary employees.

Objectives

- Provide effective and efficient customer service to all citizens and employees
- Provide direction and support to candidates seeking employment with the City
- Develop and administer competitive examinations for purposes of establishing eligibility lists
- Maintain a neutral environment conducive of providing fair and equitable appeal processing
- Provide ongoing support to City departments throughout the hiring process
- Support Human Resources efforts to locate and identify candidates for City jobs through recruitment efforts

New Programs for 2014

- Continue to provide excellent customer service with very limited resources and staff
- Research new examination options including computer based testing
- Continue to assist Human Resources staff in an effort to provide continuity to job specifications and KSA's

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel	237,524	200,467	144,515	145,451
Operating	34,320	51,468	27,424	38,200
Total Costs	271,844	251,935	171,939	183,651

Significant Adjustments

- None

Civil Service

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel				
Salaries				
Elected/Board Members	8,400	8,400	8,400	8,400
Administration	92,736	57,932	-	83,540
General Service	68,046	55,825	49,796	-
Temporary/Part Time	3,166	11,642	24,652	16,595
Overtime	352	-	-	-
Sick/Vac/PH Sellback	3,936	2,685	1,420	961
Step-Up	-	10,008	25,332	-
Benefits				
Pension - PERA	21,600	18,028	14,250	14,299
ICMA 401(A) Contributions	570	570	572	570
Insurance Benefits	33,787	32,854	19,238	18,090
Medicare Tax	1,746	1,214	478	1,588
Worker's Compensation	1,764	1,219	332	1,408
Tuition Reimbursement	1,335	-	-	-
Other Payroll Expense	86	90	45	-
Total Personnel	237,524	200,467	144,515	145,451
Operating				
Advertising	40	-	-	200
Communications	2,151	2,523	1,695	2,400
Dues & Subscriptions	832	341	2,000	400
Equipment	1,427	-	-	-
Professional Services	21,465	40,950	18,765	25,000
Rentals	3,216	3,288	1,856	2,500
Repairs & Maintenance	850	-	-	-
Supplies	1,600	763	763	1,200
Training & Education	-	1,258	-	2,000
Travel	2,739	2,345	2,345	4,500
Total Operating	34,320	51,468	27,424	38,200
Total Costs	271,844	251,935	171,939	183,651

Civil Service

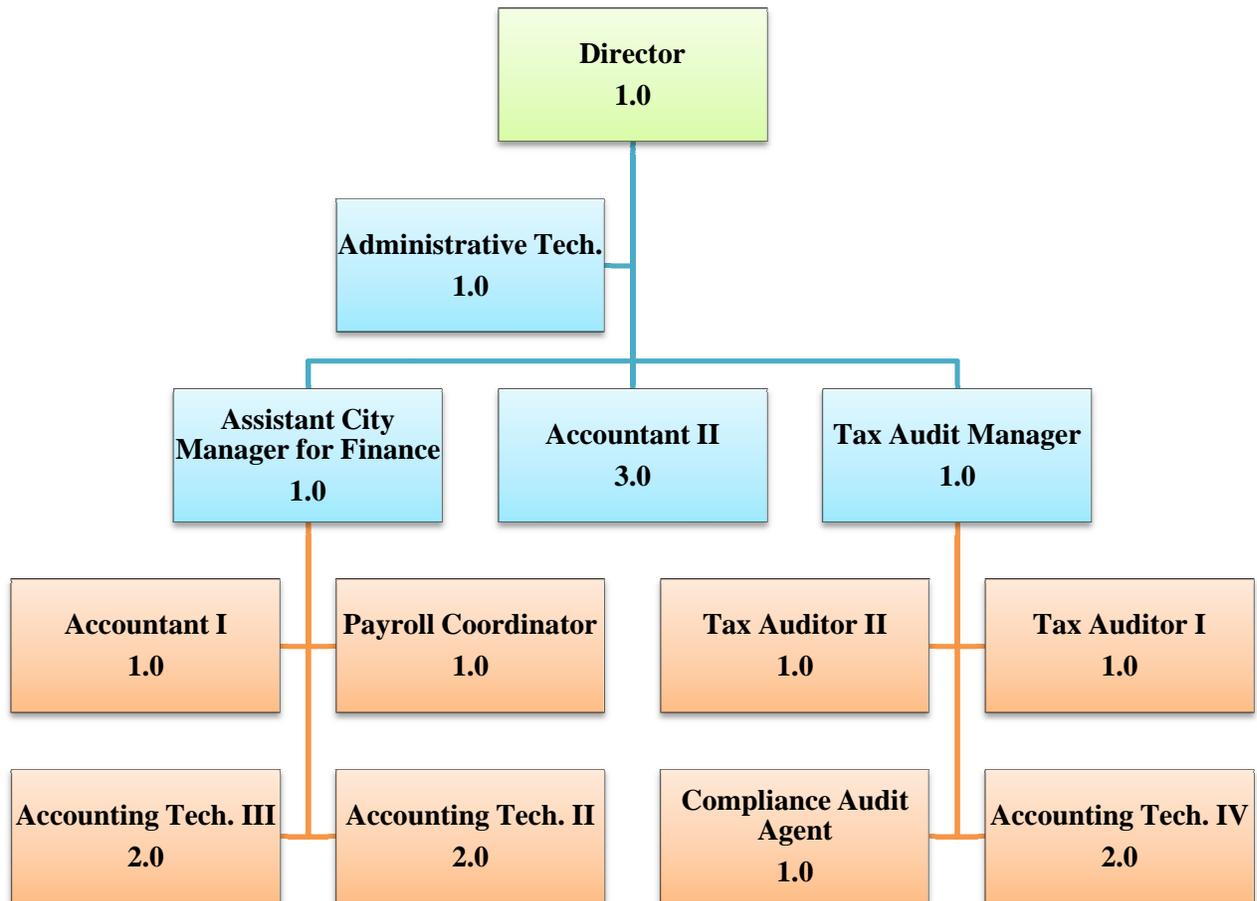
Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated Salary Range
Civil Service Administrator	1	1	1	1	82,940 - 101,559
Civil Service Analyst	1	1	1	1	40,353 - 51,549
Clerk Typist/Civil Service Technician	1	1	1	1	26,627 - 37,202
Civil Service Commissioner	3	3	3	3	2,700 - 3,000
Total	6	6	6	6	

Finance



Deborah Morton
 Interim Director of
 Finance
 150 Central Main St.
 Pueblo, CO 81003
 (719) 553-2625
 dmorton@pueblo.us



Finance

Mission/Function

- Provide the point of contact for the public and other agencies on all City financial matters
- Provide seamless financial support and management advisory services for all departments and activities of the City of Pueblo
- Maintain the official financial records of the City of Pueblo and provide reporting as necessary for accountability

Objective

- Continue educating the community about City ordinances related to sales and use tax
- Continue to develop a comprehensive Policies and Procedures manual for fiscal operations of the City
- Receive the Award for Excellence in Financial Reporting on the 2013 Comprehensive Annual Financial Report (CAFR)
- Work with the City Manager in the development of the Annual Budget
- Produce the Annual Capital Improvement Plan

New Programs for 2014

- Partner with Information Technology to complete the conversion to the new Enterprise Resource System, Tyler Munis

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel	1,342,387	1,368,824	1,340,865	1,411,163
Operating	87,875	93,579	101,856	104,950
Total Costs	1,430,262	1,462,403	1,442,721	1,516,113

Significant Adjustments

- None

Finance

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel				
Salaries				
Administration	490,308	489,648	395,488	495,670
General Service	463,668	478,852	503,708	498,608
Temporary/Part Time	34,160	23,390	44,817	40,000
Overtime	5,442	7,348	5,445	2,000
Sick/Vac/PH Sellback	8,103	5,940	-	4,000
Step-Up	-	-	16,875	1,000
Benefits				
Pension - PERA	130,388	131,301	127,431	137,253
Insurance Benefits	190,262	212,014	228,292	211,356
Medicare Tax	13,954	14,025	13,491	14,595
Worker's Compensation	5,465	5,633	4,644	6,051
Tuition Reimbursement	-	-	-	-
Other Payroll Expense	637	673	674	630
Total Personnel	1,342,387	1,368,824	1,340,865	1,411,163
Operating				
Advertising	794	265	1,000	1,000
Communications	31,903	38,072	23,742	33,100
Contract Services	7,619	7,120	20,643	8,000
Dues & Subscriptions	2,974	3,242	3,540	4,000
Equipment	1,137	1,639	1,558	1,000
Fuel	793	813	264	750
Other Charges	11	18	-	-
Printing & Binding	1,845	2,237	2,130	4,000
Professional Services	12,675	7,085	15,933	16,000
Rentals	8,386	8,248	8,100	8,100
Repairs & Maintenance	2,252	2,168	3,000	3,000
Supplies	14,539	17,817	17,817	17,500
Training & Education	2,939	3,364	3,466	5,500
Travel	8	1,491	663	3,000
Total Operating	87,875	93,579	101,856	104,950
Total Costs	1,430,262	1,462,403	1,442,721	1,516,113

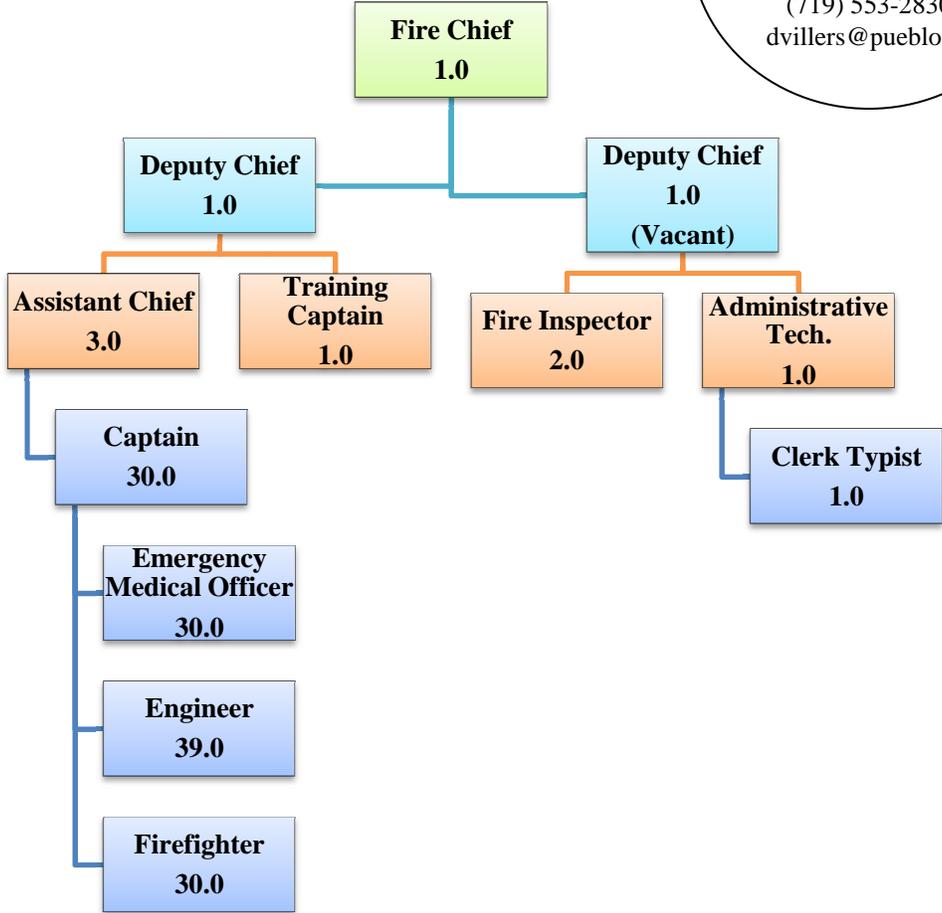
Finance

Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated Salary Range
Director of Finance	1	1	1	1	97,332 - 118,963
Assistant City Manager/Finance	1	1	1	1	83,121 - 101,612
Accountant II	3	3	3	3	64,521 - 78,810
Accountant I	1	1	1	1	55,874 - 70,240
Tax Audit Manager	1	1	1	1	64,521 - 78,810
Tax Auditor II	1	1	1	1	51,282 - 65,582
Tax Auditor	1	1	1	1	43,537 - 55,650
Compliance/Audit Agent	1	1	1	1	36,123 - 47,679
Administrative Technician	1	1	1	1	33,258 - 45,136
Payroll Coordinator	0	0	0	1	40,353 - 51,549
Accounting Technician IV	3	3	3	2	33,747 - 44,266
Accounting Technician III	2	2	2	2	29,981 - 40,596
Accounting Technician II	2	2	2	2	29,028 - 37,202
Total	18	18	18	18	

Fire

Dale E. Villers
Interim Fire Chief
1551 Bonforte Blvd.
Pueblo, CO 81001
(719) 553-2830
dvillers@pueblo.us



Fire

Mission/Function

The mission of the Pueblo Fire Department as established by the Pueblo City Charter is to provide its citizens with protection of life and property from fire, and enforcement of laws, ordinances and regulations relating to fire prevention and fire safety, and such other related functions as to insure public safety and minimize loss of life and property damage, following laws, safety practices and professional standards.

The City of Pueblo Fire Department Mission Statement includes: “We will provide the highest level of fire and rescue services to the City of Pueblo and our community following laws, safety practices, and professional standards.”

Objectives

- Provide emergency responses and assistance to all incidents within the city limits, including fire, hazardous materials, rescue and medical responses within the time guidelines established by the City of Pueblo Fire Department Standards of Coverage document
- Provide comprehensive fire code enforcement and public education programs that will assist businesses and citizens in fire prevention and safety
- Provide emergency service during times of natural disaster, such as floods and major storms
- Provide excellent customer service to the citizens of Pueblo
- Provide a communication process to evaluate needs and desired services by the citizens of Pueblo
- To provide fire safety and public information to the citizens of Pueblo through an ongoing program of Public Service Announcements and public education activities

Programs for 2014

- Maintain International Accreditation Status
- Strive to maintain or improve ISO rating
- Continue formal officer development program
- Continue Fire Prevention and EMS Contract Fee programs

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel	14,090,723	14,365,132	14,872,458	14,540,822
Operating	787,217	764,420	719,560	737,375
Total Costs	14,877,940	15,129,552	15,592,018	15,278,197

Significant Adjustments

- Continue Index B Fire Service Protection at Fire Station 10
- Strive to complete entry level firefighter exam and start a fire academy by Spring 2014
- Continue relationships with various Pueblo County agencies to improve mutual aid responses
- Suspended Fire Chief recruitment for 2014

Fire

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel				
Salaries				
Administration	214,302	226,181	226,976	99,781
Fire Service Salaries	8,713,934	8,670,918	8,782,131	8,828,081
General Service	52,318	70,810	73,072	74,727
Temporary/Part Time	20,858	-	-	-
Overtime	473,091	614,682	919,988	704,000
Sick/Vac/PH Sellback	259,162	268,519	262,600	268,600
Step-Up	190,381	144,871	150,000	147,343
Uniform/Shoe/Tool Allow	25,200	24,660	23,940	23,580
Benefits				
Pension - PERA	9,465	8,903	8,685	9,589
Pension - Fire	1,666,821	1,650,170	1,530,102	1,655,875
Insurance Benefits	1,840,675	2,027,415	2,227,479	2,100,975
Medicare Tax	117,314	119,564	123,758	123,710
Worker's Compensation	464,144	460,229	467,169	425,026
Uniform Repair/Replace	34,600	70,457	66,984	70,000
Tuition Reimbursement	3,838	2,330	4,000	4,000
Uniform Cleaning	-	-	-	-
Other Payroll Expense	4,620	5,423	5,574	5,535
Total Personnel	14,090,723	14,365,132	14,872,458	14,540,822
Operating				
Communications	42,836	45,925	46,860	46,860
Contract Services	31,880	24,674	23,900	23,900
Dues & Subscriptions	3,908	4,189	4,189	3,217
Equipment	13,401	15,187	35,000	15,300
Fuel	132,946	139,726	150,000	150,000
Other Charges	30,239	30,777	30,000	30,000
Printing & Binding	1,032	2,237	2,000	2,000
Professional Services	7,723	7,448	8,680	8,680
Rentals	3,733	3,769	3,700	3,700
Repairs & Maintenance	312,037	270,166	216,064	196,912
Supplies	57,549	64,993	65,000	66,806
Training & Education	29,617	36,913	20,588	85,000
Travel	19,158	17,772	17,047	15,000
Utilities	101,158	100,644	96,532	90,000
Total Operating	787,217	764,420	719,560	737,375
Total Costs	14,877,940	15,129,552	15,592,018	15,278,197

Fire

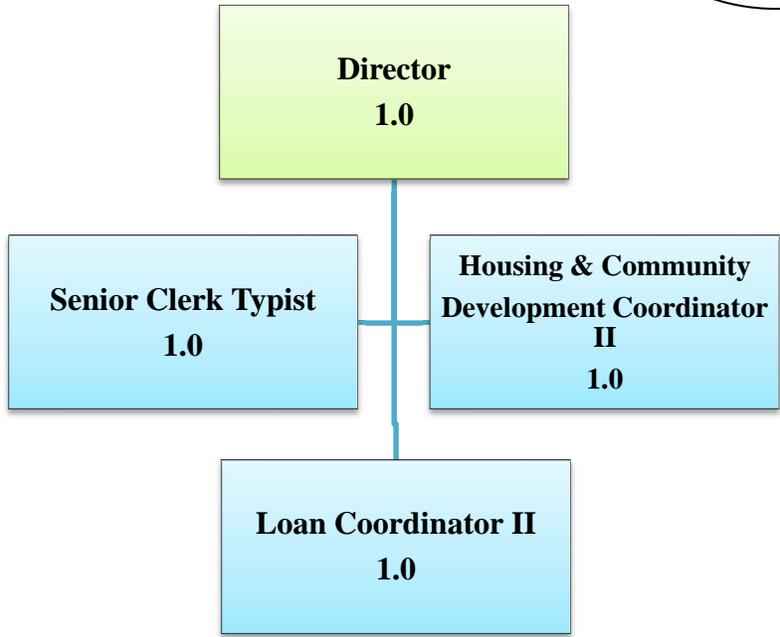
Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated Salary Range
Fire Chief	1	1	1	1	106,523 - 130,186
Deputy Fire Chief	2	2	2	2	86,432 - 107,961
Assistant Fire Chief	3	3	3	3	71,255 - 90,919
Fire Captain	30	30	30	30	58,542 - 77,787
Emergency Medical Officer	30	30	30	30	56,340 - 68,629
Asst Training Officer/Capt	1	1	1	1	64,542 - 83,907
Fire Engineer	36	39	39	39	51,591 - 65,100
Fire Inspector	2	2	2	2	58,946 - 71,961
Firefighter	36	33	30	30	46,827 - 59,992
Administrative Technician	1	1	1	1	33,258 - 45,136
Clerk Typist / Fire Support Technician	1	1	1	1	26,627 - 37,202
Total	* 143 *	143	140	140	

* Increased authorized staffing in Fiscal Years 2010 and 2011 and partially in 2012 by 3 sworn employees until the completion of Fire Station #4. The Department staffing of sworn employees declined back to the authorized level of 140 once Fire Station #4 was operational.

Housing & Citizen Services

Ada Clark
Director of Housing
2631 E. 4th St.
Pueblo, CO 81001
(719) 553-2845
adaclark@pueblo.us



Housing and Citizen Services

Mission/Function

The mission of the Department of Housing and Citizen Services is to preserve and enhance the quality and livability of the city’s older neighborhoods and preserve the housing stock; maintain the value of the real estate tax base; promote the economic viability and development of the city neighborhoods, while promoting the achievement of City Council’s neighborhood goals. This is accomplished through several U.S. Department of Housing and Urban Development Grants

Objectives

- Develop and implement policies and programs that support the availability of affordable housing as well as a diverse range of housing options in the community in accordance with the City of Pueblo five-year U.S. Department of Housing and Urban Development (HUD) Consolidated Plan
- Improve infrastructure and public amenities in low and moderate-income neighborhoods
- Purchase, rehabilitation and resale of foreclosed and/or blighted properties through various funding resources
- Ongoing monitoring of HOME, CDBG, NSP, HPRP, CDBG-R, EECEBG grants. * This includes the ongoing monitoring of sub-grantees, sub-recipients, and contractors

New Programs for 2014
 ➤ Citywide Housing Fair

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel	373,759	355,602	356,673	393,851
Operating	42,702	38,393	25,661	35,250
Total Costs	416,461	393,995	382,334	429,101

Significant Adjustments

- None

* (HOME) Home Investment Partnership Act (CDBG) Community Development Block Grant
 (NSP) Neighborhood Stabilization Program (HPRP) Homeless Prevention Rapid Re-Housing Program
 (CDBG-R) Community Development Block Grant – Recovery
 (EECEBG) Energy Efficiency and Conservation Block Grant

Housing and Citizen Services

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel				
Salaries				
Administration	97,887	97,887	97,886	97,887
General Service	132,066	135,149	139,563	141,427
Temporary/Part Time	50,443	26,637	17,793	55,107
Overtime	-	-	-	-
In-Kind Services Provided	-	(653)	-	-
Benefits				
Pension - PERA	37,049	34,165	33,495	38,951
Insurance Benefits	47,372	52,337	57,716	54,016
Medicare Tax	3,921	3,616	3,544	4,123
Worker's Compensation	2,157	2,094	2,080	2,205
Tuition Reimbursement	2,736	4,235	4,461	-
Other Payroll Expense	128	135	135	135
Total Personnel	373,759	355,602	356,673	393,851
Operating				
Advertising	2,082	3,523	1,408	2,500
Communications	5,549	5,952	5,016	4,500
Contract Services	3,690	-	-	3,000
Dues & Subscriptions	2,766	5,072	2,181	2,000
Equipment	539	4,376	2,116	2,400
Fuel	1,721	1,155	1,200	1,200
Other Charges	-	651	-	-
Printing & Binding	171	-	-	150
Professional Services	2,926	3,753	3,111	7,000
Rentals	1,582	1,784	1,600	1,600
Repairs & Maintenance	652	958	1,000	1,000
Supplies	10,617	4,154	4,000	3,000
Training & Education	1,719	1,405	1,125	3,000
Travel	5,739	3,210	504	1,500
Utilities	2,949	2,400	2,400	2,400
Total Operating	42,702	38,393	25,661	35,250
Total Costs	416,461	393,995	382,334	429,101

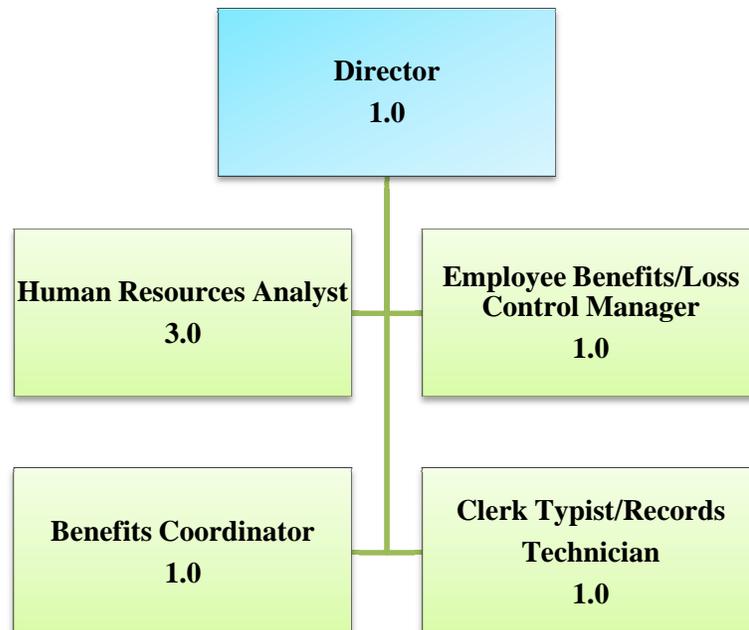
Housing and Citizen Services

Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated Salary Range
Director of Housing and Citizen Services	1	1	1	1	94,591 - 115,622
Housing & Community Development Coordinator II	1	1	1	1	43,662 - 55,789
Loan Coordinator II	1	1	1	1	37,849 - 48,366
Senior Clerk Typist	1	1	1	1	29,980 - 40,596
Total	4	4	4	4	

Human Resources

Marisa L. Pacheco
Director of Human
Resources
301 West "B" Street
Pueblo, CO 81003
(719) 553-2663
mpacheco@pueblo.us



Human Resources

Mission/Function

The mission of the Human Resources Department is to provide comprehensive human resources support to City Departments including employment, classification, compensation, benefits, retirement planning and pension administration, wellness, employee and labor relations, employee development, equal employment opportunity, and research and analysis.

Objectives

- Develop and implement best practices in the recruitment of highly qualified employees
- Support and promote the health and well-being of City employees through the development and administration of a comprehensive benefit program including health, dental, life and retirement
- Foster and maintain a learning environment that is inclusive and supportive
- Improve Human Resources' processes, systems and infrastructure
- Recommend and maintain a comprehensive and competitive classification and compensation structure
- Mitigate City exposure to legal and business risks
- Provide complex research, analysis and administrative support to the City Manager and Department Directors
- To enable line departments to provide necessary citizen services through prompt and professional attention to human resource requirements

New Programs for 2014

- Develop and implement a standardized performance management process for General Service and Management employees
- Research and recommend strategies to contain health insurance costs working with management and unions
- Monitor healthcare reform impacts and work to achieve and maintain compliance
- Partner with Information Technology to assist with implementation activities associated with HR module of Tyler-Munis HRIS system
- Analyze City Council designated compensation philosophy impacts

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel	516,102	545,968	553,316	552,225
Operating	69,341	60,476	75,977	72,275
Total Costs	585,443	606,444	629,293	624,500

Significant Adjustments

- None

Human Resources

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel				
Salaries				
Administration	270,371	297,157	327,720	327,719
General Service	76,924	79,266	82,584	83,860
Temporary/Part Time	17,966	16,617	-	-
Overtime	3,168	656	-	-
Sick/Vac/PH Sellback	18,507	4,091	-	4,121
Wellness Incentives	4,044	9,471	-	-
Benefits				
Pension - PERA	48,952	51,934	54,468	54,631
Insurance Benefits	68,588	78,375	80,074	74,474
Medicare Tax	4,183	4,370	4,542	4,619
Worker's Compensation	2,613	2,579	2,559	2,576
Tuition Reimbursement	-	454	604	-
Other Payroll Expense	241	267	225	225
Wellness Program	50	191	-	-
Benefits Admin Fees	495	540	540	-
Total Personnel	516,102	545,968	553,316	552,225
Operating				
Advertising	4,215	9,787	5,000	4,500
Communications	4,165	5,694	4,293	5,050
Contract Services	22,753	5,102	19,175	13,275
Dues & Subscriptions	3,266	829	829	6,700
Equipment	1,492	2,187	-	-
Fuel	470	613	212	500
Other Charges	9,557	3,872	2,217	5,000
Printing & Binding	1,690	270	357	4,500
Professional Services	9,202	20,326	26,000	14,000
Rentals	877	3,705	3,712	5,000
Repairs & Maintenance	-	-	764	1,000
Supplies	6,621	6,402	5,000	6,500
Training & Education	1,888	1,683	8,262	3,750
Travel	3,145	6	156	2,500
Total Operating	69,341	60,476	75,977	72,275
Total Costs	585,443	606,444	629,293	624,500

Human Resources

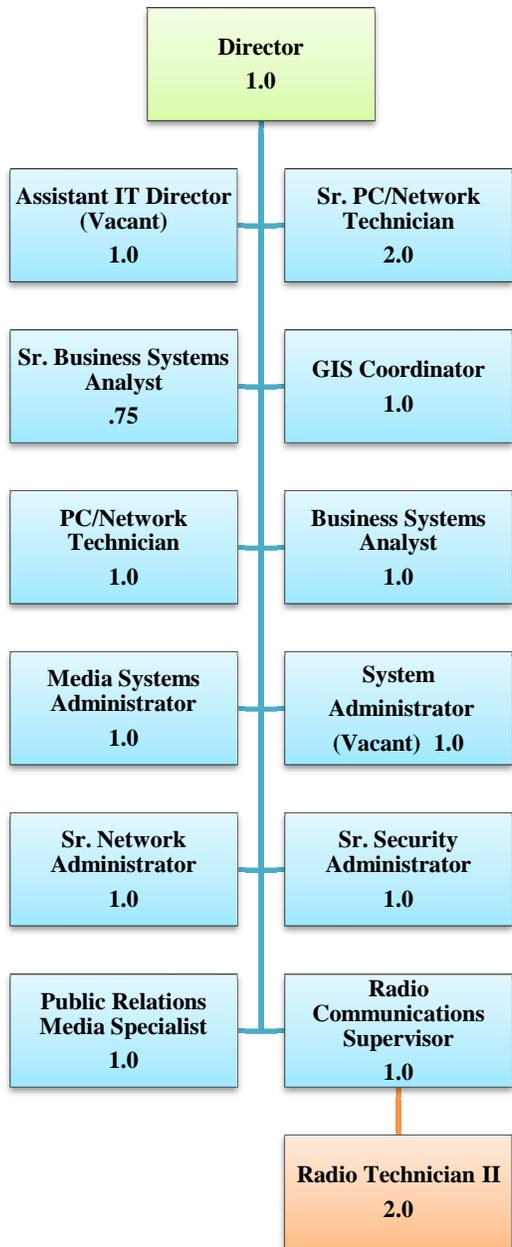
Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated Salary Range
Director of Human Resources	1	1	1	1	94,591 - 115,622
Employee Benefits & Loss Control Manager	1	1	1	1	68,532 - 83,750
HR Analyst	2	3	3	3	43,870 - 52,919
Benefits Coordinator	1	1	1	1	34,110 - 47,274
Clerk Typist/HR Records Technician	1	1	1	1	26,627 - 37,202
Total	6	7	7	7	

Information Technology



Lori Pinz
 Director of Information
 Technology
 200 Central Main St.
 Pueblo, CO 81003
 (719) 553-2424
 lpinz@pueblo.us



Information Technology

Mission/Function

The mission of the Department of Information Technology is to facilitate the seamless integration of technology solutions in a cost-effective manner, provide, support and maintain a reliable system and network infrastructure that enables City entities to provide superior customer service to our community and our citizens, and support the City's mission and goals by ensuring I.T. services and technology solutions align with the City's strategic plan.

Objectives

- Support all business systems including but not limited to the City's major financial, public safety, justice, and document management/imaging systems
- Provide a high-performance video, voice and data network, including 700 traditional and network based (Voice-over-IP) telephones
- Support the City's digital-trunked radio systems, used by all large departments, including Public Safety, Public Works and Transit
- Maintain the City's web site and other means of citizen access to the City through electronic means
- Install, maintain, and repair approximately 550 desktop computers, 120 wireless mobile computers and mobile devices used by City employees
- Expand and maintain City's fiber network infrastructure
- Expand and improve the City's Geographical Information System (GIS) and on-line functionality through the City's Internet site
- Advise senior management and provide guidance to departments regarding technological directions and initiatives that would benefit the City
- Increase video output on Channel 17 by originating new programming and continue to investigate other government websites for fresh ideas

New Programs for 2014

- Implement new Enterprise Resource Systems (ERP) and Municipal Court system to replace the City's outdated ERP system
- Complete and upgrade on the Digital Trunked Radio System through a partnership with Pueblo County and the State of Colorado
- Expand the use of mobile devices including Smartphone and tablets to field personnel
- Enhance out citizen engagement and on-line payment tools

Information Technology

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel	1,244,918	1,310,893	1,305,933	1,313,883
Operating	917,326	859,509	868,052	929,567
Total Costs	2,162,244	2,170,402	2,173,985	2,243,450

Significant Adjustments

- None

Information Technology

Budget Detail

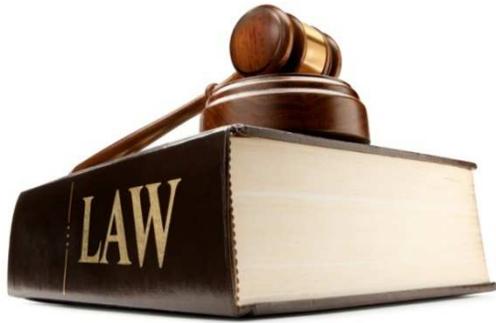
	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel				
Salaries				
Administration	153,343	153,343	154,122	343,488
General Service	677,776	727,937	700,074	563,853
Temporary/Part Time	89,603	75,363	81,294	50,000
Overtime	13,361	4,438	7,908	5,000
Sick/Vac/PH Sellback	8,791	7,790	6,212	5,000
Step-Up	1,266	4,287	7,275	-
Uniform/Shoe/Tool Allow	150	150	225	-
Incentive Awards	100	100	150	-
Benefits				
Pension - PERA	122,653	125,812	123,699	126,056
Insurance Benefits	151,461	187,157	198,918	197,228
Medicare Tax	13,117	13,436	13,191	13,414
Worker's Compensation	7,832	8,446	8,643	7,939
Tuition Reimbursement	3,794	869	1,761	-
Uniform Cleaning	1,483	1,495	2,098	1,500
Other Payroll Expense	188	270	363	405
Total Personnel	1,244,918	1,310,893	1,305,933	1,313,883
Operating				
Advertising	11,126	11,396	10,000	10,000
Communications	28,752	33,381	35,538	33,198
Contract Services	-	18,515	14,250	15,000
Dues & Subscriptions	2,805	2,596	3,325	325
Equipment	29,669	27,420	4,850	4,850
Fuel	3,169	2,506	2,056	2,487
Professional Services	28,840	613	-	3,700
Rentals	98,467	99,284	99,385	99,035
Repairs & Maintenance	18,456	3,132	4,804	10,000
Software Licensing & Maintenance	626,190	599,597	636,945	692,522
Supplies	38,150	25,755	24,650	30,450
Training & Education	6,426	7,581	5,900	3,500
Travel	4,404	2,737	4,794	3,000
Utilities	20,872	24,996	21,555	21,500
Total Operating	917,326	859,509	868,052	929,567
Total Costs	2,162,244	2,170,402	2,173,985	2,243,450

Information Technology

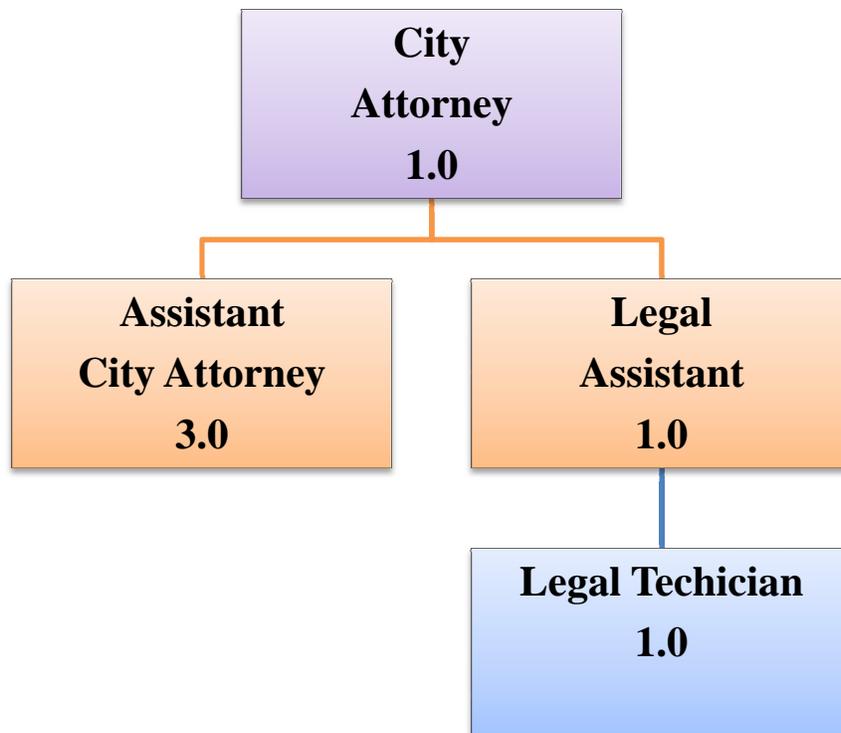
Staffing Detail

Title					2014 Estimated	
	2011	2012	2013	2014	Salary Range	
Director of Information Technology	1	1	1	1	94,591	- 115,622
Assistant Director/ Information Technology	1	1	1	1	64,521	- 78,810
Public Relations & Media Specialist	1	1	1	1	51,622	- 71,957
Media Systems Administrator	1	1	1	1	44,382	- 60,887
Senior Business Systems Analyst	0.75	0.75	0.75	0.75	51,622	- 71,957
Senior Network Administrator	1	1	1	1	51,622	- 71,957
Senior Security Administrator	1	1	1	1	51,622	- 71,957
System Administrator	0	0	1	1	44,382	- 60,887
GIS Coordinator	1	1	1	1	44,382	- 60,887
Senior PC Network Technician	2	2	2	2	43,537	- 55,650
Business Systems Analyst	1	1	1	1	44,382	- 60,887
PC Network Technician	1	1	1	1	36,122	- 47,679
Communications Supervisor	1	1	1	1	50,919	- 62,188
Radio Technician/Radio Technician II	2	2	2	2	46,121	- 55,834
Network Administrator	1	1	0	0		-
Total	15.75	15.75	15.75	15.75		

Law



Daniel C. Kogovsek
City Attorney
One City Hall Place
Pueblo, CO 81003
(719) 562-3899
dkogovsek@pueblo.us



Law

Mission/Function

The mission of the Law Department is to provide quality legal services to the City in accordance with the Charter requirements. This mission is accomplished by providing prompt, courteous and professional service.

Objectives

- Provide quality legal services to the City through staffing and contract attorneys
- Improve coordination with other City Departments for increased efficiencies
- Continue transition to paperless file system utilizing the LSS document retention system
- Provide training to Police Department on a variety of issues to reduce claims
- Provide education and training to City Departments

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel	612,003	616,547	647,582	593,519
Operating	199,153	212,315	225,494	154,650
Total Costs	811,156	828,862	873,076	748,169

Significant Adjustments

- Decreased Law Department's rentals by \$28,950 due to relocation of offices to City Hall. This will also result in less driving for staff, City Messenger, and other City personnel when conducting business with the Law Department

Law

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel				
Salaries				
Administration	454,469	441,591	473,092	436,157
General Service	26,208	28,469	31,920	33,837
Sick/Vac/PH Sellback	7,248	15,111	5,408	5,000
Step-Up	-	5,879	-	-
Benefits				
Pension - PERA	64,233	63,488	67,048	62,249
Insurance Benefits	49,932	51,752	59,313	46,146
Medicare Tax	6,905	6,939	7,174	6,661
Worker's Compensation	2,922	3,183	3,447	3,334
Other Payroll Expense	86	135	180	135
Total Personnel	612,003	616,547	647,582	593,519
Operating				
Advertising	75	-	-	-
Communications	3,727	5,653	5,918	4,000
Contract Services	130,275	130,414	135,231	100,000
Dues & Subscriptions	2,819	1,107	1,922	1,900
Equipment	256	1,775	5,418	-
Fuel	-	-	248	-
Other Charges	-	-	128	-
Printing & Binding	433	161	-	100
Professional Services	-	3,661	-	-
Rentals	28,339	31,313	36,718	6,050
Supplies	28,600	32,432	34,500	34,500
Training & Education	2,173	2,697	2,271	4,000
Travel	2,456	3,102	3,140	4,100
Total Operating	199,153	212,315	225,494	154,650
Total Costs	811,156	828,862	873,076	748,169

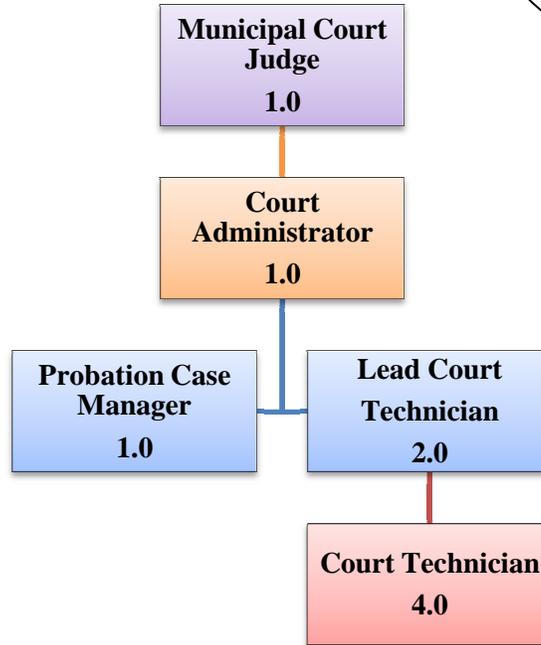
Law

Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated Salary Range
City Attorney	1	1	1	1	128,207 - 156,684
Assistant City Attorney	3	3	3	3	48,000 - 99,995
Legal Assistant	1	1	1	1	43,870 - 52,919
Clerk Typist/Law Department Technician	1	1	1	1	26,627 - 37,202
Total	6	6	6	6	

Municipal Court

William Martinez
Presiding Judge
200 S. Main St.
Pueblo, CO 81003
(719) 553-3810
municipalcourt@
pueblo.us



Municipal Court

Mission/Function

The City of Pueblo Municipal Court’s mission is to provide an efficient, equitable, and impartial forum to hear and resolve alleged violations of the City of Pueblo Municipal Code and to effectively and efficiently impose and collect fines, costs, and penalties due the City of Pueblo.

Objectives

- Make customer service the number one priority and to make the Municipal Court experience a user-friendly, expeditious, and efficient process, whether the contact is personal, by phone, mail, e-mail, electronic, or otherwise
- Resolve in a speedy fashion all trials to the Court within a three-to-four week period from arraignment and all jury trials within a two month period from arraignment
- Continue the expansion of creative alternatives for adults and juveniles, including Juvenile Diversion Programming, Teen Court, Graffiti Removal/Community Service, Restorative Justice, and otherwise
- Expand the use of computers, technology, and other automated solutions that impact the efficiency of the Court or access to the Court
- Maintain the transparency of the Court, whereby every defendant and customer can expect to be treated the same as any other defendant and customer

New Programs for 2014

- The Court will implement a new office management and case management program which will provide additional ability to reliably query and retrieve data as well as provide a single uniform system to maintain the Court’s office management and case management needs, including internet based offender compliance tracking
- The court will further expand Adult and Juvenile Community Service alternatives including in home detention to facilitate restorative justice concepts
- The court will further expand its collection efforts by referring unpaid fines to a collection agency with the purpose of responsibly collecting the increasing amount of outstanding fines and costs owed to the City of Pueblo
- The Court will further expand its customer service efforts in the nature of updated and increased website information availability; internet based case processing options, bi-lingual informational pamphlets, and government access channel public service announcements

Budget Summary

	2011	2012	2013	2014
	<u>Actual</u>	<u>Actual</u>	<u>Estimate</u>	<u>Adopted</u>
Personnel	751,572	767,745	792,256	793,303
Operating	120,124	123,074	123,460	104,142
Total Costs	871,696	890,819	915,716	897,445

Significant Adjustments

- None

Municipal Court

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel				
Salaries				
Administration	177,547	167,293	175,720	175,721
General Service	261,357	268,399	277,474	282,716
Temporary/Part Time	125,956	139,900	114,291	110,000
Overtime	8,149	4,249	6,153	5,000
Sick/Vac/PH Sellback	10,796	3,894	-	8,000
Step-Up	1,078	1,411	2,109	1,500
Benefits				
Pension - PERA	75,038	75,619	73,594	73,044
Insurance Benefits	76,716	91,910	126,992	125,320
Medicare Tax	8,099	8,060	7,790	7,863
Worker's Compensation	6,746	6,920	6,706	4,004
Tuition Reimbursement	-	-	1,292	-
Other Payroll Expense	90	90	135	135
Total Personnel	751,572	767,745	792,256	793,303
Operating				
Communications	12,293	11,846	10,500	10,500
Contract Services	16,353	15,817	16,982	15,000
Dues & Subscriptions	1,818	689	1,300	1,000
Equipment	3,033	6,146	2,160	-
Fuel	7,105	8,169	6,000	8,000
Insurance	5,008	5,005	6,000	6,000
Other Charges	70	-	-	-
Printing & Binding	1,305	1,646	1,500	1,500
Professional Services	7,032	7,222	19,617	8,000
Rentals	2,861	2,954	2,967	4,000
Repairs & Maintenance	11,031	9,267	4,857	7,000
Supplies	23,628	19,368	22,000	16,000
Training & Education	1,753	1,756	1,142	1,142
Travel	1,424	1,552	1,000	1,000
Utilities	25,410	31,637	27,435	25,000
Total Operating	120,124	123,074	123,460	104,142
Total Costs	871,696	890,819	915,716	897,445

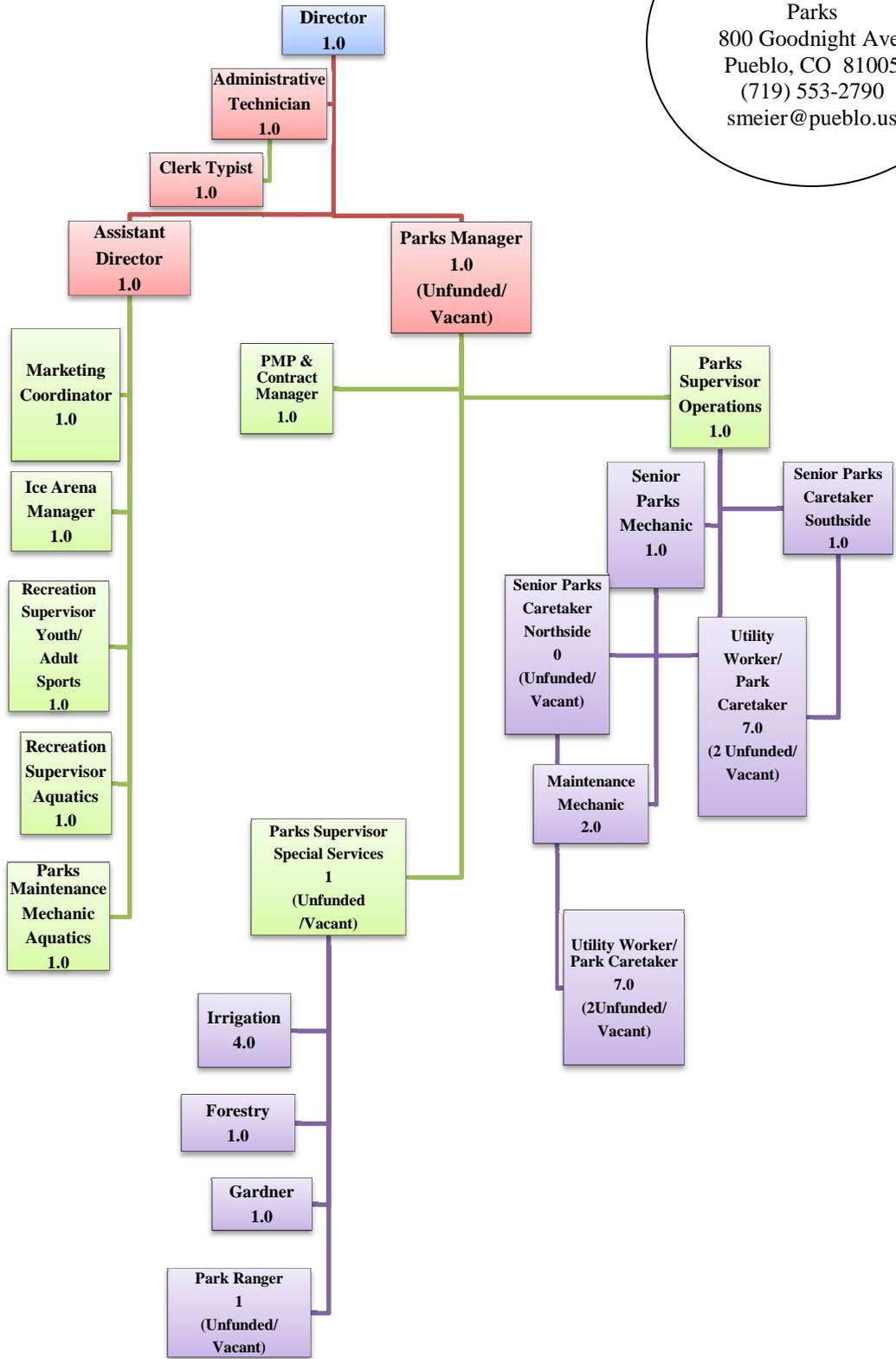
Municipal Court

Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated Salary Range
Municipal Court Judge	1	1	1	1	96,932 - 124,991
Court Administrator	1	1	1	1	64,521 - 78,810
Clerk Typist/Court Technician	4	4	4	4	26,627 - 37,202
Lead Court Technician	2	2	2	2	29,981 - 40,596
Probation Case Manager	1	1	1	1	43,537 - 55,650
Total	9	9	9	9	

Parks and Recreation

Steven Meier
 Interim Director of
 Parks
 800 Goodnight Ave.
 Pueblo, CO 81005
 (719) 553-2790
 smeier@pueblo.us



Parks and Recreation

Mission/Function

Pueblo PARKS IMPROVE OUR QUALITY OF LIFE by offering:

- Quality, diverse recreation and leisure opportunities
- Safe, clean and attractive park and recreation facilities
- Investments in new and renovated parks and recreation facilities
- Partnerships that enhance opportunities and maximize resources

Objectives

- Create an organization committed to the rigorous pursuit of customer service, creativity, safety, teamwork, integrity and continuous improvement and development
- Provide quality, diverse recreation and leisure opportunities
- Provide safe, clean and aesthetically pleasing parks, trails and open space opportunities
- Investing in renovations to existing parks and recreational facilities
- Planning and developing new opportunities
- Develop partnerships and contract service that enhance opportunities and maximize resources

New Programs for 2014	
➤	Create standards and guidelines for park maintenance
➤	Begin construction of the Fountain Creek Skateboard Park project
➤	Implement a computerized maintenance management system
➤	Increase sponsorships for park and recreation programs

Budget Summary

	2011 Actual	2012 Actual	2013 Estimate	2014 Adopted
Personnel	3,133,568	3,520,660	3,429,552	3,227,115
Operating	1,548,084	1,568,967	1,417,505	1,308,316
Total Costs	4,681,652	5,089,627	4,847,057	4,535,431

Significant Adjustments

- Continue the restructuring and reorganization of the Department to focus on critical needs, updating operations and positioning for future success
- Begin developing master plans for all the City Parks, Trails and Recreational facilities
- Replace old maintenance equipment that is no longer performing efficiently

Parks and Recreation

Budget Detail

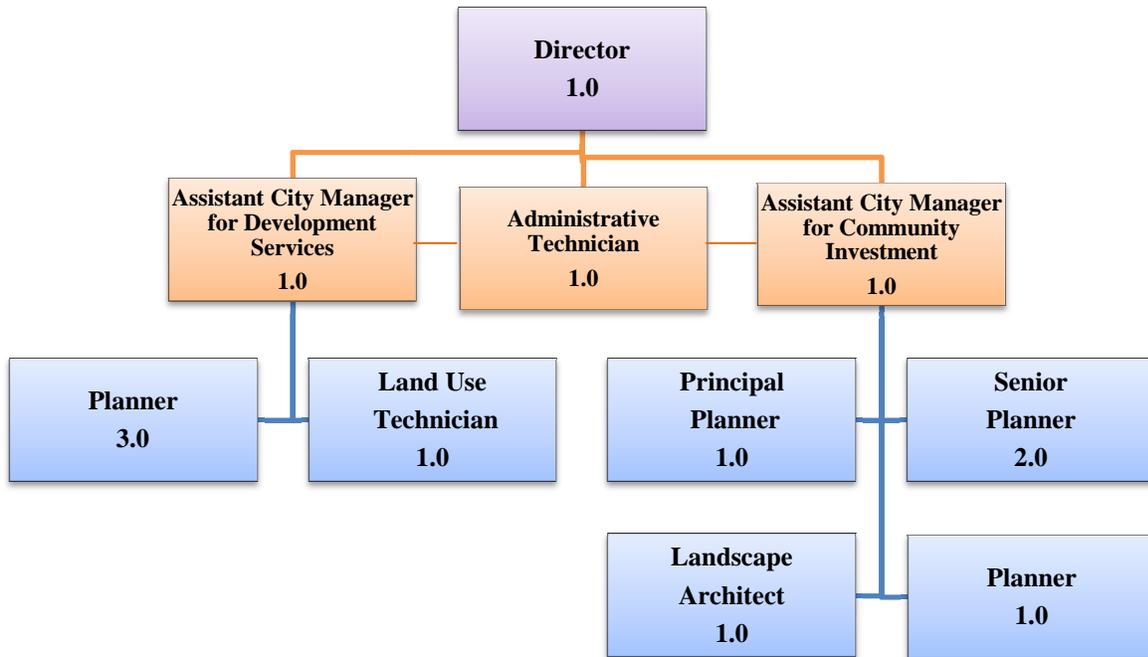
	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel				
Salaries				
Administration	474,183	477,629	466,448	442,543
General Service	889,466	948,133	940,712	909,824
Temporary/Part Time	949,163	1,154,935	1,048,000	1,047,993
Overtime	20,590	15,595	12,500	12,500
Sick/Vac/PH Sellback	14,022	15,347	16,000	16,000
Step-Up	1,773	6,844	31,821	2,000
Uniform/Shoe/Tool Allow	1,425	1,800	2,362	3,500
Incentive Awards	202	283	-	-
Benefits				
Pension - PERA	308,181	344,257	346,131	320,434
Insurance Benefits	339,340	398,646	415,362	375,147
Medicare Tax	32,020	35,871	36,081	33,410
Worker's Compensation	91,771	103,213	102,554	51,724
Uniform Cleaning	11,188	17,735	10,917	11,500
Other Payroll Expense	244	372	664	540
Total Personnel	3,133,568	3,520,660	3,429,552	3,227,115
Operating				
Advertising	12,241	20,018	20,000	25,500
Communications	29,675	30,999	27,814	26,290
Contract Services	185,826	169,258	193,426	167,810
Cost of Food Service	-	-	9,699	15,000
Cost of Merchandise	10,281	290	-	4,750
Dues & Subscriptions	10,421	17,105	17,042	4,900
Equipment	103,728	18,803	14,275	13,746
Fuel	116,719	142,895	117,052	77,350
Licenses, Permits & Fees	2,714	2,749	3,090	2,550
Other Charges	-	47	-	-
Printing & Binding	1,330	11,831	9,820	7,025
Professional Services	3,651	1,713	2,886	2,050
Rentals	13,906	24,165	16,098	10,323
Repairs & Maintenance	197,329	193,996	170,095	178,045
Supplies	235,912	270,717	252,925	273,025
Training & Education	12,567	8,849	5,217	11,250
Travel	1,060	6,165	1,432	4,250
Utilities	610,724	649,367	556,634	484,452
Total Operating	1,548,084	1,568,967	1,417,505	1,308,316
Total Costs	4,681,652	5,089,627	4,847,057	4,535,431

Parks and Recreation

Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated Salary Range
Director of Parks	1	1	1	1	96,931 - 118,470
Assistant Director/ Parks and Recreation	1	1	1	1	84,502 - 103,100
Parks Manager	1	1	1	1	64,521 - 78,810
PMP & Contract Manager	0	0	1	1	64,521 - 78,810
Parks Supervisor	2	2	2	2	50,583 - 61,761
Ice Arena Manager	1	1	1	1	64,521 - 78,810
Parks Maintenance Mechanic	3	3	3	3	37,005 - 47,236
Recreation Supervisor	2	2	2	2	50,583 - 61,761
Gardener	1	1	1	1	34,265 - 43,944
Parks Senior Mechanic/Welder	1	1	1	1	41,671 - 53,262
Park Caretaker II - Irrigation	4	4	4	4	34,266 - 43,944
Park Caretaker, Senior	2	2	1	1	38,457 - 49,145
Program Coordinator	3	3	3	3	38,457 - 49,160
Administrative Technician	1	1	1	1	33,258 - 45,136
Utility Worker/Park Caretaker I	14	14	14	14	29,349 - 38,883
Clerk Typist/Parks & Recreation Technician	1	1	1	1	26,627 - 37,202
Total	38.00	38.00	38.00	38.00	

Planning and Community Development



Planning and Community Development

Mission/Function

The Department of Planning and Community Development’s mission is to preserve and enhance Pueblo’s unique quality of life by administering the City’s comprehensive plan and enforcing land use regulations in a timely and consistent manner; to provide professional technical support to the City’s elected officials in reaching their decisions on land use development proposals, and to lead the way on the design and implementation of community investment capital projects approved by City Council to meet the future needs of the community and to improve and stabilize neighborhoods.

Objectives

- Prepare the city for managed growth in a sustainable fashion that adds value to the community and ensures that infrastructure is in place for future development, where necessary
- Prepare and implement quality plans and projects that establish downtown as a regional center for Southern Colorado, for people to live, work, and be entertained, as well as plans for infill and new developments that create a beautiful city with quality housing choices, and infrastructure upgrades in neighborhoods
- Ensure the development code reflects community goals and standards and review processes are timely, consistent, efficient, and predictable
- Provide technical planning and design assistance in the development of special projects as identified by the City Council
- Develop intergovernmental and public-private cooperation in support of achieving the community’s goals
- Fully inform citizens, elected, and appointed officials fully informed about land use development issues and current land use cases

New Programs for 2014

- The 2040 Pueblo Long Range Transportation Plan update that began in 2013 is expected to be completed in 2014.
- Staff will be actively involved with PURA and HARP on the planning and implementation of the RTA project area.
- Sustainability planning focusing on urban development and infill within locations already served with community facilities and infrastructure.
- The Fountain Creek Wheel Park and Trail Improvements design work will be completed in early 2014 with implementation expected to follow in late 2014.
- Staff will be actively involved with the Creative Corridor planning projects, including a master plan for the area.
- Improvements to Memorial Hall will continue with fundraising and construction of the pre-function space.
- Phase IV implementation of the Arkansas River Trail Project will be completed near 4th Street.
- The Plug Into Nature (PENREEC) grant project will begin in 2013 and is expected to be completed in 2014.

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel	901,972	944,674	925,344	542,059
Operating	232,130	187,488	175,182	176,238
Total Costs	1,134,102	1,132,162	1,100,526	718,297

Planning and Community Development

Significant Adjustments

- The staffing under the City's delegation agreement with the Pueblo Area Council of Governments for the Metropolitan Planning Organization for transportation planning services has been shifted to include the existing staff within the Planning Department in cooperation with staff from the Public Works and Transportation Departments
- The PACOG Metropolitan Planning Organization Transportation Planning Division will relocate its satellite office and meeting space into the Department of Planning and Community Development
- Code Enforcement Staff will be absorbed into the Police Department Community Enforcement Division in 2014
- As current land use caseload ebbs and flows, Planners will be shifted to long range capital projects, annexations, and grant-writing. It is expected that caseload will increase in 2014, reflecting an improving national and local economy
- A comprehensive analysis of the impacts of annexation of the Pueblo Springs Ranch is expected to be a significant work project in 2014
- Assistant City Manager for Development Services incumbent was reassigned to a newly created classification of Assistant City Manager of Stormwater
- The Director of Parks will assume the duties and occupy the position of Director of Planning and Community Development

Planning and Community Development

Budget Detail

	2011 Actual	2012 Actual	2013 Estimate	2014 Adopted
Personnel				
Salaries				
Elected/Board Members	4,600	4,125	4,125	6,600
Administration	322,039	372,405	348,482	120,904
General Service	339,121	279,004	254,824	260,474
Overtime	-	31,076	56,949	-
Sick/Vac/PH Sellback	6,408	12,173	12,009	1,910
Step-Up	2,450	57	-	-
Incentive Awards	101	101	-	-
Benefits				
Pension - PERA	87,360	89,285	86,259	50,776
Insurance Benefits	122,192	135,755	142,304	94,443
Medicare Tax	9,345	9,671	9,376	5,497
Worker's Compensation	4,918	8,719	8,962	1,248
Tuition Reimbursement	3,109	2,018	1,812	-
Other Payroll Expense	329	285	242	207
Total Personnel	901,972	944,674	925,344	542,059
Operating				
Advertising	1,851	1,784	1,624	4,500
Communications	13,339	15,773	14,012	13,576
Contract Services	163,480	138,586	127,750	127,750
Dues & Subscriptions	2,885	3,717	3,300	3,300
Equipment	23,437	493	-	-
Fuel	3,249	3,318	3,000	2,000
Printing & Binding	109	324	160	362
Professional Services	855	825	1,000	1,000
Rentals	10,507	11,619	13,000	12,000
Repairs & Maintenance	3,082	2,424	2,650	1,150
Supplies	5,836	6,005	5,804	6,100
Training & Education	1,540	1,205	1,722	2,500
Travel	1,405	679	874	2,000
Utilities	555	736	286	-
Total Operating	232,130	187,488	175,182	176,238
Total Costs	1,134,102	1,132,162	1,100,526	718,297

Planning and Community Development

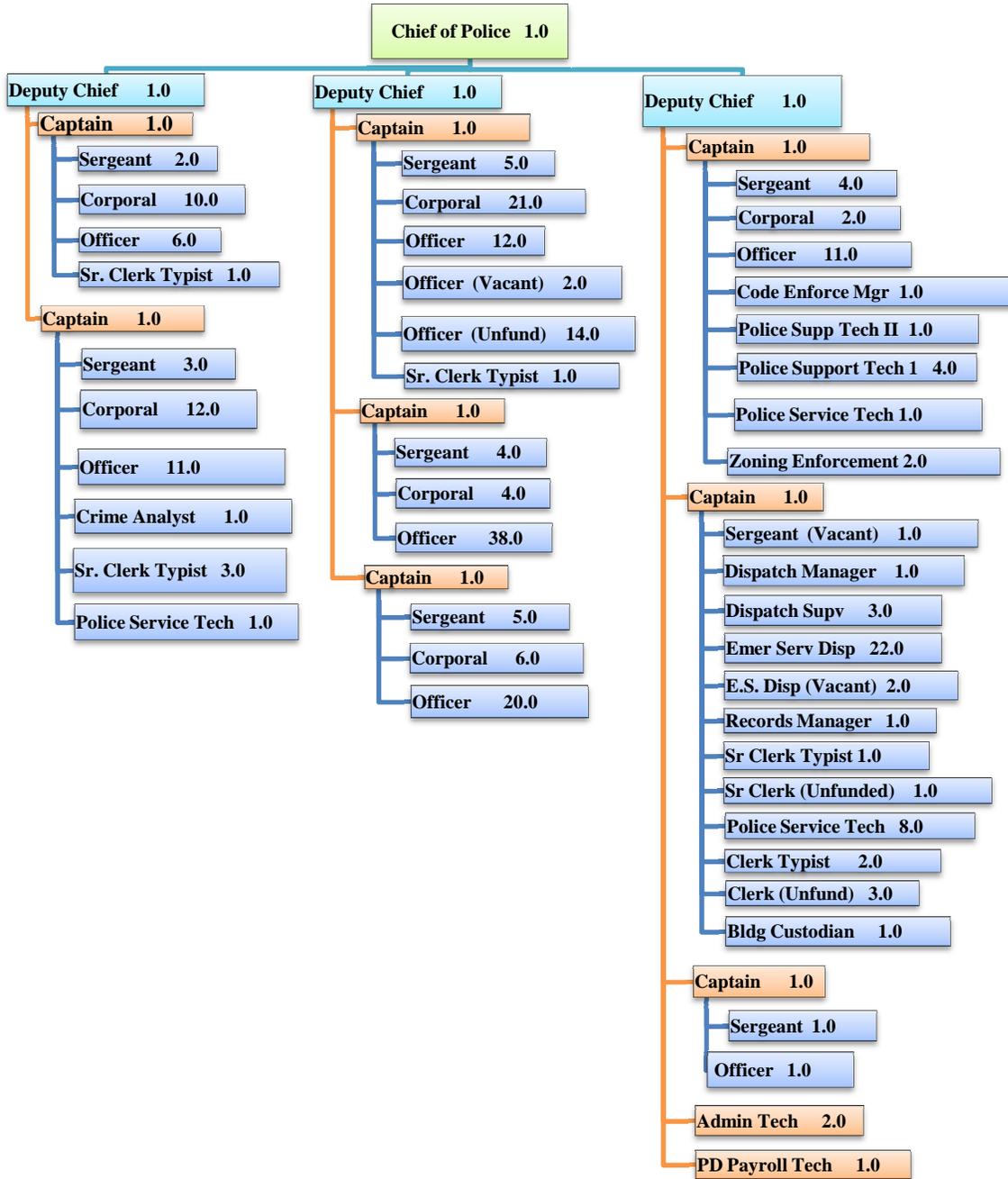
Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated Salary Range
Director of Planning & Community Development	1	1	1	1	94,591 - 115,622
Assistant City Manager/Community Investment	1	1	1	1	76,093 - 97,999
Assistant City Manager/Development Services	1	1	1	0	-
Principal Planner	1	1	1	1	64,521 - 78,810
Landscape Architect	1	1	1	1	56,439 - 68,944
Senior Planner	2	2	2	2	51,282 - 65,582
Planner	4	4	4	4	43,537 - 55,650
Land Use Technician	1	1	1	1	33,747 - 44,266
Administrative Technician	1	1	1	1	33,258 - 45,136
Zoning Enforcement Supervisor	1	1	1	0	-
Zoning Enforcement Officer	2	2	2	0	-
Total	16	16	16	12	

Police



Luis Velez
 Chief of Police
 200 South Main St.
 Pueblo, CO 81003
 (719) 553-2420
 lvelez@pueblo.us



Police

Mission/Function

The Police Department is responsible for the preservation of public peace, prevention of crime, apprehension of criminals, protection of the rights of persons and property, and the enforcement of the laws of the State and the ordinances of the City, as provided by the Pueblo City Charter, including all rules and regulations made in accordance therewith, and such other functions as the City Council and City Manager may prescribe for public safety.

Objectives

- Provide a high quality, well-prepared workforce to carry out the mission of the Department in an effective and efficient manner
- Establish and maintain a positive relationship with the people we serve to enhance the quality of life for everyone in the community
- Protect Lives and Property
- Identify and Apprehend Criminals
- Maintain Order in the Community
- Professional Delivery of Services
- Maximize Resource Acquisition and Utilize Resources Effectively and Efficiently

Programs for 2014

- Work in conjunction with the Human Relations Commission to optimize Police/Community Relations
- Seek to fill Captain, Sergeant and other funded vacant positions.
- Implement 60 new replacement Panasonic semi-ruggedized laptop computers in the Patrol Vehicles.
- Convert current Mossberg shotguns to Remington 870 so all PD shotguns are the same model.
- Work with POST to adjust firearm requirement for Police Academy.
- Continue to implement new black & white design for marked Patrol Vehicles.
- Continue to host an annual Citizens Academy and Spanish Citizens Academy.

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel	23,943,439	24,287,535	24,334,033	24,757,266
Operating	2,067,470	2,102,720	1,911,333	1,891,318
Total Costs	26,010,909	26,390,255	26,245,366	26,648,584

Significant Adjustments

- Consolidation of all Code Enforcement personnel in the Police Department budget in 2014
- Seek to hold a Police Academy in early 2014 to fill funded vacant sworn positions

Police

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel				
Salaries				
Administration	1,317,103	1,461,533	1,371,429	1,342,640
Police Service Salaries	12,332,384	12,113,114	12,002,638	12,410,595
General Service	1,751,920	1,744,188	1,979,913	2,214,357
Temporary/Part Time	183,988	214,618	226,290	182,000
Overtime	891,188	856,132	802,778	548,000
Educational Incentive	68,400	65,800	-	70,000
Sick/Vac/PH Sellback	341,986	346,249	300,000	211,000
Step-Up	98,787	71,933	68,916	47,000
Uniform/Shoe/Tool Allow	69,218	86,295	86,850	86,400
Incentive Awards	1	-	-	-
Police Extra Duty	-	5,379	64,851	-
Task Force Overtime	-	104,414	88,432	-
Benefits				
Pension - PERA	307,522	324,761	347,762	471,261
Pension - Police	2,692,255	2,681,870	2,448,009	2,704,514
Insurance Benefits	3,020,820	3,338,085	3,684,950	3,642,252
Medicare Tax	209,012	213,116	221,666	226,244
Worker's Compensation	640,747	632,919	622,024	592,128
Uniform Repair/Replace	1,070	2,287	1,299	1,720
Tuition Reimbursement	12,242	18,669	9,000	-
Other Payroll Expense	4,796	6,173	7,226	7,155
Total Personnel	23,943,439	24,287,535	24,334,033	24,757,266
Operating				
Advertising	10	-	-	-
Communications	221,959	233,291	205,636	250,000
Contract Services	249,190	262,234	260,000	295,415
Dues & Subscriptions	4,268	5,757	7,268	4,710
Equipment	13,669	19,074	16,331	14,331
Fuel	544,987	550,435	444,749	513,000
Police Academy Training	1,075	823	2,118	3,500
Printing & Binding	13,519	5,107	5,000	5,000
Professional Services	134,465	100,995	127,702	46,202
Rentals	58,122	62,038	60,000	50,000
Repairs & Maintenance	389,911	356,725	303,392	224,500
Supplies	104,197	109,513	100,410	92,910
Training & Education	18,424	22,942	22,362	47,750
Travel	39,841	41,864	31,365	19,000
Utilities	273,833	331,922	325,000	325,000
Total Operating	2,067,470	2,102,720	1,911,333	1,891,318
Total Costs	26,010,909	26,390,255	26,245,366	26,648,584

Police

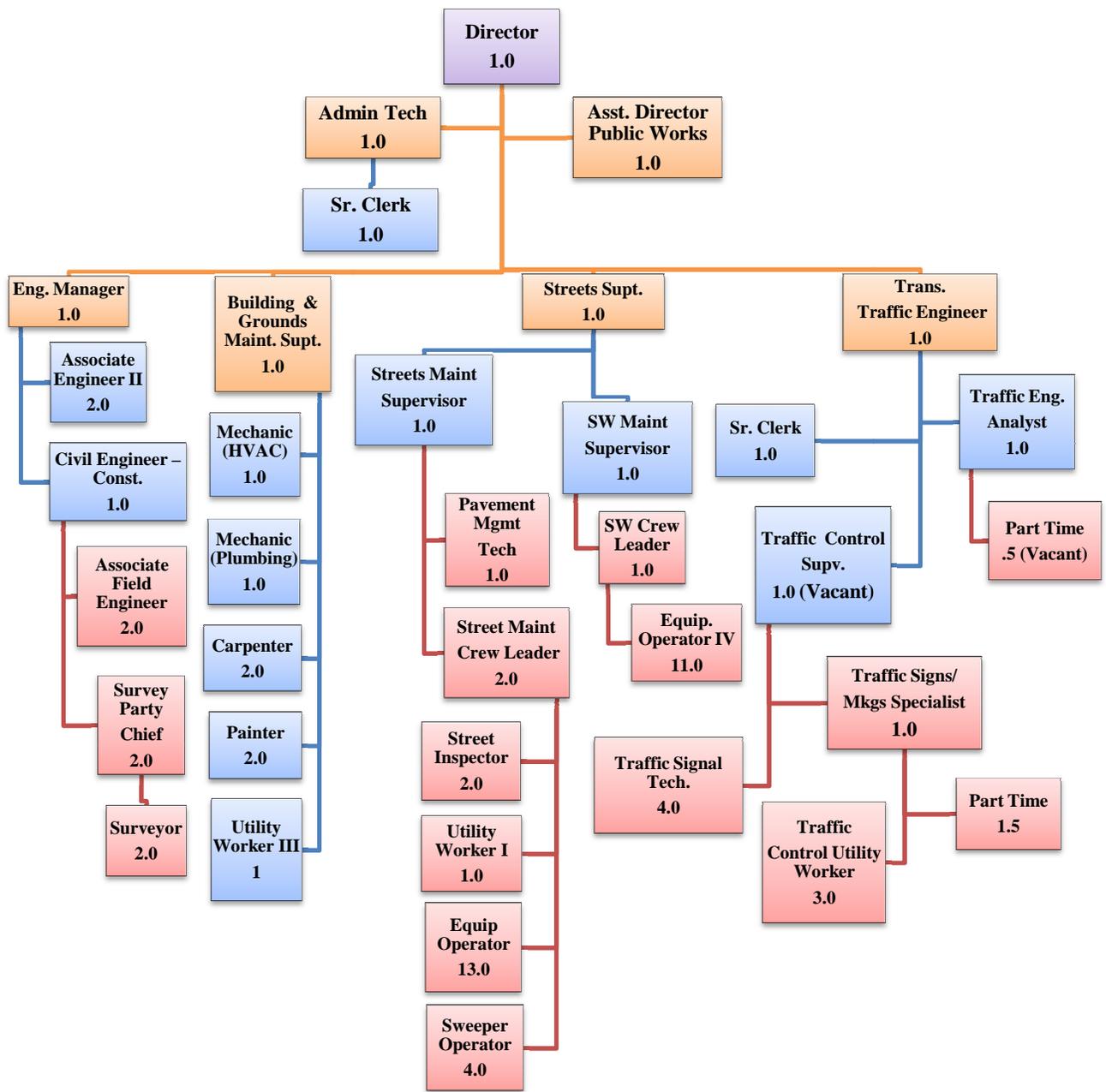
Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated	
					Salary Range	
Police Chief	1	1	1	1	109,341	- 135,000
Police Deputy Chief	3	3	3	3	85,865	- 105,150
Police Captain	8	8	8	8	74,201	- 90,880
Dispatch Manager	1	1	1	1	57,605	- 80,214
Police Records Manager	1	1	1	1	50,919	- 62,188
Police Sergeant	25	25	25	25	78,483	- 82,002
Police Corporal	55	55	55	55	68,158	- 70,218
Code Enforcement Manager	0	0	0	1	68,532	83,750
Police Patrol Officer	115	115	115	115	41,693	- 67,141
Zoning Enforcement Officer	0	0	0	2	33,880	- 43,255
Police Support Technician I	3	3	3	4	33,880	- 43,255
Police Support Technician II	1	1	1	1	37,849	- 48,366
Emergency Services Dispatch Supervisor	3	3	3	3	46,010	- 60,512
Emergency Services Dispatcher	24	24	24	24	35,344	- 48,068
Crime Analyst	1	1	1	1	45,523	- 56,282
Administrative Technician	2	2	2	2	33,258	- 45,136
Police Payroll Technician	1	1	1	1	33,258	- 45,136
Senior Clerk Typist	7	7	7	7	29,980	- 40,595
Clerk Typist/Records Tech/Investigations Tech/Police Service Rep/Police Services Technician	15	15	15	15	26,627	- 37,202
Building Custodian	1	1	1	1	22,490	- 30,601
Police Support Technician Supervisor	1	1	1	0		-
Total	268	268	268	271		

Public Works, Bureau of



Earl Wilkinson, P.E.
 Director of Public Works
 111 E. D St.
 Pueblo, CO 81003
 (719) 553-2744
 ewilkinson@pueblo.us



Public Works, Bureau of

Mission/Function

Our mission is to enhance the quality of life for the Pueblo Community by providing safe, compliant, and efficient public infrastructure solutions.

Objectives

- Implement the new asphalt preservation program designed to extend the life of our roadway system
- Protect the building envelope on all City buildings
- Provide a safe, accessible environment for the public and City employees
- Ensure the City's storm sewer system meets the demands placed on it by current and future development
- Provide a safe, attractive, and well-maintained public right-of-way
- Provide a safe and efficient transportation system that allows for the convenient movement of people and goods
- Plan for and consider the needs of all road users within the existing transportation system and in new developments including safety, intersection design, and roadway width
- Improve the pedestrian and bicycle transportation system to support a continuous, safe, and desirable walking and biking environment

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel	4,593,974	4,570,835	4,516,753	4,641,329
Operating	3,243,730	3,598,547	3,509,003	3,074,326
Total Costs	7,837,704	8,169,382	8,025,756	7,715,655

Significant Adjustments

- Continue to purchase necessary Street and Transportation equipment out of HUTF funds

Public Works, Bureau of

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel				
Salaries				
Administration	627,854	641,533	652,448	649,234
General Service	2,446,032	2,395,033	2,362,329	2,498,639
Temporary/Part Time	114,577	111,000	84,524	60,400
Overtime	48,410	28,022	15,544	28,000
Sick/Vac/PH Sellback	16,303	15,888	14,506	13,650
Step-Up	3,322	2,974	3,363	5,000
Uniform/Shoe/Tool Allow	3,425	3,600	4,950	4,950
Incentive Awards	3,044	2,907	2,012	-
Incentive Pay	-	406	122	-
Benefits				
Pension - PERA	424,530	414,207	406,306	423,343
Insurance Benefits	663,604	720,686	742,314	756,686
Uniform Expense	50	-	-	-
Medicare Tax	43,710	42,624	41,770	43,561
Worker's Compensation	157,316	153,016	147,106	150,972
Tuition Reimbursement	13,874	11,549	11,565	-
Uniform Cleaning	26,782	25,948	26,200	5,200
Other Payroll Expense	1,141	1,442	1,694	1,694
Total Personnel	4,593,974	4,570,835	4,516,753	4,641,329
Operating				
Advertising	581	368	342	750
Communications	25,254	24,663	26,829	27,890
Contract Services	92,165	94,799	187,085	177,585
Dues & Subscriptions	2,164	1,602	1,730	2,339
Equipment	34,503	21,145	6,690	10,182
Fuel	186,439	176,866	183,500	183,500
Licenses, Permits & Fees	5,245	2,761	4,000	4,800
Other Charges	500	47	-	-
Printing & Binding	664	54	1	900
Professional Services	178,443	220,359	432,060	458,280
Rentals	5,101	8,954	7,944	3,210
Repairs & Maintenance	287,853	263,756	266,517	298,358
Supplies	355,648	459,087	284,782	277,533
Training & Education	5,317	3,929	3,516	7,750
Travel	2,151	957	3,459	1,959
Utilities	102,819	105,271	124,290	119,290
Utilities - Street Lights	1,958,883	2,213,929	1,976,258	1,500,000
Total Operating	3,243,730	3,598,547	3,509,003	3,074,326
Total Costs	7,837,704	8,169,382	8,025,756	7,715,655

Public Works, Bureau of

Staffing Detail

Engineering

Title	2011	2012	2013	2014	2014 Estimated
					Salary Range
Director of Public Works	1	1	1	1	109,341 - 133,635
Assistant Director/Public Works	1	1	1	1	93,096 - 113,609
Engineering Manager	1	1	1	1	87,212 - 106,624
Civil Engineer/Construction	1	1	1	1	72,557 - 88,676
Associate Engineer II	2	2	2	2	44,144 - 57,262
Associate Field Engineer	2	2	2	2	43,537 - 55,650
Survey Party Chief-LS	1	1	1	1	47,106 - 59,377
Survey Party Chief	1	1	1	1	41,671 - 53,262
Construction Inspector	2	2	2	2	40,353 - 51,549
Surveyor	2	2	2	2	34,606 - 44,174
Administrative Technician	1	1	1	1	33,258 - 45,136
Senior Clerk Typist	1	1	1	1	29,980 - 40,596
Total	16	16	16	16	

Public Buildings

Title	2011	2012	2013	2014	2014 Estimated
					Salary Range
Bldg/Grounds Superintendent	1	1	1	1	64,521 - 78,810
Carpenter	2	2	2	2	41,671 - 53,262
Bldg/Grounds Maintenance Mechanic	2	2	2	2	41,671 - 53,262
Painter	2	2	2	2	41,671 - 53,262
Utility Worker III	2	2	2	2	40,353 - 51,549
Electrician	1	0	0	0	-
Total	9	9	9	9	

Street Cleaning

Title	2011	2012	2013	2014	2014 Estimated
					Salary Range
Sweeper Operator	4	4	4	4	39,983 - 45,795
Equipment Operator II	2	2	2	2	32,400 - 41,362
Total	6	6	6	6	

Public Works, Bureau of

Staffing Detail

Streets Division

Title	2011	2012	2013	2014	2014 Estimated
					Salary Range
Streets Superintendent	1	1	1	1	79,877 - 97,642
Street Maintenance Supervisor	1	1	1	1	56,346 - 68,943
Street Inspector	2	2	2	2	40,353 - 51,549
Area Crew Leader	2	2	2	2	42,782 - 54,674
Pavement Management Technician	1	1	1	1	42,782 - 54,674
Equipment Operator IV	6	6	6	6	37,730 - 48,165
Equipment Operator II	4	4	4	4	32,400 - 41,362
Utility Worker/Equipment Operator I	12	12	11	11	29,349 - 38,883
Utility & Maintenance Worker I	1	1	1	1	37,005 - 47,236
Total	30	30	29	29	

Traffic Control

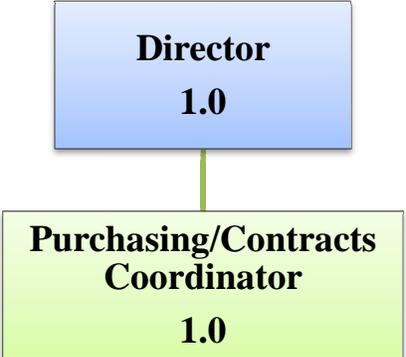
Title	2011	2012	2013	2014	2014 Estimated
					Salary Range
Traffic Control Supervisor	1	1	1	1	56,439 - 68,943
Senior Traffic Signal Technician	2	2	2	2	41,671 - 53,262
Traffic Signal Technician	3	3	3	3	38,457 - 49,160
Traffic Signs & Marking Specialist	1	1	2	2	38,457 - 49,160
Traffic Control Utility Worker III	1	1	1	1	38,457 - 49,160
Traffic Control Utility Worker II	2	2	2	2	32,400 - 41,362
Total	10	10	11	11	

Transportation

Title	2011	2012	2013	2014	2014 Estimated
					Salary Range
Traffic Engineer	1	1	1	1	72,557 - 88,676
Traffic Engineer Analyst	1	1	1	1	40,353 - 51,549
Senior Clerk Typist	1	1	1	1	29,980 - 40,596
Total	3	3	3	3	
Department Total	74	74	74	74	

Purchasing

Naomi Hedden
Director of Purchasing
230 S. Mechanic St.
Pueblo, CO 81003
(719) 553-2343
nchedden@pueblo.us



Purchasing

Mission/Function

The Purchasing Department exists to provide city departments and outside agencies with a central location for purchasing goods, equipment, and services while encouraging an atmosphere of fairness, honesty and integrity in dealing with customers, suppliers and staff. Our main goal is to provide competitive pricing, reputable sources, general problem solving services for our customers, and to spend City taxpayer money wisely so that maximum value is obtained for its limited financial resources. All activities undertaken will adhere to the guiding principles of customer focus, ethical conduct, accountability, service excellence and ongoing process improvement.

Objectives

- **Accountability:** Taking ownership and being responsible to all customers for our actions. We strive to ensure that Pueblo taxpayers receive the maximum value for every expenditure and that all expenditures are conducted in a manner that preserves the public trust
- **Transparency:** Easily accessible and understandable processes and policies. We endeavor to conduct all purchases in accordance with uniform rules and principles of public procurement and to adhere to Federal, State and local regulations
- **Integrity:** Doing the right thing at the right time. We will continue to provide the timely delivery of quality products and services at competitive prices to all customers
- **Impartiality:** Unbiased decision making and actions. We make every effort to encourage competitive bidding on the basis of opportunity and fair treatment to all vendors
- **Professionalism:** Upholding high technical and ethical standards. It is our priority to maintain a professional procurement system which is adaptable and responsive to changing needs and conditions within the City and marketplace
- **Service:** Maintain our obligation to our internal and external customers with a customer-service focus while meeting the needs and protecting the interests of the organization and the public. We will continue to uphold the spirit of collaboration and partnership with all other Purchasing Cooperative Agencies

Ongoing Programs for 2014

- Designing an interoffice program for setting trackable objectives and performance goals for both FT and PT employees
- Ongoing analysis and revision of existing Purchasing Policies and Procedures in order to apply sound and current procurement practices while maintaining compliance with federal, state, and local laws and regulations
- Reviewing and revising monetary thresholds for discretionary purchasing
- Review and analyze existing department performance measures

Purchasing

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel	255,380	267,292	269,281	283,829
Operating	39,082	41,618	29,683	37,564
Total Costs	294,462	308,910	298,964	321,393

Significant Adjustments

- None

Purchasing

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel				
Salaries				
Administration	94,530	94,530	94,532	94,530
General Service	49,249	50,412	51,698	52,628
Temporary/Part Time	69,202	77,753	76,130	89,843
Step-Up	-	-	1,221	-
Benefits				
Pension - PERA	29,070	30,308	30,384	32,223
Insurance Benefits	8,306	9,047	10,120	9,171
Medicare Tax	3,077	3,209	3,216	3,411
Worker's Compensation	1,901	1,988	1,935	1,978
Other Payroll Expense	45	45	45	45
Total Personnel	255,380	267,292	269,281	283,829
Operating				
Communications	3,529	4,715	3,950	3,950
Contract Services	6,615	2,846	3,000	3,700
Dues & Subscriptions	267	944	575	574
Equipment	1,525	4,180	264	-
Fuel	1,992	2,158	2,000	2,300
Other Charges	(917)	(291)	300	200
Printing & Binding	36	-	-	-
Rentals	7,492	7,909	6,543	8,040
Repairs & Maintenance	2,467	3,088	1,455	3,200
Supplies	5,125	1,200	788	5,500
Training & Education	3,260	3,229	2,450	2,000
Travel	856	2,576	800	500
Utilities	6,835	9,064	7,558	7,600
Total Operating	39,082	41,618	29,683	37,564
Total Costs	294,462	308,910	298,964	321,393

Purchasing

Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated Salary Range
Director of Purchasing	1	1	1	1	83,121 - 101,612
Purchasing/Contract Coordinator	1	1	1	1	43,537 - 55,650
Total	2	2	2	2	

Non-Departmental - Operational Charges

Mission/Function

Budget and account for operational charges which do not belong to any one particular department such as retirement payouts and any necessary contingencies.

Objectives

- Identify Non-Departmental costs according to the use of those funds

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Personnel				
Salaries				
Terminal Pay	393,669	486,749	385,294	480,000
PERA Replacement Benefit	137	(13)	17	-
Benefits				
Insurance Benefits	85,653	34,878	35,000	100,000
Total Personnel	479,459	521,614	420,311	580,000
Operating				
Other Charges	-	-	-	40,000
Professional Services	-	-	65,000	65,000
Total Operating	-	-	65,000	105,000
Other				
Action 22 Dues	5,000	5,000	-	-
Airport Advisory Comm	-	25,000	-	-
Bond Interest Payment	-	42,732	39,998	26,203
Colorado Muni League Dues	48,435	48,939	49,369	-
Contingencies	115,349	58,243	90,000	80,000
H&HS Agency Monitoring	15,750	15,750	15,750	-
Latino Cham of Comm Dues	10,000	10,000	9,000	9,000
Lease Payment	-	68,885	43,755	53,243
Long Term Leases	4,984	2,492	2,492	-
Nat'l League of Cities	8,743	8,743	8,743	-
PACOG	86,435	59,411	93,991	107,022
Total Other	294,696	345,195	353,098	275,468
Total Costs	774,155	866,809	838,409	960,468

Significant Adjustments

- Other charges includes payment to Pueblo Community College for televising the Council Meetings, the annual energy efficiency lease payment, and bank charges

Non-Departmental - Contractual Payments

Mission/Function

Budget for payments provided to various entities under contractual agreements with the City. These agreements are generally for the provision of various services to the citizens of Pueblo.

Objectives

- Account for and monitor all contractual and quasi-contractual obligations of the City of Pueblo which are not specific to any department of the City

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Other				
Aircraft Museum - Operations	20,000	20,000	18,000	17,100
Chamber of Commerce	440,000	440,000	400,000	350,000
District Attorney/DNA Analyst	39,861	41,140	41,140	45,000
HARP Maintenance	241,600	241,600	225,000	213,750
Human Relations Commiss	21,500	21,500	19,350	18,383
Mountain Park Environment	307,500	160,500	135,000	152,000
PEDCO	225,000	225,000	200,000	-
Pikes Peak Humane Society	520,000	520,000	665,946	710,304
Pueblo Community College	-	65,000	-	-
Pueblo Zoo - Capital	25,000	25,000	-	-
Pueblo Zoo - Operations	637,000	637,000	573,300	544,635
SRDA - Volunteer Coordinator	-	25,596	-	-
SRDA Allocation-Sr Rec	54,810	54,810	49,329	46,863
State Fair	265,000	265,000	200,000	100,000
YMCA	200,000	200,000	100,000	50,000
Total Other	2,997,271	2,942,146	2,627,065	2,248,035
Total Costs	2,997,271	2,942,146	2,627,065	2,248,035

Significant Adjustments

- Funding for the Pikes Peak Humane Society increased in the 2014 General Fund Budget
- Funding for other agencies was reduced by 5% or more in the 2014 General Fund Budget
- Funding for PEDCO will be paid from the 2014 Economic Development Fund

Non-Departmental - Health and Welfare

Mission/Function

Budget for payments payable to the City/County Health Department for health and welfare services provided to the citizens of the City.

Objectives

- Account for and monitor all contributions made to the City/County Health Department

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Other				
City-County Health Dept	841,500	841,500	757,350	719,483
Total Other	841,500	841,500	757,350	719,483
Total Costs	841,500	841,500	757,350	719,483

Significant Adjustments

- 2014 General Fund contribution to the Health Department was decreased by 5%

Non-Departmental - Contributions and Donations

Mission/Function

Account for contributions and donations made to various civic and non-profit organizations within the City.

Objectives

- Identify all contributions from the City of Pueblo to various civic and non-profit organizations within the City

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Other				
City Center Partnership	-	-	20,000	19,000
HEF Scholarships	12,500	25,000	-	-
Juneteenth	2,500	2,500	-	-
Little Britches Rodeo	10,000	10,000	9,000	8,550
Nature Center	-	40,000	20,000	19,000
Nonprofits pmt to County	737,500	737,500	663,750	632,468
Out of Cycle Requests	94,994	182,796	(54,745)	-
Total Other	857,494	997,796	658,005	679,018
Total Costs	857,494	997,796	658,005	679,018

Significant Adjustments

- 2014 General Fund contributions and donations to non-profit agencies was decreased by 5%

Transfers to Other Funds

Mission/Function

To budget for transfers from the General Fund to other funds of the City for the purpose of subsidizing or providing capital to the operations or activities of those other funds.

Objectives

- Subsidize the operations of City enterprise funds when necessary
- Provide sufficient funding to pay the City's debt service commitments
- Pay the Self-Insurance Fund for the General Fund share of insurance costs

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Other				
Arkansas Legacy River Proje	-	(507)	-	-
Capital Improvement Fund	376,000	569,559	300,000	350,000
City Owned Parking	677,846	552,600	573,267	454,420
Colorado Avaition Grants	-	81,335	-	-
Debt Service	2,859,404	2,846,849	2,922,063	3,136,190
HOME Grant	185,000	162,296	108,757	67,973
Honor Farm Enterprise	-	-	-	56,513
Memorial Airport	614,729	508,244	851,130	951,751
Memorial Hall	-	-	74,964	100,000
Minnequa Lake	399,177	-	-	-
Planning Grants	273,500	-	-	-
Police Building	240,000	-	-	-
Police Grants	-	9,932	63,000	190,000
Pueblo Transit	1,797,258	1,798,650	1,827,512	1,829,004
Self-Insurance Fund	968,822	524,500	219,689	769,689
Total Other	8,391,736	7,053,458	6,940,382	7,905,540
Total Costs	8,391,736	7,053,458	6,940,382	7,905,540

Significant Adjustments

- Decreased funding to City owned Parking
- Increased funding to the Self Insurance Fund
- New Enterprise Fund established for the operation of the newly renovated Memorial Hall, with a subsidy of \$100,000 for 2014
- Funded Police Grants \$190,000 for equipment purchases for Fire and Police Departments
- Funded subsidy to the Honor Farm Enterprise

Debt Service

Mission/Function

Provide funding for the payment of principal, interest, and fees on bonds and lease purchase agreements.

Objectives

- Maintain the City's credit quality through timely payment of debt service obligations
- Maximize cash flow for capital projects through careful utilization of debt service funding

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
301 Capital Leases	651,959	774,826	1,071,613	1,218,726
302 HARP Bonds	977,125	978,950	979,313	976,576
306 Ice Arena COPS-GF Portion	76,875	-	-	-
307 Police Building COPS	1,626,549	1,631,149	1,633,949	1,640,116
Total Revenue	3,332,508	3,384,925	3,684,875	3,835,418
Expenditure				
301 Capital Leases	651,958	774,826	1,071,613	1,218,726
302 HARP Bonds	977,125	979,100	979,313	976,576
306 Ice Arena COPS-GF Portion	76,875	-	-	-
307 Police Building COPS	1,626,549	1,632,249	1,633,949	1,640,116
Total Expenditure	3,332,507	3,386,175	3,684,875	3,835,418

Significant Adjustments

- None

Elmwood Golf Course

Mission/Function

Provide and maintain a high quality 27-hole municipal golf course, driving range, and clubhouse for the recreational enjoyment of the general public.

Objectives

- Plan, conduct and supervise the day-to-day pay at the course
- Operate and provide year-round maintenance for the golf course and its related amenities
- Cooperate with public and private agencies in coordinating leagues, programs, activities and tournaments
- Continue to build and promote Junior Golf (First Tee, Pueblo Junior Golf, Elmwood Junior Golf, High School Boy's & Girl's Golf)

New Programs for 2014

- Promote the "Get Golf Ready" program which introduces golf to new players and "reclaim" former players
- Promote the Colorado PGA "Golf in Schools" program which introduces golf to school age children

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue	1,256,852	1,252,281	1,265,186	1,227,139
Total Income	1,256,852	1,252,281	1,265,186	1,227,139
Personnel	31,022	31,636	31,001	36,250
Operating	671,115	742,134	755,257	791,036
Capital	25,612	147,622	49,796	72,100
Other	448,162	175,470	301,836	327,753
Total Expense	1,175,911	1,096,862	1,137,890	1,227,139
(Net Gain)/Loss	(80,941)	(155,419)	(127,296)	-

Significant Adjustments

- The amount of \$175,032 has been included as a transfer to Walking Stick Golf Course
- Continue to refurbish cart paths as funds become available
- Add patio outside of restaurant and clubhouse with shade covering and decorative fencing

Elmwood Golf Course

Budget Detail

	2011 Actual	2012 Actual	2013 Estimate	2014 Adopted
Revenue				
Charges for Services	1,251,278	1,251,971	1,265,186	1,227,139
Other Revenue	5,574	310		
Total Revenue	1,256,852	1,252,281	1,265,186	1,227,139
Total Income	1,256,852	1,252,281	1,265,186	1,227,139
Personnel				
Salaries				
Temporary/Part Time	26,429	26,952	26,409	31,394
Benefits				
Pension - PERA	3,621	3,692	3,618	4,301
Medicare Tax	383	391	384	455
Worker's Compensation	589	601	590	100
Total Personnel	31,022	31,636	31,001	36,250
Operating				
Administrative Services	72,933	83,144	83,144	83,144
Advertising	574	1,499	2,020	2,000
Communications	4,514	4,521	4,176	4,900
Contract Services	245,430	260,331	270,081	271,000
Dues & Subscriptions	500	675	1,050	700
Equipment	3,794	5,000	8,914	-
Fuel	31,800	37,178	43,354	42,000
Insurance	9,370	6,604	7,000	11,339
Other Charges	15,998	17,321	17,838	44,653
Other Services	87,620	89,635	88,452	89,000
Professional Services	3,335	3,449	2,302	3,500
Rentals	1,951	1,573	2,752	800
Repairs & Maintenance	61,604	78,380	78,620	99,500
Supplies	43,597	57,666	48,027	48,500
Utilities	88,095	95,158	97,527	90,000
Total Operating	671,115	742,134	755,257	791,036
Capital				
Equipment	25,612	144,727	-	-
Land Improvements	-	-	29,796	30,000
Repair & Maintenance	-	2,895	20,000	42,100
Total Capital	25,612	147,622	49,796	72,100
Other				
Bond Interest Payment	8,023	1,331	5,970	6,145
Bond Principal Payment	315,917	35,229	120,834	95,576
Fees & Charges	874	-	-	1,000
Transfer to Reserves	-	-	-	50,000
Walkingstick Golf Course	123,348	138,910	175,032	175,032
Total Other	448,162	175,470	301,836	327,753
Total Expense	1,175,911	1,096,862	1,137,890	1,227,139
(Net Gain)/Loss	(80,941)	(155,419)	(127,296)	-

Honor Farm

Mission/Function

The mission of the Honor Farm Enterprise, including the Pueblo Motorsports Park, is to provide motorsports and other recreational opportunities for the benefit of local area residents and serve as a regional draw stimulating economic activity in the local market. This is achieved by offering, promoting and contracting programs and events; and maintaining, developing and enhancing facilities.

Objectives

- Support the rigorous pursuit of customer service, cleaning up the property, promote safety, and adhering to the conditions of the Conservation Easement
- Support the contracted operator of the Pueblo Motorsports Park who operates and promotes the racing functions, including drag racing, open lapping, and other associated programs
- Invest in the facilities within the Honor Farm Properties by renovating old dilapidated spaces and planning and developing new opportunities
- Continue working with other City departments and the Honor Farm Enterprise Citizens Advisory Board to develop, initiate, and expand recreational opportunities

New Programs for 2014

- Improve the facility as funds become available through the Enterprise
- Develop other recreational opportunities that will support the Enterprise
- Expand the Park Ranger program to include a dedicated employee to patrol the Honor Farm Property
- Create a Marketing/Sponsorship unit within the Enterprise to raise additional funds

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue	298,148	457,150	15,724	55,000
Subsidies	747,000	-	-	56,513
Total Income	1,045,148	457,150	15,724	111,513
Personnel	294,712	409,724	14,215	-
Operating	329,290	360,950	53,073	75,500
Capital	320,648	644,139	2,090	-
Other	-	68,832	44,040	36,013
Total Expense	944,650	1,483,645	113,418	111,513
(Net Gain)/Loss	(100,498)	1,026,495	97,694	-

Significant Adjustments

- Increase revenue opportunities to support the Enterprise

Honor Farm

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
Charges for Services	238,688	415,676	10,675	55,000
Other Revenue	59,460	41,474	5,049	-
Total Revenue	298,148	457,150	15,724	55,000
Subsidies				
Capital Improvement Fund from General Fund	747,000	-	-	-
	-	-	-	56,513
Total Subsidies	747,000	-	-	56,513
Total Income	1,045,148	457,150	15,724	111,513
Personnel				
Salaries				
Administration	71,857	109,517	-	-
Temporary/Part Time	153,655	188,544	-	-
Overtime	12,336	13,080	-	-
Incentive Pay	25	-	-	-
Benefits				
Pension - PERA	32,507	42,364	-	-
Health/Dental Insurance	10,522	20,441	-	-
Medicare Tax	3,441	4,485	-	-
Worker's Compensation	10,320	13,506	-	-
Uniform Cleaning	-	3,224	-	-
Other Payroll Expense	49	14,563	14,215	-
Total Personnel	294,712	409,724	14,215	-
Operating				
Administrative Services	17,519	19,972	19,792	5,500
Advertising	15,994	14,625	96	-
Communications	2,579	9,290	3,094	-
Contract Services	63,525	22,737	3,015	-
Cost of Goods Food Service	-	12,689	-	-
Cost of Merchandise	8,521	5,239	-	-
Dues & Subscriptions	1,690	25	-	-
Equipment	11,304	11,276	-	-
Fuel	8,838	11,497	14	-
Insurance	15,207	26,602	-	-
Licenses, Permits, & Fees	513	2,692	-	-
Motorsports Purses Paid	31,870	31,073	-	-
Other Charges	1,651	5,297	-	-
Printing & Binding	1,089	3,139	850	-
Professional Services	4,523	25,996	-	-
Rentals	34,785	30,339	964	-
Repair & Maintenance	34,618	22,480	14,000	40,000

Honor Farm

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Supplies	61,325	86,062	7,394	10,000
Training & Education	2,722	1,234	-	-
Travel	-	3,798	-	-
Utilities	11,017	14,888	3,854	20,000
Total Operating	329,290	360,950	53,073	75,500
Capital				
Equipment	4,070	13,621	-	-
Land Improvements	315,578	570,714	-	-
Repair & Maintenance	1,000	59,804	2,090	-
Total Capital	320,648	644,139	2,090	-
Other				
Bond Interest Payment	-	-	2,894	2,526
Bond Principal Payment	-	-	41,146	33,487
Capital Improvement Fund	-	68,832	-	-
Total Other	-	68,832	44,040	36,013
Total Expense	944,650	1,483,645	113,418	111,513
(Net Gain)/Loss	(100,498)	1,026,495	97,694	-

Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated	
					Salary Range	
Motorsports Operations Supervisor	1	1	1	1	50,583	61,761
Pueblo Motorsports Park & Contracts Manager	1	1	0	0		
Total	2	2	1	1		

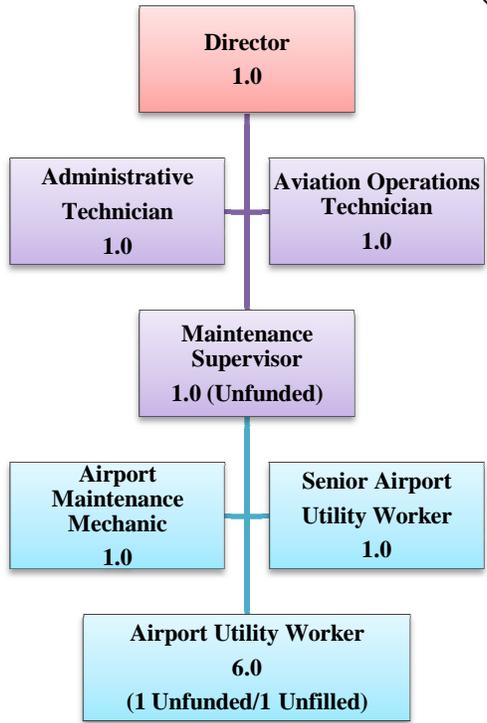
Capital Project Detail

2014 Capital Project Detail

Project No.	Project Description	2014 Adopted
	No new capital projects are funded for 2014	-

Memorial Airport

Mark Lovin
Director of Aviation
31201 Bryan Circle
Pueblo, CO 81005
(719) 553-2760
mlovin@pueblo.us



Memorial Airport

Purpose: The Memorial Airport fund consists of the Memorial Airport, Airport Passenger Facility Charges, and Airport Improvement Trust Funds. The Memorial Airport Fund primarily consists of operations at the Pueblo Memorial Airport. The Airport Passenger Facility Fund accounts for the collection of an airport passenger facility charge for enplaned passengers. The Airport Improvement Trust Fund accounts for the transfer of funds equal to the appraised value of land located at Pueblo Memorial Airport conveyed to private ownership.

Source of Revenue: The revenue for operation of the Memorial Airport Fund primarily consists of fees charged at the Memorial Airport as well as a subsidy from the General Fund. Funding for capital improvements is provided mainly by state and federal grants.

Designated Expenditure: The majority of expenditures are related to operating the Pueblo Memorial Airport in an effective and efficient manner and for providing capital maintenance and improvements to the aeronautical infrastructure.

Budget Summary

	2011 Actual	2012 Actual	2013 Estimate	2014 Adopted
Revenue				
211	927	435	106	55,500
230	60,405	27,629	14,482	30,000
270	7,012,630	2,776,552	5,572,100	-
411	-	-	-	-
510	1,665,493	1,329,590	1,474,671	1,576,042
	8,739,455	4,134,206	7,061,359	1,661,542
Expenditure				
211	-	-	-	55,500
230	-	-	-	30,000
270	7,185,789	2,698,317	5,572,100	-
411	-	-	30,000	-
510	1,469,506	1,476,733	1,519,744	1,576,042
	8,655,295	4,175,050	7,121,844	1,661,542

Due to the Pueblo Memorial Airport (Fund 510) comprising a large portion of the Memorial Airport Fund, greater detail related to operating the Pueblo Memorial Airport is provided on Pages F-8 through F-10.

Memorial Airport

Mission/Function

The mission of the Department of Aviation is to support the sound practice in the profession of aviation. We pledge ourselves to maintain high standards of competence and integrity in our work, and in our relations with the citizens of Pueblo. We further pledge ourselves to be effective and efficient while maintaining the level of safety and security standards that best serve the general public.

Objectives

- Enhance safety and security standards at the airport
- Promote and maintain positive relations with airport tenants and customers
- Provide or enhance the products and services offered at the airport to meet the aeronautical demands
- Evaluate and modify, as necessary, airport business practices to encourage continued growth
- Provide support when possible for the Airport Industrial Park business community

New Programs for 2014

- The reconstruction of a new taxiway and the initial redesign and construction of the general aviation and commercial services ramp areas

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue	1,050,764	821,346	623,541	624,291
Subsidies	614,729	508,244	851,130	951,751
Total Income	1,665,493	1,329,590	1,474,671	1,576,042
Personnel	740,820	718,305	750,897	796,368
Operating	663,433	707,650	738,785	715,825
Capital	36,259	34,131	17,570	52,000
Other	28,994	16,647	12,492	11,849
Total Expense	1,469,506	1,476,733	1,519,744	1,576,042
(Net Gain)/Loss	(195,987)	147,143	45,073	-

Significant Adjustments

- Increased budget for maintenance of the greenway in the Industrial Park
- Replace the terminal lobby HVAC system
- Repair the administration office roof
- Replacement of five fuel tank meters in the fuel farm to assure accountability for all fuel sales and corresponding revenues

Memorial Airport

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
Charges for Services	741,581	630,909	593,760	594,511
Intergovernmental Receipts	309,183	185,647	29,781	29,780
Other Revenue	-	4,790	-	-
Total Revenue	1,050,764	821,346	623,541	624,291
Subsidies				
From General Fund	614,729	508,244	851,130	951,751
Total Subsidies	614,729	508,244	851,130	951,751
Total Income	1,665,493	1,329,590	1,474,671	1,576,042
Personnel				
Salaries				
Administration	88,100	88,100	88,101	88,100
General Service	369,983	342,371	362,848	410,637
Temporary/Part Time	54,597	56,783	43,041	37,530
Overtime	20,534	11,173	11,790	10,000
Sick/Vac/PH Sellback	-	834	1,274	1,500
Step-Up	6,969	7,589	7,454	2,000
Uniform/Shoe/Tool Allow	525	600	900	900
Benefits				
Pension - PERA	70,410	66,453	68,770	73,554
Insurance Benefits	97,468	108,521	128,529	139,391
Medicare Tax	4,067	3,735	4,353	4,969
Worker's Compensation	24,830	23,346	22,978	23,562
Uniform Cleaning	3,292	3,373	2,865	4,000
Other Payroll Expense	45	5,427	7,994	225
Total Personnel	740,820	718,305	750,897	796,368
Operating				
Administrative Services	181,065	206,414	206,414	206,414
Advertising	106	335	306	500
Communications	13,656	12,765	11,468	9,356
Contract Services	8,730	8,710	12,406	9,515
Dues & Subscriptions	825	500	750	500
Equipment	2,259	1,056	10,908	3,500
Fuel	24,706	25,410	23,386	16,500
Insurance	23,059	41,219	23,028	41,624
Licenses, Permits, & Fees	698	703	6,530	820
Other Charges	932	2,680	1,294	1,500
Professional Services	6,281	9,034	3,116	4,950
Rentals	2,697	3,413	2,726	3,683
Repairs & Maintenance	62,378	44,188	55,998	92,620

Memorial Airport

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Supplies	51,358	67,900	68,798	49,693
Training & Education	665	3,650	2,618	3,650
Travel	695	579	-	500
Utilities	283,323	279,094	309,039	270,500
Total Operating	663,433	707,650	738,785	715,825
Capital				
Equipment	26,495	34,131	17,570	-
Repair & Maintenance	9,764	-	-	52,000
Total Capital	36,259	34,131	17,570	52,000
Other				
Bond Interest Payment	-	6,373	5,966	3,908
Bond Principal Payment	-	10,274	6,526	7,941
Capital Improvement Fund	5,000	-	-	-
Colo Aviation Grants	23,994	-	-	-
Total Other	28,994	16,647	12,492	11,849
Total Expense	1,469,506	1,476,733	1,519,744	1,576,042
(Net Gain)/Loss	(195,987)	147,143	45,073	-

Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated	
					Salary Range	
Director of Aviation	1	1	1	1	82,121 -	101,612
Airport Maintenance Supervisor	1	1	1	1	56,439 -	68,943
Airport Maintenance Mechanic	1	1	1	0	-	-
Senior Airport Operations/Maintenance Specialist	1	1	1	2	42,782 -	55,821
Airport Operations/Maintenance Specialist	5	5	6	6	37,006 -	48,284
Administrative Technician	1	1	1	1	33,258 -	45,136
Aviations Operations Technician	0	1	1	1	32,622 -	44,266
Grant Reporting/Property Specialist	1	0	0	0	-	-
Total	11	11	12	12		

Capital Project Detail

2014 Capital Project Detail

Project No.	Project Description	2014 Adopted
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No new capital projects are funded for 2014

Memorial Hall

Mission/Function

The mission of Memorial Hall Enterprise is to create and establish a world class entertainment facility in the City of Pueblo.

Objectives

- Operate, lease, and manage entertainment events at Pueblo Memorial Hall
- Develop a Memorial Hall-owned ticketing system to enhance revenue

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
Charges for Services			161,038	209,706
Other Revenue			107,000	123,500
Total Revenue	-	-	268,038	333,206
Subsidies				
From General Fund			74,964	100,000
Total Subsidies	-	-	74,964	100,000
Total Income	-	-	343,002	433,206
Operating				
Advertising			13,500	12,000
Communications			4,600	4,000
Contract Services			167,606	236,753
Insurance			11,796	16,443
Other Charges			10,000	51,510
Other Services			29,000	-
Printing & Binding			6,000	3,600
Repairs & Maintenance			20,000	27,300
Supplies			8,500	7,100
Travel			2,000	2,500
Utilities			70,000	72,000
Total Operating	-	-	343,002	433,206
Total Expense	-	-	343,002	433,206
(Net Gain)/Loss	-	-	-	-

Significant Adjustments

- The City has entered into a management agreement with Global Spectrum, LP for comprehensive and professional management of Memorial Hall

Parking

Mission/Function

Develop and manage publicly owned parking facilities that are safe, efficient and convenient in a cost effective manner.

Objectives

- Provide adequate, clean, and secure off-street parking facilities that are centrally located to business districts
- Facilitate the implementation of plans and programs that yield the best parking solutions for the City's citizens, workers, and visitors
- Analyze impacts of on-street parking, and parking's impact on traffic flow
- Enforce parking regulations in business districts to increase the turn-over of on-street spaces
- Enforce parking regulations in residential districts and school zones

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue	231,252	254,746	217,006	241,000
Subsidies	677,846	552,600	573,267	454,420
Total Income	909,098	807,346	790,273	695,420
Personnel	117,579	118,030	88,458	115,739
Operating	574,740	562,599	719,057	574,603
Capital	-	-	-	-
Other	154,725	7,134	5,354	5,078
Total Expense	847,044	687,763	812,869	695,420
(Net Gain)/Loss	(62,054)	(119,583)	22,596	-

Significant Adjustments

- None

Parking

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
Charges for Services	224,692	249,320	215,586	240,000
Other Revenue	6,560	5,426	1,420	1,000
Total Revenue	231,252	254,746	217,006	241,000
Subsidies				
Capital Improvement Fund				
From General Fund	677,846	552,600	573,267	454,420
Total Subsidies	677,846	552,600	573,267	454,420
Total Income	909,098	807,346	790,273	695,420
Personnel				
Salaries				
General Service	57,200	56,530	37,966	37,966
Temporary/Part Time	26,231	26,356	27,138	49,725
Overtime	892	324	-	2,000
Incentive Awards	50	-	-	-
Benefits				
Pension - PERA	11,170	10,988	8,852	12,288
Insurance Benefits	16,574	18,769	9,758	9,514
Medicare Tax	1,184	1,163	945	1,301
Worker's Compensation	3,889	3,852	3,046	1,745
Uniform Cleaning	389	48	753	1,200
Total Personnel	117,579	118,030	88,458	115,739
Operating				
Administrative Services	67,202	76,610	76,610	76,610
Communications	3,628	3,526	3,846	3,050
Contract Services	48,307	46,172	49,068	52,430
Equipment	-	-	-	-
Fuel	3,782	3,838	2,937	2,000
Insurance	6,494	-	5,700	5,700
Printing & Binding	1,819	-	-	1,000
Professional Services	-	63	-	-
Rentals	377,411	370,871	474,313	329,268
Repairs & Maintenance	19,138	6,416	62,300	52,735
Supplies	515	236	723	2,700
Utilities	46,444	54,867	43,560	49,110
Total Operating	574,740	562,599	719,057	574,603
Capital				
Equipment	-	-	-	-
Total Capital	-	-	-	-
Other				
Bond Interest Payment	-	2,731	2,557	1,675
Bond Principal Payment	-	4,403	2,797	3,403
Loan Payment to General Fund	154,725	-	-	-
Total Other	154,725	7,134	5,354	5,078
Total Expense	847,044	687,763	812,869	695,420
(Net Gain)/Loss	(62,054)	(119,583)	22,596	-

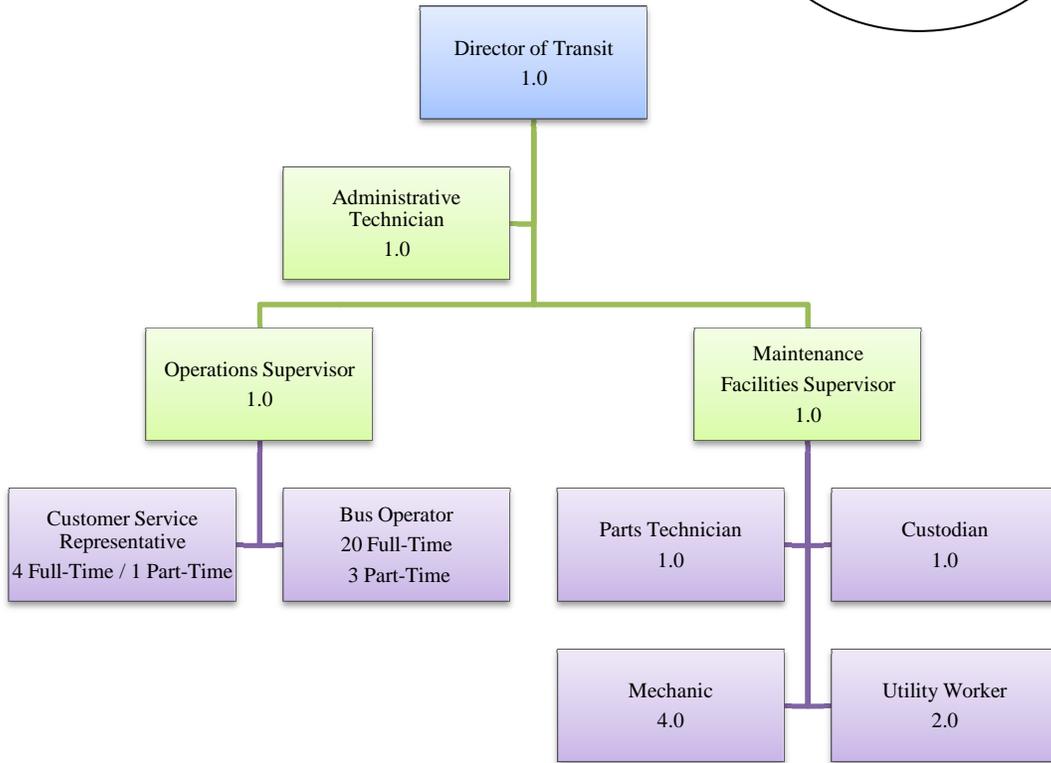
Parking

Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated Salary Range
Parking Enforcer	2	2	2	2	29,408 - 37,515
Total	2	2	2	2	

Pueblo Transit

Brenda Broyles
 Director of Transit
 350 Alan Hamel Ave.
 Pueblo, CO 81003
 (719) 553-2725
 bbroyles@pueblo.us



Pueblo Transit

Mission/Function

Provide safe, reliable and timely fixed route transit service in a courteous and professional manner to the citizens of Pueblo. To provide paratransit transportation to disabled riders who are unable to use the regular transit coaches. With a fleet of 34 vehicles, 20 heavy-duty coaches, 3 inner city commuter buses, and 11 paratransit vans and transporting over 1,000,000 passengers annually, Pueblo Transit is responsible for providing service on 14 fixed routes and a mirrored paratransit system, operating in a 38.6 square mile area of Pueblo City limits, plus one rural route that extends outside city limits into the Salt Creek area. Pueblo Transit is an intermodal transit facility gathering many modes of transportation together and is strategically located to increase destination alternatives. Our downtown Intermodal facilities serve the following bus lines: Greyhound, Americanos, Prestige, and Chaffee Shuttle.

Objectives

- Ensure accessibility to public transportation in the Pueblo community by carefully planning and executing transit services
- Support the system's day-to-day clientele made up of adults, seniors, and persons with disabilities, Medicare cardholders, students and children
- Fully utilize resources afforded to provide quality transportation services
- Strengthen safety awareness programs for employees and the public
- Ensure credible programs to meet the growing demand for reliable, safe and convenient transit services

Significant Adjustments

- Diesel fuel continues to be a challenge
- Increase revenue by increasing the Greyhound hours of operation

New Programs for 2014

- Marketing efforts will be made to increase revenues from the sales of ads on Transit benches, shelters and buses
- Introduce Transit Customer satisfaction surveys in accordance with Federal guidelines
- Electronic fare boxes will be installed in all City-Lift vans
- Security system at the Transit Center will be replaced
- A Transit Operations Advisory Committee will be created to review policy matters assigned by the Transit Board of Directors, relating to the operation of the public mass transit system
- Transit planning efforts will be initiated to increase system wide productivity
- Several Citi-Lift vans will be replaced in accordance with Federal Transit Administration (FTA) useful life guidelines

Pueblo Transit

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue	3,046,843	2,957,244	2,898,739	3,191,774
Subsidies	1,797,258	1,798,650	1,827,512	1,829,004
Total Income	4,844,101	4,755,894	4,726,251	5,020,778
Personnel	2,572,728	2,623,310	2,405,628	2,559,351
Operating	2,006,907	2,009,810	2,016,607	2,205,779
Capital	6,000	3,395	340,818	254,294
Other	-	1,902	1,428	1,354
Total Expense	4,585,635	4,638,417	4,764,481	5,020,778
(Net Gain)/Loss	(258,466)	(117,477)	38,230	-

Pueblo Transit

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
Charges for Services	663,767	674,388	684,994	721,500
Intergovernmental Receipts	2,033,900	1,916,169	2,110,769	2,357,274
Other Revenue	349,176	366,687	102,976	113,000
Total Revenue	3,046,843	2,957,244	2,898,739	3,191,774
Subsidies				
From General Fund	1,797,258	1,798,650	1,827,512	1,829,004
Total Subsidies	1,797,258	1,798,650	1,827,512	1,829,004
Total Income	4,844,101	4,755,894	4,726,251	5,020,778
Personnel				
Salaries				
Pueblo Transit	1,497,788	1,514,533	1,446,786	1,548,734
Safety Incentive	9,232	9,366	8,800	8,800
Tool Allowance	178	451	4,863	-
Uniform Allowance	6,375	6,473	5,750	10,025
Overtime	211,244	169,791	97,808	81,941
Employee of the Quarter	254	253	342	-
Benefits				
Pension - PERA	219,517	216,733	195,646	206,908
Insurance Benefits	529,246	614,198	572,964	626,002
Tool Allowance	3,245	3,199	4,863	-
Medicare Tax	23,994	23,535	21,488	22,869
Worker's Compensation	55,974	50,445	35,236	50,227
Other Payroll Tax Exp	11,585	1,609	7,112	-
Uniform Cleaning	34	4,001	3,930	3,800
Other Payroll Expense	4,062	8,723	40	45
Total Personnel	2,572,728	2,623,310	2,405,628	2,559,351
Operating				
Administrative Services	238,870	272,312	272,312	272,312
Advertising	3,095	3,245	942	3,300
Communications	7,907	8,879	7,821	11,700
Contract Services	825,228	815,241	815,082	845,311
Dues & Subscriptions	11,091	7,390	11,403	10,187
Equipment	12,183	20,986	5,908	2,000
Fuel	433,194	444,460	441,348	596,033
Insurance	58,057	76,184	66,979	75,772
Licenses, Permits, & Fees	820	900	1,028	1,700
Other Charges	30,089	(8,471)	2,037	-
Other Services	1,896	2,581	2,499	2,070
Printing & Binding	16,637	17,135	21,981	17,000
Professional Services	2,817	1,650	1,928	1,710
Rentals	3,192	3,320	2,638	5,300
Repairs & Maintenance	193,664	170,602	198,936	182,706
Supplies	68,328	69,685	69,094	71,978
Training & Education	4,819	2,098	2,108	3,700
Travel	3,051	3,110	1,221	4,000
Utilities	91,969	98,503	91,342	99,000
Total Operating	2,006,907	2,009,810	2,016,607	2,205,779

Pueblo Transit

Budget Detail

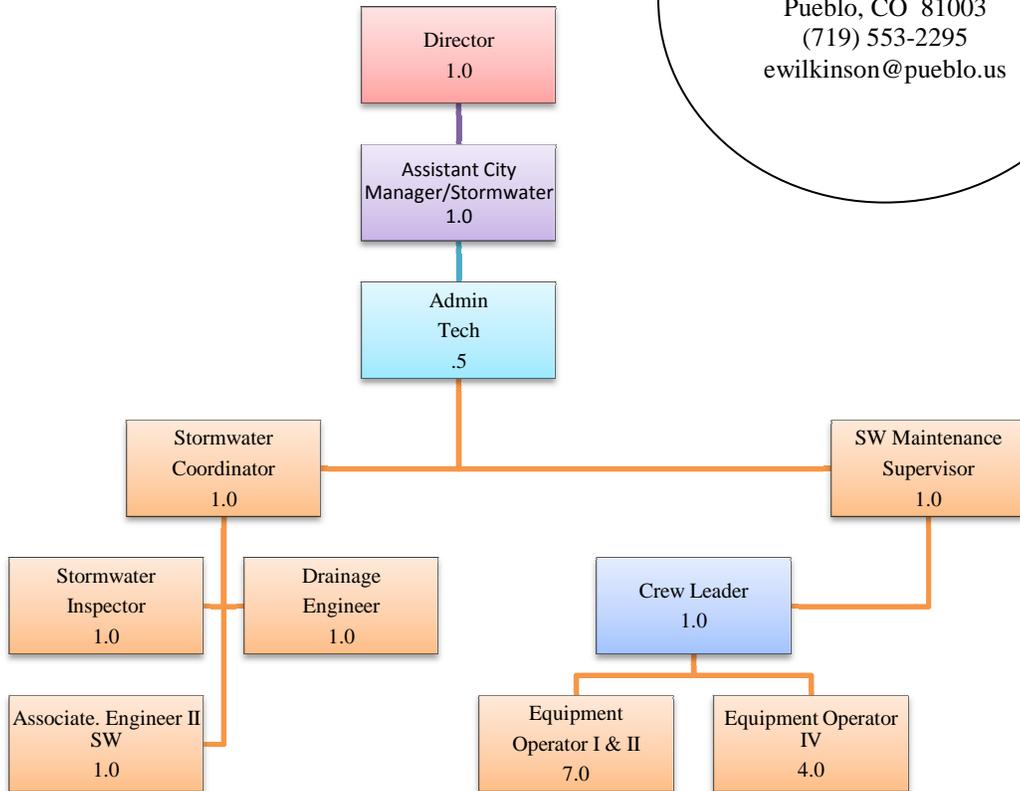
	2,011	2,012	2,013	2014
	Actual	Actual	Estimate	Adopted
Capital				
Equipment	6,000	3,395	340,818	254,294
Total Capital	6,000	3,395	340,818	254,294
Other				
Bond Interest Payment	-	728	682	447
Bond Principal Payment	-	1,174	746	907
Total Other	-	1,902	1,428	1,354
Total Expense	4,585,635	4,638,417	4,764,481	5,020,778
(Net Gain)/Loss	(258,466)	(117,477)	38,230	-

Capital Project Detail

Project No.	Project Description	2014 Adopted
	2014 estimated funding for capital projects to be determined	254,294

Stormwater

Earl Wilkinson, P.E.
Director of Stormwater
211 E. D St.
Pueblo, CO 81003
(719) 553-2295
ewilkinson@pueblo.us



Stormwater

Mission/Function

The mission of the Stormwater Utility is to provide and manage funds and resources needed to improve the quality of water in our streams and creeks, provide adequate maintenance of the City’s drainage facilities, and to provide new infrastructure to reduce flooding problems and insure development practices recognize stormwater as an asset in a semi-arid environment.

Objectives

- Address Federal and State requirements related to improving stormwater quality
- Address maintenance and inspection of the stormwater system and repair and improve existing stormwater infrastructure
- Address water quality on new development and redeveloped sites by the use of stormwater best management practices (BMPs)
- Encourage phased construction on developing sites to minimize land disturbance and the associated increased run-off and decreased water quality from rainfall events
- Administer Flood Plain Regulations and provide mapping for new and existing flood plains
- Inform the public about the importance of preserving the quality of water
- Ensure the City’s storm sewer system meets the demands placed on it by current and future development

New Programs for 2014

- Focus on Detention Ponds along 29th Street Corridor

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue	3,403,015	3,865,725	3,085,463	3,320,000
Subsidies	49,514	67,286	-	-
Total Income	3,452,529	3,933,011	3,085,463	3,320,000
Personnel	1,188,295	1,249,255	1,255,347	1,439,262
Operating	811,272	1,085,356	845,104	1,159,355
Capital	1,483,694	1,246,910	315,219	563,833
Other	100,794	175,550	169,550	157,550
Total Expense	3,584,055	3,757,071	2,585,220	3,320,000
(Net Gain)/Loss	131,526	(175,940)	(500,243)	-

Significant Adjustments

- The Assistant City Manager for Development Services incumbent was reassigned to a newly created classification of Assistant City Manager of Stormwater

Stormwater

Budget

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
Charges for Services	2,754,867	2,784,858	3,082,925	3,315,000
Intergovernmental Receipts	529,684	65,100	-	-
Other Revenue	118,464	1,015,767	2,538	5,000
Total Revenue	3,403,015	3,865,725	3,085,463	3,320,000
Subsidies				
Conservation Trust	49,514	-	-	-
Highway User Trust Fund	-	67,286	-	-
Total Subsidies	49,514	67,286	-	-
Total Income	3,452,529	3,933,011	3,085,463	3,320,000
Personnel				
Salaries				
Administration	213,797	247,759	212,282	344,563
General Service	567,797	579,071	602,212	608,855
Temporary/Part Time	49,668	31,353	33,474	41,458
Overtime	7,536	2,033	1,596	8,000
Sick/Vac/PH Sellback	1,468	2,202	2,202	-
Step-Up	3,520	3,433	5,925	4,000
Uniform/Shoe/Tool Allow	1,225	975	1,462	1,050
Safety Incentive	-	842	519	-
Incentive Awards	793	81	171	-
Benefits				
Pension - PERA	110,712	113,793	112,498	132,986
Insurance Benefits	166,662	196,102	211,112	231,191
Medicare Tax	11,768	12,115	11,968	14,091
Worker's Compensation	46,090	45,641	46,269	46,035
Tuition Reimbursement	1,174	961	-	-
Uniform Cleaning	5,757	5,839	5,463	6,500
Other Payroll Expense	328	7,055	8,194	533
Total Personnel	1,188,295	1,249,255	1,255,347	1,439,262
Operating				
Administrative Services	179,027	204,091	204,091	204,091
Advertising	41	2,363	900	3,000
Communications	6,059	6,137	4,599	8,400
Contract Services	1,061	103	154	7,500
Dues & Subscriptions	1,673	1,625	2,108	2,000
Equipment	10,627	8,638	888	131,444
Fuel	59,974	68,558	72,657	68,500
Insurance	4,727	13,096	-	13,096
Licenses, Permits, & Fees	4,762	4,542	3,932	5,000

Detail

Stormwater

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Other Charges	-	127,500	-	88,158
Other Services	162,208	167,784	171,432	170,000
Printing & Binding	-	123	74	300
Professional Services	116,872	312,522	258,890	282,816
Rentals	25,027	3,435	1,774	7,500
Repairs & Maintenance	136,167	85,307	65,194	83,500
Supplies	68,813	53,717	34,250	56,100
Training & Education	4,769	1,468	1,918	6,000
Travel	2,605	1,331	129	3,250
Utilities	26,860	23,016	22,114	18,700
Total Operating	811,272	1,085,356	845,104	1,159,355
Capital				
Equipment	470,974	149,132	25,966	195,000
Infrastructure	868,193	998,979	239,347	368,833
Repair & Maintenance	144,527	98,799	49,906	-
Total Capital	1,483,694	1,246,910	315,219	563,833
Other				
Bond Interest Payment	794	2,707	6,123	5,162
Bond Principal Payment	-	42,843	39,427	40,388
Capital Improvement Fund	-	-	24,000	12,000
General Fund	100,000	100,000	100,000	100,000
General Fund	-	30,000	-	-
Total Other	100,794	175,550	169,550	157,550
Total Expense	3,584,055	3,757,071	2,585,220	3,320,000
(Net Gain)/Loss	131,526	(175,940)	500,243	-

Stormwater

Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated	
					Salary Range	
Director of Stormwater	1	1	1	1	94,591 -	115,622
Assistant City Manager/Stormwater	0	0	0	1	76,093 -	97,999
Stormwater Coordinator	1	1	1	1	72,557 -	88,676
Stormwater Maintenance Supervisor	1	1	1	1	56,439 -	68,943
Civil Engineer/Drainage	1	1	1	1	64,521 -	78,810
Associate Engineer II Stormwater	1	1	1	1	44,144 -	57,262
Inspector/Stormwater	1	1	1	1	40,353 -	51,549
Stormwater Crew Leader	1	1	1	1	42,782 -	54,674
Equipment Operator IV	4	4	4	4	37,730 -	48,165
Equipment Operator II	3	3	3	3	32,400 -	41,362
Utility Worker/Equipment Operator I	4	4	4	4	29,349 -	38,883
Administrative Technician	0.5	0.5	0.5	0.5	33,258 -	45,136
Total	18.5	18.5	18.5	19.5		

Stormwater

Capital Project Detail

Project No.	Project Description	2014 Adopted Budget
SW1401	Equipment Purchases	195,000
	Contribution to Street Resurfacing (HUTF)	12,000
	Pipeline from St. Charles Res to Lake Minnequa	368,833
SW1499	Projects to be Determined	<u>244,186</u>
	Total 2014 Capital Project Funding	820,019

Walkingstick Golf Course

Mission/Function

Provide and maintain a high quality 18-hole municipal golf course, driving range, and clubhouse for the recreational enjoyment of the general public.

Objectives

- Plan, conduct and supervise the day-to-day play at the course
- Operate and provide year round maintenance for the golf course and its related amenities
- Cooperate with public and private agencies in coordinating leagues, programs, activities and tournaments

New Programs for 2014

- Re-introduce the “Stay and Play” promotional package partnering with local hotels
- Create corporate instruction programs to introduce new payers to the game
- Continue to over seed fairways with drought and cold tolerant seed to reduce winter kill

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue	2,567,053	936,735	987,350	980,573
Subsidies	123,348	138,910	175,032	175,032
Total Income	2,690,401	1,075,645	1,162,382	1,155,605
Personnel	38,157	40,238	39,336	37,482
Operating	887,721	828,595	809,396	825,370
Capital	1,617,275	70,140	-	-
Other	152,211	231,844	318,319	292,753
Total Expense	2,695,364	1,170,817	1,167,051	1,155,605
(Net Gain)/Loss	4,963	95,172	4,669	-

Significant Adjustments

- None

Walkingstick Golf Course

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
Charges for Services	866,203	911,367	987,350	980,573
Other Revenue	1,700,850	25,368	-	-
Total Revenue	2,567,053	936,735	987,350	980,573
Subsidies				
City Park Golf Course	123,348	138,910	175,032	175,032
Total Subsidies	123,348	138,910	175,032	175,032
Total Income	2,690,401	1,075,645	1,162,382	1,155,605
Personnel				
Salaries				
Temporary/Part Time	32,507	33,748	32,812	32,460
Benefits				
Pension - PERA	4,454	4,623	4,496	4,447
Medicare Tax	471	489	476	471
Worker's Compensation	725	753	732	104
Other Payroll Expense	-	625	820	-
Total Personnel	38,157	40,238	39,336	37,482
Operating				
Administrative Services	68,141	77,681	77,681	77,681
Advertising	2,438	3,087	2,200	2,000
Communications	4,020	5,405	5,144	6,350
Contract Services	247,572	225,120	230,426	235,000
Dues & Subscriptions	3,080	3,199	2,990	3,000
Equipment	25,596	1,134	4,380	-
Fuel	28,269	24,969	30,300	25,000
Insurance	4,963	2,339	3,646	8,339
Non-Exp Disbursement	34,760	-	-	-
Non-Exp Reimbursement	(20,149)	(4,710)	-	-
Other Charges	10,337	11,434	10,992	17,000
Other Services	74,159	78,042	74,822	80,000
Professional Services	2,631	2,022	1,874	3,000
Rentals	3,153	4,379	3,981	3,000
Repairs & Maintenance	72,481	66,519	85,983	72,000
Supplies	22,224	33,046	41,802	38,000
Travel	-	-	-	-
Utilities	304,046	294,929	233,175	255,000
Total Operating	887,721	828,595	809,396	825,370

Walkingstick Golf Course

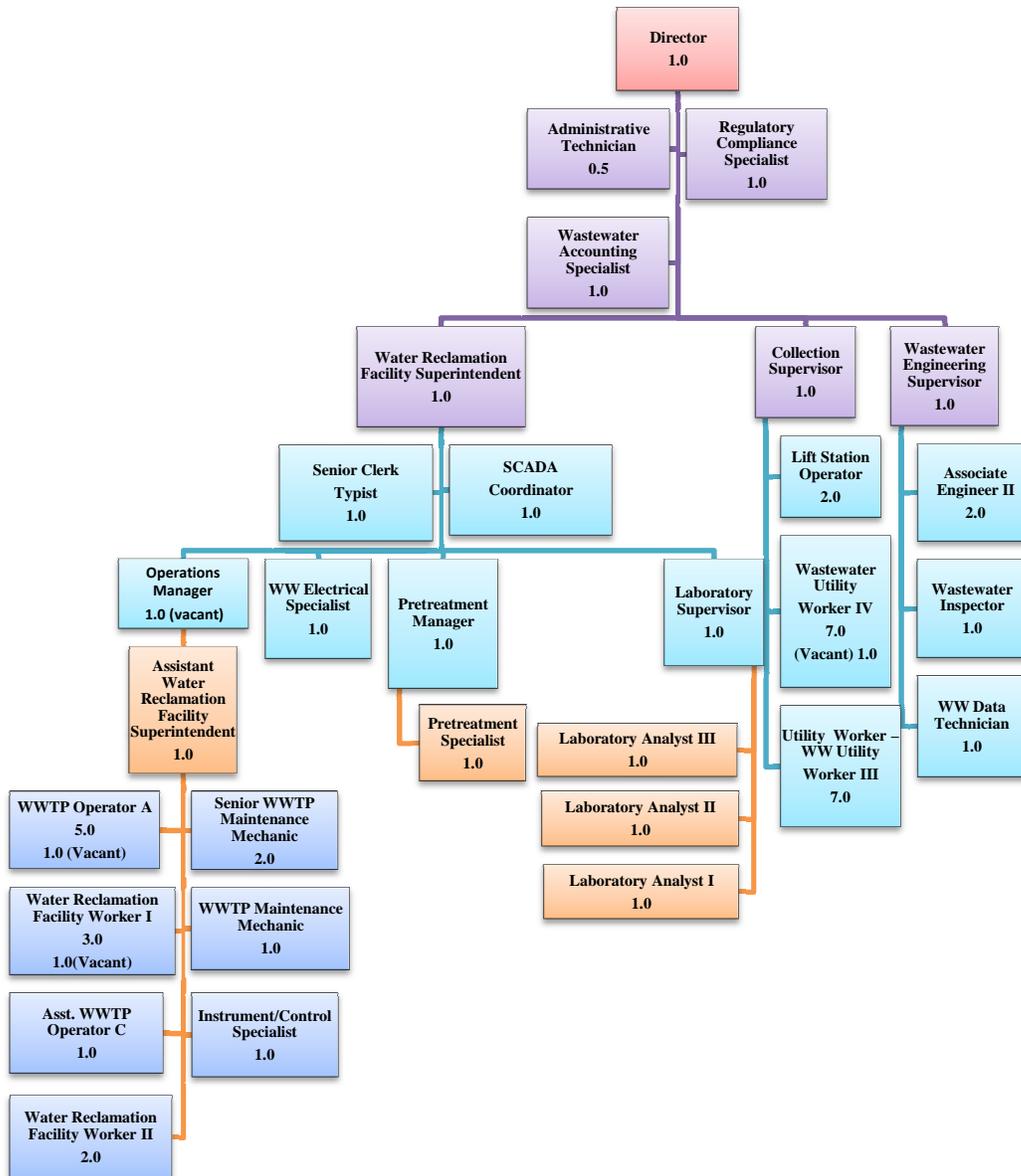
Budget Detail

	2,011	2,012	2,013	2014
	Actual	Actual	Estimate	Adopted
Capital				
Equipment	10,015	14,019	-	-
Land Improvements	1,604,825	56,121	-	-
Repairs & Maintenance	2,435	-	-	-
Total Capital	1,617,275	70,140	-	-
Other				
Bond Interest Payment	79,544	87,278	87,251	80,318
Bond Principal Payment	70,667	144,566	231,068	210,435
Fees & Charges	2,000	-	-	2,000
Total Other	152,211	231,844	318,319	292,753
Total Expense	2,695,364	1,170,817	1,167,051	1,155,605
(Net Gain)/Loss	4,963	95,172	4,669	-

Wastewater



Gene Michael
 Director of Wastewater
 1300 S. Queens Ave.
 Pueblo, CO 81001
 (719) 553-2898
 gmichael@pueblo.us



Wastewater

Mission/Function

The mission of the Wastewater Department is to collect and reclaim wastewater in a manner that is protective of public health and the environment by collecting sanitary sewage from residences, businesses and industries; conveying sewage to the wastewater treatment facility safely and efficiently; treating sewage to levels specified by federal and State law; and disposing of residual materials in compliance with legal requirements.

Objectives

- Meet all legal requirements in a continuous, cost effective manner
- Discharge only nontoxic effluent that meets standards protective of public health and the environment
- Maintain and develop firm treatment and collection system capacity to meet the ongoing needs of community development and the changing requirements of environmental law
- Recycle or dispose of treatment process residuals, meet solids stabilization requirements and limit odor problems
- Upgrade employee training and skill levels in all aspects of treatment, maintenance, laboratory analysis, and safety, including cross training between disciplines to achieve greater efficiency

New Programs for 2014

- Perform design of nutrient removal facilities funded by a \$1.08 Million State Grant
- Remove an existing combined storm and sanitary line on Prairie Avenue and replace it with separate sanitary and storm lines
- Extend the sanitary sewer main along the Otero Boulevard alignment to serve Southern Colorado Medical Center

Budget Summary

	2011 Actual	2012 Actual	2013 Estimate	2014 Adopted
Revenue	28,317,124	18,949,934	14,168,532	28,491,273
Total Income	28,317,124	18,949,934	14,168,532	28,491,273
Personnel	3,714,939	3,773,692	3,981,923	4,197,663
Operating	2,505,047	3,163,642	3,045,145	3,749,719
Capital	18,696,089	6,613,024	3,919,988	18,296,918
Other	2,122,696	2,255,219	2,320,102	2,246,973
Total Expense	27,038,771	15,805,577	13,267,158	28,491,273
(Net Gain)/Loss	(1,278,353)	(3,144,357)	(901,374)	-

Wastewater

Significant Adjustments

- The water quality standards for nutrients adopted by the State of Colorado in 2012 may force the construction of additional treatment facilities to maintain compliance with the final rule that will take effect in 2022. A master planning process for the Water Reclamation Facility will be undertaken to analyze the capabilities of the nutrient removal processes currently under construction, determine what additional treatment technologies, if any, will be required, and develop cost estimates for such additional facilities

Wastewater

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
Charges for Services	13,446,766	13,776,283	14,131,419	14,772,102
Proceeds from Long Term Debt	14,266,483	4,064,317	-	13,550,000
Intergovernmental Receipts	370,019	1,109,334	-	-
Other Revenue	233,856	-	37,113	169,171
Total Revenue	28,317,124	18,949,934	14,168,532	28,491,273
Total Income	28,317,124	18,949,934	14,168,532	28,491,273
Personnel				
Salaries				
Administration	791,991	707,759	697,442	781,243
General Service	1,686,324	1,756,755	1,889,302	2,011,543
Temporary/Part Time	82,020	95,317	106,404	62,842
Overtime	62,196	53,250	36,441	29,000
Sick/Vac/PH Sellback	4,014	5,534	4,118	6,600
Step-Up	22,207	28,749	15,886	17,130
Uniform/Shoe/Tool Allow	3,000	2,625	3,712	2,625
Safety Incentive	-	2,250	1,670	-
Incentive Awards	2,802	244	548	-
Benefits				
Pension - PERA	338,310	332,624	353,874	381,294
Insurance Benefits	552,702	607,224	689,746	727,425
Medicare Tax	25	34,758	36,957	39,480
Worker's Compensation	34,387	116,625	123,117	119,818
Safety & Prod Incentive	115,318	284	117	-
Tuition Reimbursement	1,335	-	-	-
Uniform Cleaning	17,603	16,773	15,722	17,200
Other Payroll Expense	705	12,921	6,867	1,463
Total Personnel	3,714,939	3,773,692	3,981,923	4,197,663
Operating				
Administrative Services	498,174	567,918	567,918	567,918
Advertising	8,748	15,829	3,549	8,850
Communications	27,211	29,582	30,219	34,060
Contract Services	943	35,974	9,543	16,500
Dues & Subscriptions	12,706	15,141	15,141	17,200
Equipment	42,920	31,777	49,689	15,900
Fuel	120,006	115,055	95,516	132,458
Insurance	54,838	130,962	-	200,000
Licenses, Permits, & Fees	22,927	21,952	21,952	29,600
Other Charges	18,676	29,399	49,053	36,500
Other Services	433,567	462,144	457,992	571,000
Printing & Binding	130	727	198	-
Professional Services	175,557	275,690	165,338	306,025
Rentals	7,463	7,161	9,850	10,900
Repairs & Maintenance	302,989	151,800	181,726	324,205
Supplies	285,853	455,362	535,002	482,500
Training & Education	19,745	34,047	16,070	31,500
Travel	14,673	13,021	12,015	36,500
Utilities	457,921	770,101	824,374	928,103
Total Operating	2,505,047	3,163,642	3,045,145	3,749,719

Wastewater

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Capital				
Buildings	16,282,572	3,829,656	877,434	8,340,000
Equipment	288,874	368,225	58,286	254,500
Infrastructure	888,604	78,270	69	5,810,000
Repair & Maintenance	1,236,039	2,336,873	2,984,199	3,892,418
Total Capital	18,696,089	6,613,024	3,919,988	18,296,918
Other				
Bond Interest Payment	444,719	509,766	501,068	455,822
Bond Principal Payment	1,421,994	1,431,980	1,462,619	1,484,303
Capital Improvement Fund	-	57,490	100,000	50,000
Fees & Charges	255,983	255,983	256,415	256,848
Total Other	2,122,696	2,255,219	2,320,102	2,246,973
Total Expense	27,038,771	15,805,577	13,267,158	28,491,273
(Net Gain)/Loss	(1,278,353)	(3,144,357)	(901,374)	-

Wastewater

Staffing Detail

Administration

Title	2011	2012	2013	2014	2014 Estimated	
					Salary Range	
Director of Wastewater	1	1	1	1	96,932 -	115,622
Regulatory Compliance Specialist	1	1	1	1	72,557 -	88,676
WW Accounting Specialist	1	1	1	1	68,043 -	82,988
Administrative Technician	0.5	0.5	0.5	0.5	33,258 -	45,136
Total	3.5	3.5	3.5	3.5		

Collections

	2011	2012	2013	2014	2014 Estimated	
					Salary Range	
WW Collection Supervisor	1	1	1	1	56,439 -	68,943
Wastewater Lift Station Operator	2	2	2	2	40,353 -	51,549
WW Utility Worker IV	7	7	7	7	38,457 -	49,160
WW Utility Worker/WW Utility Worker I/WW Utility Worker II / WW Utility Worker III	7	7	7	7	29,349 -	47,236
Total	17	17	17	17		

Engineering

	2011	2012	2013	2014	2014 Estimated	
					Salary Range	
WW Engineering Supervisor	1	1	1	1	64,521 -	78,810
Associate Engineer II WW	2	2	2	2	44,144 -	57,262
Wastewater Data Technician	1	1	1	1	40,353 -	51,549
Wastewater Inspector	1	1	1	1	40,353 -	51,549
	5	5	5	5		

Wastewater

Staffing Detail

	2011	2012	2013	2014	2014 Estimated Salary Range	
WWTP Superintendent	1	1	1	1	79,877 -	97,642
WWTP Lab Supervisor	1	1	1	1	68,532 -	83,750
WWTP Maintenance Supervisor	1	1	1	0	-	
Assistant WWTP Superintendent	0	0	1	1	79,877 -	97,642
WW SCADA Coordinator	1	1	1	1	51,282 -	65,582
Pretreatment Manager	1	1	1	1	68,532 -	83,750
WW Operator A	0	5	5	5	41,671 -	53,262
Lab Analyst III	1	1	1	1	51,282 -	65,582
Lab Analyst II	0	1	1	1	45,669 -	58,385
Lab Analyst	2	1	1	1	42,782 -	54,674
Pretreatment Specialist	1	1	1	1	41,671 -	53,262
WRF Worker/WRF Worker I/WRF Worker II	6	5	5	5	29,349 -	43,075
Assistant WWTP Operator C	1	1	1	1	32,696 -	41,392
WWTP Maintenance Mechanic	2	1	1	1	37,005 -	47,236
Senior WWTP Maintenance Mechanic	1	2	2	2	41,671 -	53,262
WW Instrument & Controls Specialist	1	1	1	1	41,671 -	53,262
WW Electrical Specialist	0	1	1	1	55,659 -	68,163
Senior Clerk Typist	1	1	1	1	29,980 -	40,595
WWTP Operations Manager	1	1	0	1	56,439 -	68,944
Chief WWTP Operator	4	0	0	0	-	
Total	26	27	27	27		
Department Total	51.5	52.5	52.5	52.5		

Wastewater

Capital Project Detail

Project No.	Project Description	2014 Adopted Budget
WWAN01	Annual Small Main Rehabilitation	690,000
WWAN02	Annual Large Main Rehabilitation	685,918
WWAN03	Annual Point Repairs	300,000
WWAN04	WRF Facility Rehab	500,000
WW1203	Electrical Upgrade	1,008,500
WW1401	Prairie Avenue Main Replacement	5,210,000
WW1402	Otero Blvd Extension	600,000
WW1403	Digester Cover Rehab	358,000
WW1404	Treatment Plant Paving Project	350,000
WWL14A	Nitrogen/Phosphorus Removal	8,340,000
	Contribution to Street Resurfacing (HUTF)	<u>50,000</u>
	Total 2014 Capital Project Funding	18,092,418

Internal Services

Purpose: The Internal Service Fund consists of the Self Insurance, Fleet Maintenance, and Technology Funds. The Internal Service Funds purpose is to provide insurance to City Departments, quality repair and maintenance of all city owned vehicles, and technology to ensure services are provided in an efficient manner.

Source of Revenue: The revenue generated for the Internal Service Fund primarily consists of charges paid by City Departments. Fleet Maintenance does provide some service to non-city owned vehicles.

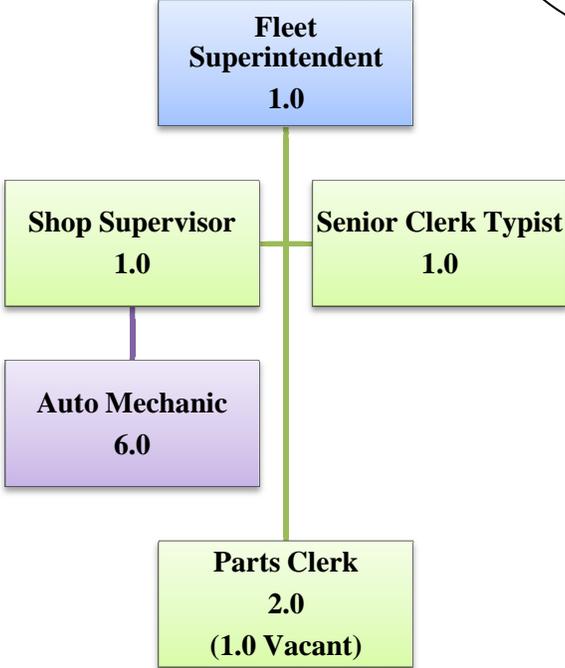
Designated Expenditure: The majority of expenditures are related to insurance, vehicle maintenance, and lease payments for the new telephone system for the City of Pueblo.

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
Fleet Maintenance	3,324,317	3,202,086	2,938,395	2,900,000
Self-Insurance Fund	2,827,779	2,420,489	1,630,106	2,472,189
Technology Fund	98,190	116,500	116,500	116,500
Total Revenue	6,250,286	5,739,075	4,685,001	5,488,689
Expenditure				
Fleet Maintenance	2,970,978	2,914,899	3,066,248	2,900,000
Self-Insurance Fund	2,185,945	2,244,844	2,242,189	2,472,189
Technology Fund	135,496	92,022	130,877	116,500
Total Expenditure	5,292,419	5,251,765	5,439,314	5,488,689

Fleet Maintenance

Sam Ingo
Fleet Superintendent
300 E. D. St.
Pueblo, CO 81003
(719) 553-2335
singo@pueblo.us



Fleet Maintenance

Mission/Function

The mission of Fleet Maintenance is to provide quality vehicle repair and maintenance in a timely, cost-effective manner for 1,100 City and Outside Agency vehicles/equipment, as well as operate a car wash facility and three automated fueling sites. Provide back up support when needed for the Police, Fire and Public Works Departments during emergencies.

Objectives

- Assist Purchasing with disposal of surplus vehicles and equipment
- Continue to assist City Departments in evaluating equipment needs
- Assist with specifications for vehicles/equipment to meet City Department requirements
- Standardize vehicle/equipment to reduce the amount of replacement parts inventory
- Purchase fuel futures contract
- Monitor fuel site inventories
- Accidental Review Committee
- Explore clean green energy fuels

New Programs for 2014

- Work with Finance to find revenue source for Fuel Farm Upgrades
- Work with the Finance Department to develop and implement a vehicle/equipment replacement plan
- Prepare for implementation of new city wide software program

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue	3,324,317	3,202,086	2,938,395	2,900,000
Total Income	3,324,317	3,202,086	2,938,395	2,900,000
Personnel	703,193	696,767	758,881	768,227
Operating	2,262,089	2,207,827	2,296,690	2,120,938
Capital	5,696	-	-	3,500
Other	-	10,305	10,677	7,335
Total Expense	2,970,978	2,914,899	3,066,248	2,900,000
(Net Gain)/Loss	(353,339)	(287,187)	127,853	-

Significant Adjustments

- Continue to operate Parts Room with one less clerk
- Monitor possible loss of revenue from non-profits

Fleet Maintenance

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
Billing	2,773,575	2,562,469	2,562,469	2,660,000
Billing to Other Agencies	545,561	629,266	372,130	240,000
Disposal of Assets	-	1,586	2,020	-
Miscellaneous Revenue	1,291	6,448	-	-
Sale of Surplus	3,890	2,317	1,776	-
Total Revenue	3,324,317	3,202,086	2,938,395	2,900,000
Total Income	3,324,317	3,202,086	2,938,395	2,900,000
Personnel				
Salaries				
Administration	144,491	144,491	145,272	145,271
General Service	294,661	304,580	336,422	347,772
Temporary/Part Time	52,915	10,412	10,698	12,186
Overtime	-	147	-	2,000
Sick/Vac/PH Sellback	3,263	4,903	7,218	6,150
Step-Up	-	41	-	1,200
Uniform/Shoe/Tool Allow	600	450	788	3,525
Incentive Awards	375	425	300	-
Benefits				
Pension - PERA	59,091	57,326	61,575	64,264
Insurance Benefits	113,866	138,841	157,118	150,327
Tool Allowance	2,097	1,746	3,150	-
Medicare Tax	6,641	6,151	6,692	6,942
Worker's Compensation	22,052	21,640	23,858	23,410
Uniform Cleaning	3,040	3,410	3,946	5,000
Other Payroll Expense	101	2,204	1,844	180
Total Personnel	703,193	696,767	758,881	768,227
Operating				
Communications	3,805	3,910	3,483	4,200
Contract Services	28,087	29,030	32,140	34,200
Cost of Merchandise	2,167,231	2,125,684	2,190,439	1,997,838
Dues & Subscriptions	2,794	2,388	3,606	3,200
Equipment	2,203	-	3,284	3,500
Fuel	2,650	2,438	2,450	3,000
Licenses, Permits, & Fees	1,474	986	640	3,500
Other Charges	(2,843)	(5,317)	1,335	-
Professional Services	506	448	1,191	1,000
Rentals	2,377	2,702	2,438	3,000

Fleet Maintenance

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Repairs & Maintenance	9,962	5,342	19,722	12,500
Supplies	9,089	6,843	5,576	10,200
Training & Education	150	32	124	800
Utilities	34,604	33,341	30,262	44,000
Total Operating	2,262,089	2,207,827	2,296,690	2,120,938
Capital				
Equipment	5,696	-	-	3,500
Total Capital	5,696	-	-	3,500
Other				
Bond Interest Payment	-	3,945	3,006	2,419
Bond Principal Payment	-	6,360	7,671	4,916
Total Other	-	10,305	10,677	7,335
Total Expense	2,970,978	2,914,899	3,066,248	2,900,000
(Net Gain)/Loss	(353,339)	(287,187)	127,853	-

Staffing Detail

Title	2011	2012	2013	2014	2014 Estimated Salary Range
Fleet Superintendent	1	1	1	1	71,777 - 87,896
Shops Supervisor	1	1	1	1	57,644 - 70,407
Auto Mechanic	6	6	6	6	38,457 - 49,160
Parts Clerk	2	2	2	2	29,408 - 37,896
Senior Clerk Typist	1	1	1	1	29,980 - 40,596
Total	11	11	11	11	

Self-Insurance

Mission/Function

The Self-Insurance Fund is an Internal Service Fund used to receive payments from City Departments in return for insurance services provided to those Departments. The Self-Insurance Fund is an enterprise activity dedicated to providing services to other City Departments. The fund provides for payment of losses up to the City's self-insured retention limit and purchases re-insurance in the event of losses above that amount. This fund also purchases risk management services for the City in an effort to minimize losses. The major insurance programs in the fund are worker's compensation, property, and liability coverage.

Objectives

- Reduce the City's loss exposure

Budget Detail

	2011 Actual	2012 Actual	2013 Estimate	2014 Adopted
Revenue				
Billing	1,635,633	1,631,689	1,200,314	1,550,000
Interest on Pooled Invest	26,773	17,720	3,339	2,500
Loss of Property Comp	2,947	-	-	-
Miscellaneous Revenue	78,000	-	-	-
Recoveries	32,992	45,332	76,716	70,000
Worker's Comp Reimburse	82,612	201,248	130,048	80,000
Total Revenue	1,858,957	1,895,989	1,410,417	1,702,500
Subsidies				
From General Fund	968,822	524,500	219,689	769,689
Total Subsidies	968,822	524,500	219,689	769,689
Total Income	2,827,779	2,420,489	1,630,106	2,472,189
Operating				
Insurance	2,185,945	2,244,844	2,242,189	2,472,189
Total Operating	2,185,945	2,244,844	2,242,189	2,472,189
Total Expense	2,185,945	2,244,844	2,242,189	2,472,189
(Net Gain)/Loss	(641,834)	(175,645)	612,083	-

Technology

Mission/Function

Provide funding for the payment of principal, interest and fees on the new phone system and other technology items.

Objectives

- Improve the technology available to City staff to enhance the services provided to the citizens of Pueblo.

Budget Detail

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
Billing	98,190	116,500	116,500	116,500
Total Revenue	98,190	116,500	116,500	116,500
Total Income	98,190	116,500	116,500	116,500
Operating				
Communications	50,665	50,116	44,388	50,214
Contract Services	9,500	32,987	30,652	-
Repairs & Maintenance	2,471	2,471	49,533	66,286
Supplies	-	-	6,304	-
Service Contract	-	-	-	-
Total Operating	62,636	85,574	130,877	116,500
Capital				
Equipment	72,860	6,448	-	-
Total Capital	72,860	6,448	-	-
Other				
Bond Interest Payment	-	-	-	-
Lease Payment	-	-	-	-
Total Other	-	-	-	-
Total Expense	135,496	92,022	130,877	116,500
(Net Gain)/Loss	37,306	(24,478)	14,377	-

Arkansas River Legacy

Purpose: The Arkansas River Legacy fund accounts for the construction of a kayak course and other recreational amenities on a portion of the Arkansas River.

Source of Revenue: Funding for the project is primarily Federal and State grants and contributions.

Designated Expenditure: Expenditures are for the construction of the Arkansas River Legacy project.

Budget Summary

	2011 Actual	2012 Actual	2013 Estimate	2014 Adopted
Revenue				
453 Ark River Legacy Project	245,886	(12,760)	-	-
Total Revenue	245,886	(12,760)	-	-
Expenditure				
453 Ark River Legacy Project	573,756	-	-	-
Total Expenditure	573,756	-	-	-

Other Information

- This project is substantially complete. Historical costs are included here for informational purposes only

Economic Development Tax

Purpose: Account for the voter approved one-half cent sales tax to be used for the development of job creating activities throughout the city.

Source of Revenue: A one-half cent sales tax is added to the city sales tax rate.

Designated Expenditure: Projects that are designed to increase economic development for the City of Pueblo.

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
413 Economic Development Tax	16,468,072	8,559,810	8,844,265	7,463,098
Total Revenue	16,468,072	8,559,810	8,844,265	7,463,098
Expenditure				
413 Economic Development Tax	2,190,770	7,470,384	3,780,400	7,463,098
Total Expenditure	2,190,770	7,470,384	3,780,400	7,463,098

Historic Arkansas River Project

Purpose: The Historic Arkansas River Project (HARP) fund accounts for the construction of a river walk project around City Hall and the Convention Center.

Source of Revenue: Financing for the first phase of the project was provided by the issuance of \$12,850,000 of limited tax general obligation bonds. Additional phases have been funded primarily by grants and private donations.

Designated Expenditure: Expenditures are for the construction of the river walk project.

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
450 HARP	286,435	18,331	-	-
Total Revenue	286,435	18,331	-	-
Expenditure				
450 HARP	405,282	-	-	-
Total Expenditure	405,282	-	-	-

Other Information

- The continued expansion of the Historic Arkansas River Project (HARP) for Phase III will enhance the Riverwalk's ability to encourage economic development in the downtown area, as well as provide the community with a unique recreation facility. Phase IIIA, including construction of the Veteran's Bridge, was completed in 2011. Future phases are anticipated to include a Boathouse as well as the construction of the Heritage Plaza

HUD Grants

Purpose: The HUD Grants Fund consists of the Community Development Block Grant (CDBG), HOME Grant, Housing Rehabilitation Loans, and Housing Development Loan Fund (HDLF). HUD Grant's purpose is to increase home ownership, support community development and increase access to affordable housing. CDBG funds are primarily utilized for community development in low-income neighborhoods. The HOME Grant is used for homeowner assistance projects for qualified participants. The Housing Rehabilitation Loan Program accounts for the provision of loans to low income individuals for the purpose of rehabilitation.

Source of Revenue: The majority of revenue is derived from federal grants that are appropriated annually.

Designated Expenditure: Projects associated with home ownership for lower income families and improving the infrastructure of low-income neighborhoods.

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
250 Community Development Block Grant	1,574,719	2,159,224	1,352,799	1,239,064
251 HOME Grant	618,204	1,907,886	709,268	611,762
252 Housing Rehabilitation Loans	13,701	5,931	6,886	255,000
254 Housing Development Loan Fund	-	-	-	-
Total Revenue	2,206,624	4,073,041	2,068,953	2,105,826
Expenditure				
250 Community Development Block Grant	2,133,390	2,073,481	1,352,799	1,239,064
251 HOME Grant	674,026	1,727,572	709,268	611,762
252 Housing Rehabilitation Loans	12,701	5,931	-	255,000
254 Housing Development Loan Fund	-	48,516	-	-
Total Expenditure	2,820,117	3,855,500	2,062,067	2,105,826

Other Information

- Specific projects funded by these HUD revenues are authorized by a separate action of the City Council after public input is received

Intergovernmental

Purpose: The Intergovernmental Fund consists of the Highway User Tax Fund, Conservation Trust, Seized Property, and Federal Forfeiture funds. The Highway User Tax Fund accounts for distributions from the State of Colorado and Pueblo County to be used for operation and maintenance of streets and highways within the City. The Conservation Trust Fund accounts for the collection of revenues from the Colorado state lottery. The Seized Property and Federal Forfeiture funds account for moneys and other assets seized in law enforcement activity.

Source of Revenue: Funds are received from the state or federal government to be used for certain purposes stipulated within each fund. The Highway User Tax Fund revenue is based upon a formula that considers the number of vehicles registered and miles of streets within a municipality. The Conservation Trust Fund revenue is distributed by the Colorado Lottery, and is based upon population within a municipality. Seized Property and Federal Forfeiture revenues are derived from the disbursement of funds seized in state and federal narcotic law enforcement activity. The Seized Property program through the State of Colorado has been eliminated. Therefore, no further revenue will be received from this program.

Designated Expenditure: The primary expenses are related to street resurfacing, capital projects, and supplements to police-related activities. The detail of the Conservation Trust (Lottery) Capital Projects can be found in the Public Improvements section of the budget document.

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
210 Highway User Tax Fund	4,043,620	5,289,823	4,297,440	3,944,344
213 Conservation Trust	966,476	1,075,840	1,137,071	1,005,000
216 Seized Property	-	-	-	-
217 Federal Forfeiture	224,003	79,600	201,939	60,000
Total Revenue	5,234,099	6,445,263	5,636,450	5,009,344
Expenditure				
210 Highway User Tax Fund	4,208,612	3,712,016	5,073,214	3,944,344
213 Conservation Trust	753,816	942,907	1,678,406	1,005,000
216 Seized Property	-	4,338	-	-
217 Federal Forfeiture	249,910	253,667	51,867	60,000
Total Expenditure	5,212,338	4,912,928	6,803,487	5,009,344

Intergovernmental

Capital Project Detail

Project Number	Project Description	2014 Adopted
HUAN01	Street Resurfacing	634,498
HUAN02	Signal/Crosswalk Upgrades	100,000
HUAN04	Vehicle Purchases 2013	100,000
HU1401	East 8th St Bridge Rehab (FASTER)	100,000
HU1402	East 8th St Bridge/Dry Creek Design (FASTER)	359,981
HU1403	Cont to Dillon Flyover Debt (FASTER)	225,000
	Total HUTF Projects	1,519,479
LT1115	Lake Restoration and Management	25,000
LT1205	Equipment Leases-Parks	225,237
LT1207	IT Network Infrastructure	15,000
LT1401	Irrigation Renovations	120,000
LT1402	Parks On-Line Registration Program	30,000
LT1403	Play Equipment Renovations	44,763
LT1404	City Park Tennis Complex Lighting	45,000
	Total CTF/Lottery Projects	505,000

Minnequa Lake

Purpose: The Minnequa Lake fund accounts for the acquisition of the land and water rights, as well as the construction of park and recreational facilities in and around Lake Minnequa.

Source of Revenue: Financing was primarily provided by Federal and State grants, as well as contributions from the Stormwater Utility.

Designated Expenditure: Expenditures used for the acquisition and construction of facilities related to the projects along in and around Lake Minnequa.

Budget Summary

	2011 Actual	2012 Actual	2013 Estimate	2014 Adopted
Revenue				
454 Minnequa Lake	836,777	-	-	-
Total Revenue	836,777	-	-	-
Expenditure				
454 Minnequa Lake	-	-	-	-
Total Expenditure	-	-	-	-

Other Information

- This project is substantially complete. Historical costs are included here for informational purposes only

Other Special Revenue

Purpose: Account for miscellaneous special revenues for which expenditures are restricted to specific purposes. The Pueblo Beautiful Endowment fund is used to account for the collection of gifts for the beautification of the city. The Mountain View Cemetery Endowment is used for gravesite maintenance at the City cemetery. The Contributions and Donations fund is for monies donated to the city for specific purposes. HARP Land Sales fund is used for development of land around HARP in downtown Pueblo.

Source of Revenue: Revenue is primarily received from grants, contributions, and donations that are stipulated for a certain purpose.

Designated Expenditure: Management fees for Mountain View Cemetery represent the majority of expenditures. All other expenditures will only occur on a need basis to satisfy the stated purpose of the fund.

Budget Summary

	2011 Actual	2012 Actual	2013 Estimate	2014 Adopted
Revenue				
220 Pueblo Beautiful Endowment	72	43	100	100
221 Mtn View Cemetery Endowment	5,662	6,089	8,000	62,000
223 Contributions & Donations	26,857	41,759	-	50,000
225 HARP Land Sales	831	461	102	54,000
Total Revenue	33,422	48,352	8,202	166,100
Expenditure				
220 Pueblo Beautiful Endowment	-	-	100	100
221 Mtn View Cemetery Endowment	60,233	60,273	62,000	62,000
223 Contributions & Donations	22,356	20,700	50,000	50,000
225 HARP Land Sales	2,051	10,542	-	54,000
Total Expenditure	84,640	91,515	112,100	166,100

Police Building

Purpose: The Police Building fund accounts for the construction of the new police building, police substations, and two fire stations.

Source of Revenue: Financing was from a voter approved payment in lieu of tax from Xcel Energy in the amount of \$13,000,000, as well as the issuance of Certificates of Participation for the remaining cost of the building. Federal and state grant funds were also used for the construction of the fire stations.

Designated Expenditure: Expenditures used for the construction of facilities as listed above.

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
455 Police Building	395,480	30,009	6	-
Total Revenue	395,480	30,009	6	-
Expenditure				
455 Police Building	356,065	335,025	42,684	-
Total Expenditure	356,065	335,025	42,684	-

Other Information

- The City voters approved the use of \$17 million, including a \$13 million payment in lieu of taxes plus future property tax revenues to be received by the City, pursuant to an agreement with Xcel Energy resulting from their construction of a new power plant. The funds were used for the construction of a new police building, and the construction or relocation of the southwest fire station and the Minnequa fire station. Construction of the Police Building was completed in early 2010 and the southwest fire station was substantially complete in 2010. The Minnequa station was completed in 2012

Public Improvements

Purpose: The Public Improvement Fund includes Police Grants, Transportation Grants, Planning Grants, and Transportation Planning Grants, along with the general Capital Improvement Fund. The purpose of the fund is to enhance the services provided by the City by utilizing the various federal and state grants that are available. Police Grants are used to provide and address additional public safety issues. The Transportation Grants are used to address the numerous transportation related projects in the City of Pueblo. The Planning Grants are used to acquire, enhance or maintain the parks and open space areas of the City. Transportation Planning Grants address any urban and regional transportation planning with the City of Pueblo. The Capital Improvement Fund is used for other capital projects that are funded by revenue sources other than state and federal grants. This fund accounts for capital projects, large and small, that occur throughout the City of Pueblo, except for those required to be reported in a capital project fund. The Capital Improvement Fund-Grants is used to account for other capital projects that have at least one grant as a source of revenue.

Source of Revenue: Revenues for the Public Improvement Fund are typically received from Federal and State Grants that may or may not require a match from the General Fund. Other major funding sources for public improvement projects are the Conservation Trust Fund (Lottery), General Fund, Highway Users Tax Fund, and interest derived from the Economic Development Tax Fund.

Designated Expenditure: The expenditures typically involve large-scale projects that enhance the City of Pueblo. A listing of current and ongoing projects is included in the following pages of this document.

Public Improvements

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
255 Police Grants	383,284	230,539	374,516	290,000
256 DOT Grants	319,111	385,874	423,616	-
260 Planning Grants	4,051,854	2,539,362	1,055,537	-
263 Transportation Planning	245,793	191,808	340,393	418,668
401 Capital Improvement Fund	4,892,350	2,291,986	309,120	380,000
402 Capital Improvement Fund-Grants	1,061,819	76,745	1,464,600	-
Total Revenue	10,954,211	5,716,314	3,967,782	1,088,668
Expenditure				
255 Police Grants	385,704	233,183	374,516	290,000
256 DOT Grants	401,450	422,344	423,616	-
260 Planning Grants	3,055,248	5,288,059	1,055,537	-
263 Transportation Planning	246,000	191,562	340,393	418,668
401 Capital Improvement Fund	3,896,472	5,934,908	681,747	380,000
402 Capital Improvement Fund-Grants	510,998	105,996	67,764	-
Total Expenditure	8,495,872	12,176,052	2,943,573	1,088,668

Capital Project Detail

Project		2014
Number	Project Description	Adopted
CIAN12	Technology Upgrades	150,000
CIAN18	Grant Matches - Airport	80,000
CIAN20	City Building Repairs	150,000
	Total Capital Improvement Fund Projects	380,000

Special Charges

Purpose: The Special Charges Fund consists of the Southside Landfill Trust, E-911 Telephone, Solid Waste Service Charge, Sales Tax Collection Fee Fund, and Excess Court Fines. These funds are utilized for specific functions within the City of Pueblo.

Source of Revenue: Funds are primarily received from fees that are charged to customers that use the specific service. The solid waste service charge is \$.25 per cubic yard of waste surcharge on tipping fees at all solid waste disposal sites. The Sales Tax Collection Fee revenue is obtained from collection of the sales tax vendor fee of 3.3%. The Excess Court Fine revenue is derived from fines imposed by the Municipal Court which exceed \$300; any amount collected over the \$300 is considered an excess fine. The Southside landfill no longer collects fees. The revenue figure in the table below is an estimate of interest payment in the trust.

Designated Expenditure: The Southside Landfill Trust is used to accumulate resources relative to the post-closing costs of a portion of the Southside Landfill that is owned and operated by a private operator. The E-911 fees are restricted to operating and capital expenditures related to the 911 service provided by the city. The solid waste service charges are to be used for solid waste management and education. The resources accumulated in the Sales Tax Collection Fee are restricted to the operations and debt service of certain activities of the Pueblo Urban Renewal Authority. Excess court fines are used for graffiti removal and prevention programs.

Budget Summary

	2011 Actual	2012 Actual	2013 Estimate	2014 Adopted
Revenue				
212 Southside Landfill Trust	82,143	81,219	62,889	65,000
214 E-911 Telephone Charge	756,612	1,395,309	841,760	808,926
218 Solid Waste Service Charge	252,192	274,981	264,930	200,000
231 Sales Tax Collection Fee	2,957,646	1,643,817	1,659,854	1,675,545
232 Excess Court Fines	36,172	43,387	35,392	30,000
Total Revenue	4,084,765	3,438,713	2,864,825	2,779,471
Expenditure				
212 Southside Landfill Trust	-	-	-	65,000
214 E-911 Telephone Charge	732,000	837,870	912,660	808,926
218 Solid Waste Service Charge	100,000	100,000	100,000	200,000
231 Sales Tax Collection Fee	2,957,646	1,643,817	1,659,854	1,675,545
232 Excess Court Fines	10,298	21,617	12,422	30,000
Total Expenditure	3,799,944	2,603,304	2,684,936	2,779,471

Other Information

- Greater detail of E-911 fee revenue and expenditure is provided on Page H-13

Special Charges

E-911 Telephone Charges

Mission/Function

The E-911 Telephone Charge Fund is a Special Revenue Fund used to receive funds which are restricted by ordinance for the costs associated with the implementation, operation and maintenance of the 9-1-1 emergency telephone system. The 911 dispatch center is operated by the Pueblo Police Department, and funds are transferred as budgeted to the City's General Fund for allowable expenditures in that division of the Police Department. Income for this fund is derived through a monthly charge per phone line for all telephone lines within the City. This charge was raised from 40 cents per line to 70 cents per line during 2006, with the purpose of upgrading the technology and equipment utilized by the 911 emergency response systems.

Objectives

- Improve the quality of service provided by the dispatch center, as well as to upgrade and maintain technology and equipment utilized by the 911 emergency response systems.

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
E-911 Telephone Fee	751,568	1,389,765	838,900	750,000
Interest Income	5,044	5,544	2,860	2,000
Prior Year Fund Balance	-	-	-	56,926
Total Revenue	756,612	1,395,309	841,760	808,926
Expenditure				
Transfer to General Fund	432,000	432,000	452,000	508,926
Transfer to Debt Service	300,000	340,000	300,000	300,000
Operating Supplies	-	15,034	570	-
Computer Equipment	-	50,836	160,090	-
Total Expenditure	732,000	837,870	912,660	808,926

Special Districts

Purpose: Account for and provide the maintenance of certain public infrastructure for entities within their district.

Source of Revenue: Southpointe and Bandera Boulevard Special Improvement Maintenance Districts derive their respective revenue by imposing an additional property tax of 5-mills and 3-mills, respectively, to all residents within their district. The North Gateway Business Improvement District (BID) is to be utilized for public improvements within its district. The North Gateway BID is located at the new Pueblo Crossing shopping center. A Public Improvement Fee is imposed by the retailers located within the North Gateway Business Improvement District on all sales within the district. Revenue collected from this fee is restricted for the construction of certain additional public improvements within the district.

Designated Expenditure: Maintenance and public improvements within each of the districts.

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
215 Southpointe SIMD	19,816	18,602	17,075	29,300
219 Bandera SIMD	40,067	21,572	19,221	89,336
224 North Gateway BID	236,210	231,769	232,608	254,000
702 North Gateway PIF	244,291	235,800	234,386	260,000
Total Revenue	540,384	507,743	503,290	632,636
Expenditure				
215 Southpointe SIMD	11,264	8,421	8,226	29,300
219 Bandera SIMD	17,796	28,832	14,694	89,336
224 North Gateway BID	271,424	231,764	232,608	254,000
702 North Gateway PIF	244,291	235,800	234,386	260,000
Total Expenditure	544,775	504,817	489,914	632,636

Stimulus Grants

Purpose: The Stimulus Grants Fund consists of grants received from the Federal government for the purpose of stimulating the struggling economy. In 2008, the Housing Economic Recovery Act (HERA) was enacted by Congress to provide funding to the collapsing housing markets across the country. In early 2009, the American Recovery and Reinvestment Act (ARRA) was also passed by Congress to provide funding for various types of projects and programs with the purpose of creating jobs and stimulating the economy.

Source of Revenue: Revenues are derived from the federal grants that were appropriated under ARRA and HERA.

Designated Expenditure: Projects are varied and are strictly defined under the provisions of each federal grant award and contract.

Budget Summary

	2011	2012	2013	2014
	Actual	Actual	Estimate	Adopted
Revenue				
240 ARRA Grants	2,673,542	1,945,632	67,058	-
241 HERA Grants	1,931,245	985,297	1,001,407	-
Total Revenue	4,604,787	2,930,929	1,068,465	-
Expenditure				
240 ARRA Grants	2,596,672	2,152,641	67,058	-
241 HERA Grants	1,664,398	1,003,280	1,001,407	-
Total Expenditure	4,261,070	3,155,921	1,068,465	-

CITY OF PUEBLO

BUDGET GLOSSARY

The following glossary provides definitions of various terms used in budgeting and financial reporting. The following abbreviations are used throughout the glossary:

AICPA	American Institute of Certified Public Accountants
FASB	Financial Accounting Standards Board
GAAP	Generally accepted accounting principles
GAAS	Generally accepted auditing standards
GAGAS	Generally accepted government auditing standards
GASB	Governmental Accounting Standards Board
IGAS	Interpretation of the Governmental Accounting Standards
NCGA	National Council on Governmental Accounting
SAS	Statement on Auditing Standards
SGAC	Statement of Governmental Accounting Concepts
SGAS	Statement of Governmental Accounting Standards

Accountability: Being obliged to explain one's actions, to justify what one does. Governmental accountability is based on the belief that the citizenry has a "right to know," a right to receive openly declared facts that may lead to public debate by the citizens and their elected representatives. [SGAC 1]

Activity: A specific and distinguishable service performed by one or more organizational components of a government to accomplish a function for which the government is responsible (e.g., police is an activity within the *public safety* function).

Agency funds: One of four types of fiduciary funds. Agency funds are used to report resources held by the reporting government in a purely custodial capacity (assets equal liabilities). Agency funds typically involve only the receipt, temporary investment, and remittance of fiduciary resources to individuals, private organizations, or other governments. [SGAS 34]

Appropriated budget: The expenditure authority created by the appropriation ordinances that are signed into law and related estimated revenues. The appropriated budget would include all reserves, transfers, allocations, supplemental appropriations, and other legally authorized legislative and executive changes. [NCGA Interpretation 10]

Assessed valuation: A valuation set upon real estate or other property by the Pueblo County Assessor as a basis for levying taxes.

Basis of accounting: The timing of recognition, that is, when the effects of transactions or events should be recognized for financial reporting purposes. For example, the effects of transactions or events can be recognized on an accrual basis (that is, when the transactions or events take place), or on a cash basis (that is, when cash is received or paid). Basis of accounting is an essential part of measurement focus because a particular timing of recognition is necessary to accomplish a particular measurement focus. [SGAS 11]

CITY OF PUEBLO

BUDGET GLOSSARY

Budgetary basis of accounting: The method used to determine when revenues and expenditures are recognized for budgetary purposes.

Business-type activities: One of two classes of activities reported in the government-wide financial statements. Business-type activities are financed in whole or in part by fees charged to external parties for goods or services. These activities are usually reported in enterprise funds. [SGAS 34]

Capital and related financing activities: Term used in connection with cash flows reporting. Capital and related financing activities include (a) acquiring and disposing of capital assets used in providing services or producing goods, (b) borrowing money for acquiring, constructing, or improving capital assets and repaying the amounts borrowed, including interest, and (c) paying for capital assets obtained from vendors on credit. [SGAS 9]

Capital assets: Land, improvements to land, easements, buildings, building improvements, vehicles, machinery, equipment, works of art and historical treasures, infrastructure, and all other tangible or intangible assets that are used in operations and that have initial useful lives extending beyond a single reporting period. [SGAS 34]

Capital projects fund: Fund type used to account for financial resources to be used for the acquisition or construction of major capital facilities (other than those financed by proprietary funds and trust funds). [NCGA Statement 1]

Connection fees: Fees charged to join or to extend an existing utility system. Often referred to as *tap fees* or *system development fees*.

Consistency: The principle according to which once an accounting principle or reporting method is adopted, it will be used for all similar transactions and events. The concept of consistency in financial reporting extends to many areas such as valuation methods, basis of accounting, and determination of the financial reporting entity. [SGAC 1]

Cost-reimbursement basis: Term used in connection with internal service funds. The setting of charges so that costs are systematically recovered on a break-even basis over time.

Debt service fund: Governmental fund type used to account for the accumulation of resources for, and the payment of, general long-term debt principal and interest. [NCGA Statement 1]

Deferred revenue: Resource inflows that do not yet meet the criteria for revenue recognition. Unearned amounts are always reported as deferred revenue. In governmental funds, earned amounts also are reported as deferred revenue until they are available to liquidate liabilities of the current period.

CITY OF PUEBLO

BUDGET GLOSSARY

Designated unreserved fund balance: Management's intended use of available expendable financial resources in governmental funds reflecting actual plans approved by the government's senior management. Expressed another way, designations reflect a government's self-imposed limitations on the use of otherwise available expendable financial resources in governmental funds.

Developer fees: Fees charged to developers to cover, in whole or in part, the anticipated cost of improvements that will be necessary as a result of the development (e.g., parks, sidewalks).

Effectiveness: Term used in connection with the evaluation of internal controls and performance measurement. The degree to which an entity, program, or procedure is successful at achieving its goals and objectives.

Efficiency: Term used in connection with the evaluation of internal controls and performance measurement. The degree to which an entity, program, or procedure is successful at achieving its goals and objectives with the least use of scarce resources. Efficiency necessarily presupposes effectiveness.

Encumbrances: Commitments related to unperformed (executory) contracts for goods or services. [NCGA Statement 1]

Enterprise fund: Proprietary fund type used to report an activity for which a fee is charged to external users for goods or services. [SGAS 34]

Fiduciary funds: Funds used to report assets held in a trustee or agency capacity for others and which therefore cannot be used to support the government's own programs. The fiduciary fund category includes pension (and other employee benefit) trust funds, investment trust funds, private-purpose trust funds, and agency funds. [SGAS 34]

Financial Accounting Standards Board (FASB): The authoritative accounting and financial reporting standard-setting body for business enterprises and not-for-profit organizations. The FASB is the direct successor of the Committee on Accounting Procedure and the Accounting Principles Board. The GASB and its predecessors have elected to apply a number of the FASB's standards, as well as those of its predecessors, to state and local governments.

Financial resources: Resources that are or will become available for spending. Financial resources include cash and resources ordinarily expected to be converted to cash (e.g., receivables, investments). Financial resources also may include inventories and prepaids (because they obviate the need to expend current available financial resources).

Function: A group of related activities aimed at accomplishing a major service or regulatory program for which a government is responsible (e.g., *public safety*).

CITY OF PUEBLO

BUDGET GLOSSARY

Fund: A fiscal and accounting entity with a self-balancing set of accounts recording cash and other financial resources, together with all related liabilities and residual equities or balances, and changes therein, that are segregated for the purpose of carrying on specific activities or attaining certain objectives in accordance with special regulations, restrictions, or limitations. [NCGA Statement 1]

Fund balance: The difference between assets and liabilities reported in a governmental fund.

Fund classifications: One of the three categories (governmental, proprietary, and fiduciary) used to classify fund types.

Fund type: One of 11 classifications into which all individual funds can be categorized. Governmental fund types include the general fund, special revenue funds, debt service funds, capital projects funds; and permanent funds. Proprietary fund types include enterprise funds and internal service funds. Fiduciary fund types include pension (and other employee benefit) trust funds, investment trust funds, private-purpose trust funds, and agency funds.

GASB: Governmental Accounting Standards Board. GASB establishes standards for state and local governmental accounting and financial reporting.

General fund: The general fund is one of five governmental fund types and typically serves as the chief operating fund of a government. The general fund is used to account for all financial resources except those required to be accounted for in another fund. [NCGA Statement 1]

General revenues: All revenues that are *not* required to be reported as program revenues. All taxes, even those that are levied for a specific purpose, are general revenues and should be reported by type of tax—for example, sales tax, property tax, franchise tax, and income tax. All other non-tax revenues (including interest, grants, and contributions) that do not meet the criteria to be reported as program revenues should also be reported as general revenues. [SGAS 34]

Governmental activities: Activities generally financed through taxes, intergovernmental revenues, and other non-exchange revenues. These activities are usually reported in governmental funds and internal service funds. [SGAS 34]

Governmental funds: Funds generally used to account for tax-supported activities. There are five different types of governmental funds: the general fund, special revenue funds, debt service funds, capital projects funds, and permanent funds.

Impact fees: Fees charged to developers to cover, in whole or in part, the anticipated cost of improvements that will be necessary as a result of the development (e.g., parks, sidewalks).

CITY OF PUEBLO

BUDGET GLOSSARY

Improvement: An addition made to, or change made in, a capital asset, other than maintenance, to prolong its life or to increase its efficiency or capacity. The cost of the addition or change is added to the book value of the asset.

Indirect expenses: Expenses that cannot be specifically associated with a given service, program, or department and thus, cannot be clearly associated with a particular functional category. [SGAS 34]

Infrastructure: Long-lived capital assets that normally are stationary in nature and normally can be preserved for a significantly greater number of years than most capital assets. Examples of infrastructure assets include roads, bridges, tunnels, drainage systems, water and sewer systems, dams, and lighting systems. [SGAS 34]

Internal service funds: Proprietary fund type that may be used to report any activity that provides goods or services to other funds, departments, or agencies of the primary government and its component units, or to other governments, on a cost-reimbursement basis. [SGAS 34]

Major fund: A governmental fund or enterprise fund reported as a separate column in the basic fund financial statements. The general fund is always a major fund. Otherwise, major funds are funds whose revenues, expenditures /expenses, assets, or liabilities (excluding extraordinary items) are at least 10 percent of corresponding totals for all governmental or enterprise funds and at least 5 percent of the aggregate amount for all governmental and enterprise funds for the same item. Any other government or enterprise fund maybe reported as a major fund if the government's officials believe that fund is particularly important to financial statement users. [SGAS 34]

Matching requirement: A requirement that grant recipients contribute resources to a program that equal or exceed a predetermined percentage of amounts provided by the grantor.

Modified accrual basis of accounting: Basis of accounting according to which (a) revenues are recognized in the accounting period in which they become available and measurable and (b) expenditures are recognized in the accounting period in which the fund liability is incurred, if measurable, except for unmatured interest on general long-term debt and certain similar accrued obligations, which should be recognized when due. [NCGA Statement 1]

Number of funds principle: The principle that only the minimum number of funds consistent with legal and operating requirements should be established, since unnecessary funds result in inflexibility, undue complexity, and inefficient financial administration. [NCGA Statement 1]

Object: A term used in connection with the classification of expenditures. The article purchased or the service obtained, rather than the purpose for which the article or service was purchased or obtained (e.g., *personal services, contractual services, materials and supplies*).

CITY OF PUEBLO

BUDGET GLOSSARY

Passenger facilities charges (PFCs): A fixed fee authorized by the Federal Aviation Administration that airports may impose on each departing passenger for use in eligible construction projects or for related debt service. This charge is collected by whoever sells the ticket and then remitted to the airport.

Pass-through grants: Grants and other financial assistance received by a governmental entity to transfer to or spend on behalf of a secondary recipient. [SGAS 24]

Payment in lieu of taxes: A payment that a property owner not subject to taxation makes to a government to compensate it for services that the property owner receives that normally are financed through property taxes.

Program: Group activities, operations or organizational units directed to attaining specific purposes or objectives.

Program revenue: Term used in connection with the government-wide statement of activities. Revenues that derive directly from the program itself or from parties outside the reporting government's taxpayers or citizenry, as a whole; they reduce the net cost of the function to be financed from the government's general revenues. [SGAS 34]

Proprietary funds: Funds that focus on the determination of operating income, changes in net assets (or cost recovery), financial position, and cash flows. There are two different types of proprietary funds: enterprise funds and internal service funds.

Re-appropriation: The inclusion of a balance from the prior year's budget as part of the budget of the subsequent fiscal year. Reappropriation is common for encumbrances outstanding at the end of a fiscal year that a government intends to honor in the subsequent fiscal year.

Reserved fund balance: The portion of a governmental fund's net assets that is not available for appropriation.

Special assessment: A compulsory levy made against certain properties to defray all or part of the cost of a specific capital improvement or service deemed to benefit primarily those properties.

Special revenue fund: A governmental fund type used to account for the proceeds of specific revenue sources (other than for major capital projects) that are legally restricted to expenditure for specified purposes. [NCGA Statement 1]

System development fees: Fees charged to join or to extend an existing utility system. Also referred to as *tap fees* or *connection fees*.

Tap fees: Fees charged to join or to extend an existing utility system. Also referred to as *system development fees* or *connection fees*.

CITY OF PUEBLO

BUDGET GLOSSARY

Tax-increment financing: Financing secured by the anticipated incremental increase in tax revenues, resulting from the redevelopment of an area.

Undesignated unreserved fund balance: Available expendable financial resources in a governmental fund that are not the object of tentative management plans (i.e., designations).

ORDINANCE NO. 8666

AN ORDINANCE MAKING APPROPRIATION FOR THE GENERAL FUND, SPECIAL REVENUE FUNDS, DEBT SERVICE FUNDS, CAPITAL PROJECTS FUNDS, ENTERPRISE FUNDS AND INTERNAL SERVICE FUNDS FOR THE FISCAL YEAR 2014 AND ADOPTING THE BUDGET FOR THE YEAR 2014

BE IT ORDAINED BY THE CITY OF PUEBLO that:

SECTION 1.

The budget for the fiscal year 2014 as proposed by the City Manager and as amended by the City Council, the original of which is on file with the Director of Finance, is incorporated herein in full, and hereby approved and adopted.

SECTION 2.

The General Fund Revenue for Fiscal Year 2014 is hereby estimated and the General Fund Appropriation by Department for Fiscal Year 2014 is hereby made as follows:

<u>REVENUE BY SOURCE</u>	<u>AMOUNT</u>	<u>APPROPRIATION BY DEPARTMENT</u>	<u>AMOUNT</u>
Taxes	62,687,186	General Government	9,151,537
Licenses & Permits	567,000	Police	26,648,584
Intergovernmental	1,965,000	Fire	15,278,197
Charges for Service	3,535,480	Public Works	7,715,655
Fines & Forfeits	2,232,880	Parks	4,535,431
Other Revenue	278,461	Non-Departmental	4,607,004
Transfers In	4,391,523	Transfers Out	7,905,540
Fund Balance	184,418		
GENERAL FUND TOTAL	75,841,948	GENERAL FUND TOTAL	75,841,948

SECTION 3.

Revenue is hereby estimated and Appropriations hereby made for the Fiscal Year 2014 for all other Funds of the City of Pueblo as follows:

OTHER FUNDS	<u>REVENUE</u>	<u>APPROPRIATION</u>
INTERGOVERNMENTAL	5,009,344	5,009,344
SPECIAL CHARGES	2,779,471	2,779,471
SPECIAL DISTRICTS	632,636	632,636
OTHER SPECIAL REVENUE	166,100	166,100
HUD GRANTS	2,105,826	2,105,826
PUBLIC IMPROVEMENTS FUND	1,088,668	1,088,668
DEBT SERVICE FUND	3,835,418	3,835,418
ECONOMIC DEVELOPMENT TAX	7,463,098	7,463,098
ELMWOOD GOLF COURSE	1,227,139	1,227,139
WALKINGSTICK GOLF COURSE	1,155,605	1,155,605
HONOR FARM PROPERTIES	111,513	111,513
MEMORIAL HALL	433,206	433,206
MEMORIAL AIRPORT	1,661,542	1,661,542
PUEBLO TRANSIT	5,020,778	5,020,778
PARKING FACILITIES	695,420	695,420
WASTEWATER ENTERPRISE	28,491,273	28,491,273
STORMWATER UTILITY	3,320,000	3,320,000
INTERNAL SERVICE FUNDS	5,488,689	5,488,689

SECTION 4.

The City of Pueblo, Colorado has enacted Ordinance No. 8197, providing for a one-half cent sales and use tax rate increase for a five-year period, pledging the revenue therefore for job creating capital improvement projects within the City of Pueblo and Pueblo Memorial Airport. The anticipated revenue from this tax rate increase for the Fiscal Year 2014 is \$7,463,098 and the full amount thereof, plus any amount available in the fund balance, is hereby appropriated for projects to be determined by City Council by Resolution.

SECTION 5.

Authorized staff positions within all departments of the City, as well as the salaries therefore, are approved and adopted by separate Ordinances. All information pertaining to staffing and salary included in the budget document incorporated herein is solely for the purpose of providing additional information to the user of the document.

SECTION 6.

Pursuant to Sections 7-12 and 7-13 of the Charter of the City of Pueblo, the City Manager is hereby authorized to maintain budgetary control over approved allotments within each department by classification of expenditure category, rather than line item.

SECTION 7.

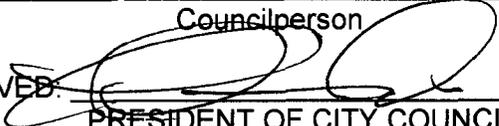
The officers and the staff of the City are directed and authorized to perform any and all acts consistent with the intent of this Ordinance to effectuate the policies and procedures described herein.

SECTION 8.

No expenditures shall be made or warrants issued against any monies appropriated except in strict conformity with the Charter of the City of Pueblo and in accordance with the provisions of this Ordinance.

INTRODUCED: November 11, 2013

BY: Ami Nawrocki
Councilperson

APPROVED: 
PRESIDENT OF CITY COUNCIL

ATTESTED BY: 
CITY CLERK

PASSED AND APPROVED: November 25, 2013

ORDINANCE NO. 8663

AN ORDINANCE LEVYING AND CERTIFYING THE CITY
OF PUEBLO'S PROPERTY TAX MILL LEVY MADE IN 2013
FOR THE 2014 BUDGET YEAR

WHEREAS, the City of Pueblo's budget for fiscal year 2014 has been prepared and approved in accordance with the provisions of Article 7 of the Charter of the City of Pueblo, and

WHEREAS, the 2013 net assessed valuation of all taxable property in the City of Pueblo as certified by the Pueblo County Assessor is \$1,007,943,659 and

WHEREAS, the maximum allowed property tax revenue for fiscal year 2014 pursuant to section 20(7)(c) or Article X of the Colorado Constitution is estimated to be in excess of \$15,757,183; NOW THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

For the purpose of meeting the general operating expenses of the City of Pueblo during the 2014 Fiscal Year, there is hereby made, set and levied a tax of 15.633 mills upon each dollar of the total assessed valuation of all taxable property located within the City of Pueblo on the assessment date.

SECTION 2.

The City Council of the City of Pueblo does hereby certify to the County Commissioners of Pueblo County, Colorado the following mill levy imposed by this Ordinance upon each dollar of the total valuation for assessment of all taxable property located within the City of Pueblo on the assessment date:

Gross Mill Levy

15.633 mills

SECTION 3.

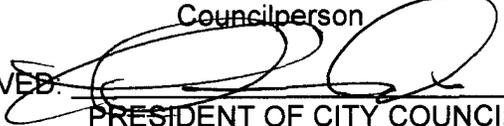
The City Clerk is hereby directed to deliver a certified copy of this Ordinance, together with a Certificate of Tax Levies, form DLG 70, properly completed by the Director of Finance, to the County Commissioners of Pueblo County, Colorado, and the Division of Local Government immediately after passage of this Ordinance.

SECTION 4.

This Ordinance shall become effective upon final passage.

INTRODUCED: November 11, 2013

BY: Ami Nawrocki
Councilperson

APPROVED: 
PRESIDENT OF CITY COUNCIL

ATTESTED BY: 
CITY CLERK

PASSED AND APPROVED: November 25, 2013

ORDINANCE NO. 8665

AN ORDINANCE LEVYING AND CERTIFYING THE
SOUTHPOINTE SPECIAL IMPROVEMENT
MAINTENANCE DISTRICT PROPERTY TAX MILL LEVY
MADE IN 2013 FOR THE 2014 BUDGET YEAR

WHEREAS, the Southpointe Special Improvement Maintenance District's budget for fiscal year 2014 has been prepared and approved, and

WHEREAS, the 2013 net assessed valuation of all taxable property in the Southpointe Special Improvement Maintenance District as certified by the Pueblo County Assessor is \$3,476,884, and

WHEREAS, the maximum allowed property tax revenue for fiscal year 2014 pursuant to section 20(7)(c) or Article X of the Colorado Constitution is estimated to be \$17,384; NOW THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The City Council as the governing body of the Southpointe Special Improvement Maintenance District, for the purpose of meeting maintenance and reserve expenses of the District, does hereby make, set and levy a tax of 5.000 mills upon each dollar of the total assessed valuation of all taxable real property located within the Southpointe Special Improvement Maintenance District on the assessment date for fiscal year 2014.

SECTION 2.

The City Council of the City of Pueblo does hereby fix and certify to the County Commissioners of Pueblo County, Colorado the following mill levy imposed by this Ordinance upon each dollar of the total valuation for assessment of all taxable real property located within the Southpointe Special Improvement Maintenance District on the assessment date:

Gross Mill Levy	5.000 mills
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SECTION 3.

The City Clerk is hereby directed to deliver a certified copy of this Ordinance, together with a Certificate of Tax Levies, form DLG 70, properly completed by the Director of Finance, to the County Commissioners of Pueblo County, Colorado, and the Division of Local Government immediately after passage of this Ordinance.

SECTION 4.

All increases to the District's net fund balance shall constitute and be considered "reserve increases" and therefore a part of the district's 2013 fiscal year spending. All 2013 year-end balances shall constitute and be considered "reserves" and all subsequent expenditures and transfers from such reserves shall be excluded from the district's fiscal year spending within the meaning of Article X, Section 20 (2)(e) of the Colorado Constitution.

SECTION 5.

This Ordinance shall become effective upon final passage.

INTRODUCED: November 11, 2013

BY: Ami Nawrocki
Councilperson

APPROVED: 
PRESIDENT OF CITY COUNCIL

ATTESTED BY: 
CITY CLERK

PASSED AND APPROVED: November 25, 2013

ORDINANCE NO. 8664

AN ORDINANCE LEVYING AND CERTIFYING THE BANDERA BOULEVARD SPECIAL IMPROVEMENT MAINTENANCE DISTRICT PROPERTY TAX MILL LEVY MADE IN 2013 FOR THE 2014 BUDGET YEAR

WHEREAS, the Bandera Boulevard Special Improvement Maintenance District's budget for fiscal year 2014 has been prepared and approved, and

WHEREAS, the 2013 net assessed valuation of all taxable property in the Bandera Boulevard Special Improvement Maintenance District as certified by the Pueblo County Assessor is \$6,357,555, and

WHEREAS, the net mill levy of 3.000 mills is expected to generate the amount of \$19,073 in property tax revenue. The maximum allowed property tax revenue for fiscal year 2013 pursuant to section 20(7) of Article X of the Colorado Constitution is estimated to be \$31,788; NOW THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The City Council as the governing body of the Bandera Boulevard Special Improvement Maintenance District, for the purpose of meeting maintenance expenses of the District, does hereby make, set and levy a tax of 5.000 mills upon each dollar of the total assessed valuation of all taxable real property located within the Bandera Boulevard Special Improvement Maintenance District on the assessment date to meet the cost of maintenance and reserve requirements for fiscal year 2014.

SECTION 2.

A temporary tax credit expressed in mill levy equivalents of 2.000 is hereby approved and certified.

SECTION 3.

The City Council of the City of Pueblo does hereby fix and certify to the County Commissioners of Pueblo County, Colorado the following mill levy imposed by this Ordinance upon each dollar of the total valuation for assessment of all taxable real property located within the Bandera Boulevard Special Improvement Maintenance District on the assessment date:

Gross Mill Levy	5.000 mills
Temporary Property Tax Credit	<u>-2.000 mills</u>
Net Mill Levy	3.000 mills

SECTION 4.

The City Clerk is hereby directed to deliver a certified copy of this Ordinance, together with a Certificate of Tax Levies, form DLG 70, properly completed by the Director of Finance, to the County Commissioners of Pueblo County, Colorado, and the Division of Local Government immediately after passage of this Ordinance.

SECTION 5.

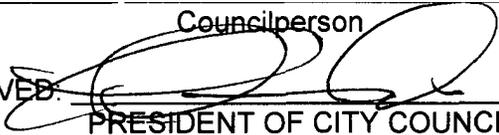
All increase to the District's net fund balance shall constitute and be considered "reserve increases" and therefore a part of the district's 2013 fiscal year spending. All 2013 year-end balances shall constitute and be considered "reserves" and all subsequent expenditures and transfers from such reserves shall be excluded from the District's fiscal year spending within the meaning of Article X, Section 20 (2)(e) of the Colorado Constitution.

SECTION 6.

This Ordinance shall become effective upon final passage.

INTRODUCED: November 11, 2013

BY: Ami Nawrocki
Councilperson

APPROVED: 
PRESIDENT OF CITY COUNCIL

ATTESTED BY: 
CITY CLERK

PASSED AND APPROVED: November 25, 2013

ORDINANCE NO. 8680

AN ORDINANCE PROVIDING FOR THE CITY OF PUEBLO
DEPARTMENTAL AUTHORIZED PERSONNEL POSITIONS
FOR THE FISCAL YEAR 2014

WHEREAS, the City Manager has determined that the following staffing plan for the City Departments best meets the needs of the City; and

WHEREAS, the City Financial Plan (Budget) provides for the funding for the positions as included in the staffing plan.

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that:

SECTION 1.

The following positions shall be authorized for FY 2014:

City Council

City Council President	1
City Council Member	6
Total	7

City Manager's Office

City Manager	1
Deputy City Manager/Community Services	1
Deputy City Manager/Internal Services	1
Assistant City Manager	1
Secretary to City Manager	1
Administrative Assistant	1
Total	6

City Clerk

City Clerk	1
Municipal Records & Technical Coordinator	1
Deputy City Clerk	1
Senior Clerk Typist	1
Total	4

Civil Service

Civil Service Administrator	1
Civil Service Analyst	1
Clerk Typist / Civil Service Technician	1
Civil Service Commissioner	3
Total	6

Finance

Director of Finance	1
Assistant City Manager / Finance	1
Accountant II	3
Accountant I	1
Tax Audit Manager	1
Tax Auditor II	1
Tax Auditor I	1
Compliance/Audit Agent	1
Administrative Technician	1
Accounting Technician IV	2
Accounting Technician III	2
Accounting Technician II	2
Payroll Coordinator	1
Total	18

Fire

Fire Chief	1
Deputy Fire Chief	2
Assistant Fire Chief	3
Fire Captain	30
Emergency Medical Officer	30
Asst Training Officer / Capt	1
Fire Engineer	39
Fire Inspector	2
Firefighter	30
Administrative Technician	1
Clerk Typist / Fire Support Technician	1
Total	140

Fleet Maintenance

Fleet Superintendent	1
Shops Supervisor	1
Auto Mechanic	6
Parts Clerk	2
Senior Clerk Typist	1
Total	11

Honor Farm Properties

Motorsports Operations Supervisor	1
Total	1

Housing and Citizen Services

Director of Housing and Citizen Services	1
Housing & Community Development Coordinator II	1
Loan Coordinator II	1
Senior Clerk Typist	1
Total	4

Human Resources

Director of Human Resources	1
Employee Benefits & Loss Control Manager	1
HR Analyst	3
Benefits Coordinator	1
Clerk Typist / HR Records Technician	1
Total	7

Information Technology

Director of Information Technology	1
Assistant Director of Information Technology	1
Public Relations & Media Specialist	1
Media Systems Administrator	1
Senior Business Systems Analyst	0.75
Senior Network Administrator	1
Senior Security Administrator	1
System Administrator	1
GIS Coordinator	1
Senior PC Network Technician	2
Business Systems Analyst	1
PC Network Technician	1
Communications Supervisor	1
Radio Technician / Radio Technician II	2
Total	15.75

Law Department

City Attorney	1
Assistant City Attorney	3
Legal Assistant	1
Clerk Typist/Law Department Technician	1
Total	6

Memorial Airport

Director of Aviation	1
Airport Operations/Maintenance Supervisor	1
Sr. Airport Operations/Maintenance Specialist	2
Airport Operations/Maintenance Worker/Airport Operations/Maintenance Specialist	6
Administrative Technician	1
Aviation Operations Technician	1
Total	12

Municipal Court

Municipal Court Judge	1
Court Administrator	1
Clerk Typist / Court Technician	4

Lead Court Technician	2
Probation Case Manager	1
Total	9

Parking

Parking Enforcer	2
Total	2

Parks and Recreation

Director of Parks	1
Assistant Director of Parks and Recreation	1
Parks Manager	1
Parks Supervisor	2
Ice Arena Manager	1
Parks Maintenance Mechanic	3
Recreation Supervisor	2
Gardener	1
Parks Senior Mechanic / Welder	1
Park Caretaker II - Irrigation	4
Park Caretaker, Senior	1
Program Coordinator	3
Pueblo Motorsports Park & Contracts Manager	1
Administrative Technician	1
Utility Worker / Park Caretaker I	14
Clerk Typist / Parks & Recreation Technician	1
Total	38

Planning & Community Development*

Director of Planning & Community Development*	1
Assistant City Manager/Community Investment	1
Assistant City Manager/Development Services*	0
Principal Planner	1
Landscape Architect	1
Senior Planner	2
Planner	4
Land Use Technician	1
Administrative Technician	1
Total	12

*The current Director of Parks and Recreation shall be assigned the duties and occupy the position of the Director of Planning and Community Development and shall be paid in accordance with the merit pay range for Class Title- Director of Parks and Recreation. The ACM/Development Services incumbent will be reassigned to a newly created classification of "Assistant City Manager/Stormwater."

Police

Police Chief	1
Police Deputy Chief	3
Police Captain	8
Dispatch Manager	1
Police Records Manager	1
Police Sergeant	25
Police Corporal	55
Police Patrol Officer	115
Police Support Technician I	4
Police Support Technician II	1
Emergency Services Dispatcher Supervisor	3
Emergency Services Dispatcher	24
Crime Analyst	1
Administrative Technician	2
Police Payroll Technician	1
Senior Clerk Typist	7
Clerk Typist / Police Services Technician	15
Building Custodian	1
Code Enforcement Manager	1
Zoning Enforcement Officer	2
Total	271

Public Works - Engineering

Director of Public Works	1
Assistant Director/ Public Works	1
Engineering Manager	1
Civil Engineer/Construction	1
Associate Engineer II	2
Associate Field Engineer	2
Survey Party Chief-LS	1
Survey Party Chief	1
Construction Inspector	2
Surveyor	2
Administrative Technician	1
Senior Clerk Typist	1
Total	16

Public Works - Public Buildings

Bldg/Grounds Superintendent	1
Carpenter	2
Bldg/Grounds Maintenance Mechanic	2
Painter	2
Utility Worker III	2
Total	9

Public Works - Street Cleaning

Sweeper Operator	4
Equipment Operator II	2
Total	6

Public Works - Streets Division

Streets Superintendent	1
Street Maintenance Supervisor	1
Street Inspector	2
Area Crew Leader	2
Pavement Management Technician	1
Equipment Operator IV	6
Equipment Operator II	4
Utility Worker / Equipment Operator I	11
Utility & Maintenance Worker I	1
Total	29

Public Works - Traffic Control

Traffic Control Supervisor	1
Senior Traffic Signal Technician	2
Traffic Signal Technician	3
Traffic Signs & Marking Specialist	2
Traffic Control Utility Worker III	1
Traffic Control Utility Worker II	2
Total	11

Public Works - Transportation

Traffic Engineer	1
Traffic Engineer Analyst	1
Senior Clerk Typist	1
Total	3

Purchasing

Director of Purchasing	1
Purchasing/Contract Coordinator	1
Total	2

Stormwater

Director of Stormwater	1
Assistant City Manager/Stormwater*	1
Stormwater Coordinator	1
Stormwater Maintenance Supervisor	1
Civil Engineer/ Drainage	1
Associate Engineer II Stormwater	1
Inspector/Stormwater	1
Stormwater Crew Leader	1
Equipment Operator IV	4
Equipment Operator II	3
Utility Worker/Equipment Operator I	4

Administrative Technician	0.5
Total	19.5

* Newly created classification to be filled by Assistant City Manager/Development Services

Wastewater Administration

Director of Wastewater	1
Administrative Technician	0.5
Regulatory Compliance Specialist	1
WW Accounting Specialist	1
Total	3.5

Wastewater-Collections

WW Collection Supervisor	1
Wastewater Lift Station Operator	2
WW Utility Worker/WW Utility Worker II/ WW Utility Worker III	7
WW Utility Worker IV	7
Total	17

Wastewater-Engineering

Associate Engineer II WW	2
WW Data Technician	1
WW Engineering Supervisor	1
WW Inspector	1
Total	5

Wastewater-Treatment Plant

Assistant WWTP Operator C	1
Assistant WWTP Superintendent	1
Lab Analyst	1
Lab Analyst II	1
Lab Analyst III	1
Pretreatment Manager	1
Pretreatment Specialist	1
Senior Clerk Typist	1
Senior WWTP Maintenance Mechanic	2
WRF Worker/WRF Worker I/WRF Worker II	5
Wastewater Operator A	5
WW Electrical Specialist	1
WW Instrument & Controls Specialist	1
WW SCADA Coordinator	1
WWTP Lab Supervisor	1
WWTP Maintenance Mechanic	1
WWTP Operations Manager	1
WWTP Superintendent	1
Total	27

Grand Total	717.75
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SECTION 2.

The officers and staff of the City are directed and authorized to perform any and all acts consistent with the intent of this Ordinance to effectuate the transactions described therein.

SECTION 3.

This Ordinance shall be deemed to amend the Fiscal Year 2014 Budget with respect to the number and allocation of positions within Departments and shall become effective January 1, 2014.

INTRODUCED: December 9, 2013

BY: Chris Kaufman
Councilperson

APPROVED: 
PRESIDENT OF CITY COUNCIL

ATTESTED BY: 
CITY CLERK

PASSED AND APPROVED: December 23, 2013

ORDINANCE NO. 8681

AN ORDINANCE AMENDING SECTION 6-5-16 OF CHAPTER 5,
OF TITLE VI OF THE PUEBLO MUNICIPAL CODE RELATING
TO THE CLASSIFICATION AND PAY PLAN FOR FISCAL YEAR
2014

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that: (brackets indicate matter being deleted, underscoring indicates new matter being added)

SECTION 1.

Section 6-5-16 of Chapter 5, of Title VI, of the Pueblo Municipal Code is hereby repealed in its entirety and re-enacted as follows:

6-5-16. Schedule, classification, work week and monthly salary.

The following shall constitute:

- A. The classification and pay range for all bargaining unit employees of the City effective January 1, 2014;
- B. The classification and pay range for all non-bargaining unit employees of the City January 1, 2014;
- C. The pay range for all unclassified employees of the City effective January 1, 2014.

CITY OF PUEBLO
MONTHLY SALARY SCHEDULE
[2013]

CLASS TITLE (A) GENERAL SERVICE	Step									
	Entrance	2	3	4	5	6	7	8	9	10
ACCOUNTANT I	4,656.18	4,780.85	5,027.69	5,276.97	5,399.16	5,463.36	5,539.86	5,617.61	5,694.13	5,853.36
ACCOUNTING TECHNICIAN II	2,419.02	2,475.62	2,620.30	2,792.68	2,846.78	2,882.00	2,924.78	2,968.83	3,011.60	3,100.22
ACCOUNTING TECHNICIAN III	2,450.69	2,521.02	2,660.49	2,802.44	2,870.32	2,966.29	3,044.27	3,135.49	3,226.70	3,317.91
ACCOUNTING TECHNICIAN IV	2,812.29	2,893.75	3,052.96	3,217.12	3,296.11	3,400.38	3,450.70	3,503.54	3,556.37	3,688.90
ADMIN TECH (CERTIFIED)	2,771.58	2,849.61	3,009.52	3,168.14	3,248.69	3,351.55	3,401.63	3,451.69	3,503.00	3,761.37
ADMINISTRATIVE TECHNICIAN	2,718.51	2,795.01	2,951.77	3,107.28	3,186.27	3,287.11	3,336.20	3,385.29	3,435.59	3,688.90
AIRPORT MAINTENANCE MECH	3,083.83	3,171.46	3,349.17	3,526.92	3,615.75	3,660.20	3,713.29	3,771.26	3,825.58	3,936.40
AIRPORT UTILITY WORKER	2,802.56	2,882.78	3,038.31	3,197.50	3,276.50	3,313.53	3,364.13	3,414.72	3,464.08	3,562.51
AREA CREW LEADER	3,565.17	3,667.59	3,873.70	4,081.04	4,182.25	4,234.10	4,299.48	4,362.46	4,426.63	4,556.19
ASSOCIATE ENGINEER I	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.36	4,174.86	4,295.76
ASSOCIATE ENGINEER II	3,678.71	3,782.38	3,994.67	4,208.18	4,313.09	4,435.03	4,504.00	4,570.46	4,640.70	4,771.88
ASSOCIATE ENGINEER II SW	3,678.71	3,782.38	3,994.67	4,208.18	4,313.09	4,435.03	4,504.00	4,570.46	4,640.70	4,771.88
ASSOCIATE ENGINEER II WW	3,678.71	3,782.38	3,994.67	4,208.18	4,313.09	4,435.03	4,504.00	4,570.46	4,640.70	4,771.88
ASSOCIATE FIELD ENGINEER	3,628.11	3,733.00	3,941.58	4,151.41	4,257.53	4,308.15	4,374.80	4,440.17	4,504.39	4,637.58
ASST WWTP OPERATOR C	2,724.68	2,799.95	2,950.54	3,099.88	3,176.38	3,212.19	3,260.32	3,305.97	3,352.87	3,449.36
AUTO MECHANIC	3,204.76	3,299.81	3,484.94	3,667.59	3,761.39	3,807.05	3,865.06	3,923.06	3,979.86	4,096.69
AVIATION OPERATIONS TECH	2,718.51	2,795.01	2,951.77	3,107.28	3,186.27	3,287.11	3,336.20	3,385.29	3,435.59	3,688.90
BENEFITS COORDINATOR	2,842.52	2,964.41	3,086.30	3,208.21	3,330.10	3,451.99	3,573.89	3,695.76	3,817.65	3,939.54
BLD/GRND MAINT MECHANIC	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
BUILDING CUSTODIAN	1,874.17	1,949.26	2,024.37	2,099.50	2,174.61	2,249.73	2,324.84	2,399.93	2,475.04	2,550.16
BUSINESS SYSTEMS ANALYST	3,698.58	3,851.43	4,004.24	4,157.04	4,309.87	4,462.69	4,615.52	4,768.35	4,921.16	5,073.99
CARPENTER	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
CIVIL SERVICE ANALYST	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.36	4,174.86	4,295.76
CIVIL SERVICE TECHNICIAN	2,419.02	2,475.62	2,620.30	2,792.68	2,846.78	2,882.00	2,924.78	2,968.83	3,011.60	3,100.22
CLERK TYPIST	2,218.96	2,280.61	2,407.67	2,536.01	2,597.65	2,630.38	2,670.64	2,708.39	2,748.63	2,827.10
COMPLIANCE/AUDIT AGENT	3,010.23	3,117.24	3,224.23	3,331.24	3,438.24	3,545.25	3,652.24	3,759.26	3,866.27	3,973.27
CONSTRUCTION INSPECTOR	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.36	4,174.86	4,295.76
COURT TECHNICIAN	2,419.02	2,475.62	2,620.30	2,792.68	2,846.78	2,882.00	2,924.78	2,968.83	3,011.60	3,100.22
EMERG SERV DISPATCH SUPV	3,834.20	3,968.49	4,102.77	4,237.04	4,371.32	4,505.60	4,639.89	4,774.15	4,908.44	5,042.72
EMERG SERV DISPATCHER	2,945.38	3,063.18	3,180.98	3,298.81	3,416.63	3,534.43	3,652.26	3,770.08	3,887.88	4,005.70
EQUIPMENT OPERATOR I	2,540.79	2,613.60	2,760.49	2,903.64	2,976.46	3,013.46	3,057.93	3,104.80	3,149.23	3,240.26
EQUIPMENT OPERATOR II	2,700.00	2,776.52	2,932.01	3,087.53	3,165.29	3,202.31	3,250.45	3,299.81	3,349.17	3,446.86
EQUIPMENT OPERATOR IV	3,144.22	3,233.59	3,414.86	3,596.16	3,686.78	3,732.10	3,786.24	3,845.38	3,900.80	4,013.82
FIRE SUPPORT TECHNICIAN	2,419.02	2,475.62	2,620.30	2,792.68	2,846.78	2,882.00	2,924.78	2,968.83	3,011.60	3,100.22
GARDENER	2,855.49	2,938.18	3,101.11	3,266.47	3,349.17	3,404.79	3,456.89	3,509.00	3,559.83	3,662.06
GIS COORDINATOR	3,698.58	3,851.43	4,004.24	4,157.04	4,309.87	4,462.69	4,615.52	4,768.35	4,921.16	5,073.99
HOU/COMM DEV COORD II	3,638.57	3,743.50	3,952.08	4,161.87	4,268.01	4,316.16	4,385.26	4,451.91	4,514.87	4,649.12
HR RECORDS TECHNICIAN	2,419.02	2,475.62	2,620.30	2,792.68	2,846.78	2,882.00	2,924.78	2,968.83	3,011.60	3,100.22
INSPECTOR-STORMWATER	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.36	4,174.86	4,295.76
LAB ANALYST	3,565.17	3,667.59	3,873.70	4,081.04	4,182.25	4,234.10	4,299.48	4,362.46	4,426.63	4,556.19
LAB ANALYST II	3,805.82	3,915.66	4,134.13	4,356.28	4,466.11	4,521.63	4,588.31	4,658.66	4,727.78	4,865.45
LAB ANALYST III	4,273.58	4,398.25	4,646.32	4,894.39	5,016.56	5,080.74	5,157.28	5,235.01	5,311.51	5,465.20
LAND USE RECORDS TECHNICIAN	2,419.02	2,475.62	2,620.30	2,792.68	2,846.78	2,882.00	2,924.78	2,968.83	3,011.60	3,100.22
LAND USE TECHNICIAN	2,812.29	2,893.75	3,052.96	3,217.12	3,296.11	3,336.84	3,386.21	3,438.04	3,489.86	3,688.90
LAW DEPARTMENT TECHNICIAN	2,419.02	2,475.62	2,620.30	2,792.68	2,846.78	2,882.00	2,924.78	2,968.83	3,011.60	3,100.22
LEAD COURT TECHNICIAN	2,450.69	2,521.02	2,660.49	2,802.44	2,870.32	2,966.29	3,044.27	3,135.49	3,226.70	3,317.91
LOAN COORDINATOR II	3,154.16	3,245.93	3,426.95	3,610.83	3,701.07	3,745.39	3,804.58	3,859.13	3,918.13	4,030.53
MEDIA SYSTEMS ADMIN	3,698.58	3,851.43	4,004.24	4,157.04	4,309.87	4,462.69	4,615.52	4,768.35	4,921.16	5,073.99
MUNICIPAL RECORDS TECH/COORD	3,628.11	3,733.00	3,941.58	4,151.41	4,257.53	4,308.15	4,374.80	4,440.17	4,504.39	4,637.58
NETWORK ADMINISTRATOR	3,345.27	3,494.71	3,644.15	3,793.60	3,943.06	4,092.46	4,241.90	4,391.38	4,540.80	4,690.23
PAINTER	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
PARK CARETAKER I	2,540.79	2,613.60	2,760.49	2,903.64	2,976.46	3,013.46	3,057.93	3,104.80	3,149.23	3,240.26
PARK CARETAKER II - IRRIG	2,855.49	2,938.18	3,101.41	3,266.47	3,349.17	3,404.79	3,456.89	3,508.98	3,559.83	3,662.06
PARK CARETAKER, SENIOR	3,204.76	3,297.35	3,482.48	3,666.37	3,760.15	3,805.82	3,863.82	3,921.83	3,978.60	4,095.43
PARKING ENFORCER	2,450.69	2,521.02	2,660.49	2,802.44	2,870.32	2,911.03	2,950.54	2,993.74	3,036.95	3,126.33
PARKS & REC TECHNICIAN	2,419.02	2,475.62	2,620.30	2,792.68	2,846.78	2,882.00	2,924.78	2,968.83	3,011.60	3,100.22
PARKS MAINTENANCE MECH	3,083.83	3,171.46	3,349.17	3,526.92	3,615.75	3,660.20	3,713.29	3,771.26	3,825.58	3,936.40
PARKS SR MECHANIC/WELDER	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,190.15	4,251.38	4,313.09	4,438.52
PARTS CLERK	2,450.69	2,521.02	2,660.49	2,802.44	2,870.32	2,911.03	2,950.54	3,000.90	3,079.45	3,158.02
PAVEMENT MANAGEMENT TECHN	3,565.17	3,667.59	3,873.70	4,081.04	4,182.25	4,234.10	4,299.48	4,362.46	4,426.63	4,556.19
PC NETWORK TECHNICIAN	3,010.23	3,117.24	3,224.23	3,331.24	3,438.24	3,545.25	3,652.24	3,759.26	3,866.27	3,973.27
PLANNER	3,628.11	3,733.00	3,941.58	4,151.41	4,257.53	4,308.15	4,374.80	4,440.17	4,504.39	4,637.58
POLICE PAYROLL TECHNICIAN	2,771.58	2,849.61	3,009.52	3,168.14	3,248.69	3,351.55	3,401.63	3,451.69	3,503.00	3,761.37
POLICE SERVICES TECH	2,419.02	2,475.62	2,620.30	2,792.68	2,846.78	2,882.00	2,924.78	2,968.83	3,011.60	3,100.22

POLICE SUPPORT TECH I	2,823.40	2,906.11	3,066.54	3,230.68	3,312.14	3,352.87	3,403.47	3,454.07	3,504.67	3,604.63
POLICE SUPPORT TECH II	3,154.16	3,245.93	3,426.95	3,610.83	3,701.07	3,745.69	3,804.58	3,859.13	3,918.13	4,030.53
PRETREATMENT SPECIALIST	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
PROBATION CASE MANAGER	3,628.11	3,733.00	3,950.22	4,151.41	4,257.53	4,308.15	4,374.80	4,440.17	4,504.39	4,637.58
PROGRAM COORDINATOR	3,204.76	3,299.81	3,484.94	3,667.59	3,761.39	3,807.05	3,865.06	3,923.06	3,979.86	4,096.69
PUB RELATIONS/MEDIA SPEC	4,301.88	4,490.15	4,678.44	4,894.39	5,055.03	5,243.30	5,431.60	5,619.89	5,808.15	5,996.42
PURCHASING/CONTRACT COORD	3,628.11	3,733.00	3,941.58	4,151.41	4,257.53	4,308.15	4,374.80	4,440.17	4,504.39	4,637.58
RADIO TECHNICIAN	2,855.49	2,938.18	3,101.11	3,266.47	3,349.17	3,404.79	3,456.89	3,509.00	3,559.83	3,662.06
RADIO TECHNICIAN II	3,345.27	3,494.71	3,644.15	3,793.60	3,943.06	4,092.46	4,241.90	4,391.38	4,540.80	4,690.23
SR AIRPORT UTILITY WORKER	3,036.95	3,125.78	3,299.81	3,472.60	3,560.21	3,605.89	3,660.20	3,713.29	3,770.04	3,877.57
SR CLERK (CERTIFIED)	2,498.41	2,570.15	2,712.39	2,857.19	2,926.43	3,024.31	3,103.86	3,196.91	3,289.94	3,382.98
SR CLERK TYPIST	2,450.69	2,521.02	2,660.49	2,802.44	2,870.32	2,966.29	3,044.27	3,135.49	3,226.70	3,317.91
SR PC NETWORK TECHNICIAN	3,628.11	3,733.00	3,941.58	4,151.41	4,257.53	4,308.15	4,374.80	4,440.17	4,504.39	4,637.58
SR PLANNER	4,273.58	4,398.46	4,646.32	4,894.39	5,016.79	5,080.74	5,157.28	5,235.01	5,311.51	5,465.20
SR TRAFFIC SIGNAL TECH	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
SR WWTP MAINT MECHANIC	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
STORMWATER CREW LEADER	3,565.17	3,667.59	3,873.70	4,081.04	4,182.25	4,234.10	4,299.48	4,362.46	4,426.63	4,556.19
STREET INSPECTOR	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.36	4,174.86	4,295.76
SURVEY PARTY CHIEF	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
SURVEY PARTY CHIEF-LS	3,925.55	4,029.21	4,241.50	4,455.00	4,559.93	4,612.98	4,680.84	4,746.27	4,815.42	4,948.09
SURVEYOR	2,883.89	2,966.57	3,131.95	3,297.35	3,380.02	3,421.97	3,472.60	3,526.92	3,577.51	3,681.18
SWEEPER OPERATOR	2,988.80	3,075.19	3,245.51	3,418.28	3,503.44	3,546.64	3,602.19	3,654.03	3,707.10	3,816.21
TAX AUDITOR	3,628.11	3,733.00	3,941.58	4,151.41	4,257.53	4,308.15	4,374.80	4,440.17	4,504.39	4,637.58
TAX AUDITOR II	4,273.58	4,398.46	4,646.32	4,894.39	5,016.79	5,080.74	5,157.28	5,235.01	5,311.51	5,465.20
TRAFFIC CONT UTIL WORK II	2,700.00	2,776.52	2,932.01	3,087.53	3,165.29	3,202.31	3,250.45	3,299.81	3,349.17	3,446.86
TRAFFIC CONT UTIL WRK III	3,204.76	3,299.81	3,484.94	3,667.59	3,761.39	3,807.05	3,865.06	3,923.06	3,979.86	4,096.69
TRAFFIC ENG ANALYST	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.36	4,174.86	4,295.76
TRAFFIC SIGNAL TECH	3,204.76	3,299.81	3,484.94	3,667.59	3,761.39	3,807.05	3,865.06	3,923.06	3,979.86	4,096.69
TRAFFIC SIGNS/MKG SPEC	3,204.76	3,299.81	3,484.94	3,667.59	3,761.39	3,807.05	3,865.06	3,923.06	3,979.86	4,096.69
UTILITY & MAINT WORKER	3,083.83	3,171.46	3,349.17	3,526.92	3,615.75	3,660.20	3,713.29	3,771.26	3,825.58	3,936.40
UTILITY WORKER	2,445.75	2,492.65	2,540.79	2,613.60	2,760.49	2,903.64	2,976.46	3,013.46	3,057.93	3,148.86
UTILITY WORKER III	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.36	4,174.86	4,295.76
WATER RECLAMATION WKR I	2,700.00	2,776.52	2,932.01	3,087.53	3,165.29	3,202.31	3,250.45	3,299.81	3,349.17	3,446.86
WATER RECLAMATION WKR II	2,812.29	2,893.75	3,052.96	3,217.12	3,296.11	3,336.84	3,386.21	3,438.04	3,489.86	3,589.61
WW DATA TECHNICIAN	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.36	4,174.86	4,295.76
WW ELECTRICAL SPECIALIST	4,703.28	4,818.78	4,934.55	5,050.32	5,166.11	5,281.88	5,397.66	5,513.44	5,629.21	5,745.32
WW INSPECTOR	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.36	4,174.86	4,295.76
WW INST/CONTROL SPECIALST	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
WW LIFT STATION OPERATOR	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.36	4,174.86	4,295.76
WW OPERATOR A	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
WW SCADA COORDINATOR	4,273.58	4,398.46	4,646.32	4,894.39	5,016.79	5,080.74	5,157.28	5,235.01	5,311.51	5,465.20
WW UTILITY WORKER I	2,540.79	2,613.60	2,760.49	2,903.64	2,976.46	3,013.46	3,057.93	3,104.80	3,149.23	3,240.26
WW UTILITY WORKER II	2,700.00	2,776.52	2,932.01	3,087.53	3,165.29	3,202.31	3,250.45	3,299.81	3,349.17	3,446.86
WW UTILITY WORKER III	3,083.83	3,171.46	3,349.17	3,526.92	3,615.75	3,660.20	3,713.29	3,771.26	3,825.58	3,936.40
WW UTILITY WORKER IV	3,204.76	3,298.81	3,484.94	3,667.59	3,761.39	3,807.05	3,865.06	3,923.06	3,979.86	4,096.69
WWTP MAINT MECHANIC	3,083.83	3,171.46	3,349.17	3,526.92	3,615.75	3,660.20	3,713.29	3,771.26	3,825.58	3,936.40
ZONING ENFORCEMENT OFFICER	2,823.40	2,906.11	3,066.54	3,230.68	3,312.14	3,352.87	3,403.47	3,454.07	3,504.67	3,604.63

**CITY OF PUEBLO
MONTHLY SALARY SCHEDULE
2013**

CLASS TITLE (A) POLICE	Step									
	Entrance	2	3	4	5	6	7	8	9	10
POLICE CORPORAL	5,679.84	5,679.84	5,679.84	5,765.05	5,765.05	5,851.52				
POLICE PATROL OFFICER	3,474.43	4,300.66	4,562.88	4,962.85	5,120.70	5,202.28	5,281.23	5,362.85	5,440.43	5,595.12
POLICE SERGEANT	6,540.27	6,605.63	6,669.53	6,736.23	6,833.50					

CLASS TITLE (A) FIRE	Step							
	Entrance	2	3	4	5	6	7	8
ASST FIRE CHIEF *	5,937.95	6,054.49	6,384.42	7,576.64				
ASST TRNG OFFICER/CAPTAIN	5,378.56	5,472.88	5,842.53	6,992.29				
EMERGENCY MEDICAL OFFICER *	4,695.01	4,786.81	5,068.39	5,719.11				
FIRE CAPTAIN *	4,878.56	4,972.88	5,342.53	6,482.29				
FIRE ENGINEER *	4,299.31	4,382.42	4,639.19	5,425.00				
FIRE INSPECTOR	4,912.19	4,997.78	5,219.78	5,996.80				
FIREFIGHTER *	3,902.26	4,102.07	4,141.78	4,263.37	4,345.23	4,999.34		

* = 56 hour work week

**CITY OF PUEBLO
MONTHLY SALARY SCHEDULE
2013**

CLASS TITLE	MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(b)						
(B) ADMINISTRATIVE							
ACCOUNTANT II	5376.788	5557.223	5769.452	5963.899	6158.31	6359.101	6567.506
ADMINISTRATIVE ASSISTANT	4150.313	4291.376	4457.853	4610.337	4762.82	4920.415	5081.781
AIRPORT MAINTENANCE SUPERVISOR	4703.284	4862.129	5046.389	5217.942	5388.243	5562.317	5745.325
ASST DIRECTOR/INFORMATION TECHNOLOGY	5376.788	5557.223	5769.452	5963.899	6158.31	6359.101	6567.506
ASST DIRECTOR/PARKS & RECREATION	7041.871	7216.292	7395.076	7634.614	7937.391	8252.301	8591.722
ASST DIRECTOR/PUBLIC WORKS	7757.998	8042.662	8327.291	8612.738	8896.567	9181.196	9467.442
BLDG/GROUNDS MAINT SUPERINTENDENT	5376.788	5557.223	5769.452	5963.899	6158.31	6359.101	6567.506
CIVIL ENGINEER/CONSTRUCTION	6046.468	6249.832	6491.229	6709.821	6929.663	7155.851	7389.687
CIVIL ENGINEER/DRAINAGE	5376.788	5557.223	5769.452	5963.899	6158.31	6359.101	6567.506
CIVIL SERVICE ADMINISTRATOR	6911.689	7148.063	7425.079	7677.984	7930.82	8192.625	8463.279
COMMUNICATIONS SUPERVISOR	4243.26	4386.878	4553.355	4707.108	4860.878	5018.437	5182.376
COURT ADMINISTRATOR	5376.788	5557.223	5769.452	5963.899	6158.31	6359.101	6567.506
CRIME ANALYST	3793.596	3943.055	4092.462	4241.904	4391.38	4540.805	4690.229
DEPUTY CITY CLERK	4356.371	4356.371	4522.848	4675.332	4827.815	4985.41	5146.776
DEPUTY FIRE CHIEF	7202.68	7447.94	7737.71	8000.72	8265.06	8538.27	8996.763
DISPATCH MANAGER	4,800.44	5,114.46	5,428.48	5,742.51	6,056.53	6,370.56	6,684.56
EMPLOYEE BENEFIT/LOSS CONTROL MANAGER	5,711.01	5,904.15	6,129.07	6,337.49	6,544.63	6,758.11	6,979.20
ENGINEERING MANAGER	7,267.68	7,512.93	7,802.71	8,065.71	8,330.06	8,603.26	8,885.36
FLEET SUPERINTENDENT	5,981.47	6,184.84	6,426.23	6,644.83	6,864.67	7,090.86	7,324.69
HR ANALYST	3,655.85	3,775.43	3,895.25	4,014.93	4,146.45	4,278.27	4,409.95
ICE ARENA MANAGER	5,376.79	5,557.22	5,769.45	5,963.90	6,158.31	6,359.10	6,567.51
LANDSCAPE ARCHITECT	4,703.28	4,862.13	5,046.39	5,217.94	5,388.24	5,562.32	5,745.32
LEGAL ASSISTANT	3,655.85	3,775.43	3,895.25	4,014.93	4,146.45	4,278.27	4,409.95
MOTORSPORTS OPERATIONS SUPERVISOR	4,215.31	4,356.37	4,522.85	4,675.33	4,827.82	4,985.41	5,146.78
PMP & CONTRACT MANAGER	5,376.79	5,557.22	5,769.45	5,963.90	6,158.31	6,359.10	6,567.51
PARKS MANAGER	5,376.79	5,557.22	5,769.45	5,963.90	6,158.31	6,359.10	6,567.51
PARKS SUPERVISOR	4,215.31	4,356.37	4,522.85	4,675.33	4,827.82	4,985.41	5,146.78
POLICE CAPTAIN	6,183.39	6,395.48	6,642.90	6,870.16	7,097.39	7,329.70	7,573.37
POLICE DEPUTY CHIEF	7,155.45	7,399.14	7,686.97	7,948.29	8,210.86	8,482.26	8,762.54
POLICE RECORDS MANAGER	4,243.26	4,386.88	4,553.36	4,707.11	4,860.88	5,018.44	5,182.38
POLICE SUPPORT TECHNICIAN SUPERVISOR	4,243.26	4,386.88	4,553.36	4,707.11	4,860.88	5,018.44	5,182.38
PRETREATMENT MANAGER	5,711.01	5,904.15	6,129.07	6,337.49	6,544.63	6,758.11	6,979.20
PRINCIPAL PLANNER	5,376.79	5,557.22	5,769.45	5,963.90	6,158.31	6,359.10	6,567.51
RECREATION SUPERVISOR	4,215.31	4,356.37	4,522.85	4,675.33	4,827.82	4,985.41	5,146.78
REG COMPLIANCE SPECIALIST	6,046.47	6,249.83	6,491.23	6,709.82	6,929.66	7,155.85	7,389.69
SHOPS SUPERVISOR	4,803.69	4,965.07	5,155.68	5,328.50	5,502.61	5,681.77	5,867.30
SR BUSINESS SYSTEMS ANALYST	4,301.88	4,584.31	4,866.74	5,149.17	5,431.60	5,714.04	5,996.46
SR NETWORK ADMINISTRATOR	4,301.88	4,584.31	4,866.74	5,149.17	5,431.60	5,714.04	5,996.46
SR SECURITY ADMINISTRATOR	4,301.88	4,584.31	4,866.74	5,149.17	5,431.60	5,714.04	5,996.46
STORM WATER COORDINATOR	6,046.47	6,249.83	6,491.23	6,709.82	6,929.66	7,155.85	7,389.69
STORMWATER UTILITY MAINTENANCE SUPERVISOR	4,703.28	4,862.13	5,046.39	5,217.94	5,388.24	5,562.32	5,745.32
STREETS MAINTENANCE SUPERVISOR	4,703.28	4,862.13	5,046.39	5,217.94	5,388.24	5,562.32	5,745.32
STREETS SUPERINTENDENT	6,656.45	6,881.37	7,145.70	7,387.15	7,628.60	7,877.68	8,136.91
TAX AUDIT MANAGER	5,376.79	5,557.22	5,769.45	5,963.90	6,158.31	6,359.10	6,567.51
TRAFFIC CONTROL SUPERVISOR	4,703.28	4,862.13	5,046.39	5,217.94	5,388.24	5,562.32	5,745.32
TRAFFIC ENGINEER	6,046.47	6,249.83	6,491.23	6,709.82	6,929.66	7,155.85	7,389.69
WW ACCOUNTING SPECIALIST	5,670.32	5,838.08	6,012.15	6,293.03	6,479.81	6,671.72	6,915.69
WW COLLECTION SUPERVISOR	4,703.28	4,862.13	5,046.39	5,217.94	5,388.24	5,562.32	5,745.32
WW ENGINEERING SUPERVISOR	5,376.79	5,557.22	5,769.45	5,963.90	6,158.31	6,359.10	6,567.51
WWTP LAB SUPERVISOR	5,711.01	5,904.15	6,129.07	6,337.49	6,544.63	6,758.11	6,979.20
WWTP MAINTENANCE SUPERVISOR	5,711.01	5,904.15	6,129.07	6,337.49	6,544.63	6,758.11	6,979.20
WWTP OPERATIONS MANAGER	4,703.28	4,862.13	5,046.39	5,217.94	5,388.24	5,562.32	5,745.32
WWTP SUPERINTENDENT	6,656.45	6,881.37	7,145.70	7,387.15	7,628.60	7,877.68	8,136.91
ZONING ENFORCEMENT SUPERVISOR	4,243.26	4,386.88	4,553.36	4,707.11	4,860.88	5,018.44	5,182.38

**CITY OF PUEBLO
MONTHLY SALARY SCHEDULE
2013**

CLASS TITLE	MERIT PAY RANGES GRANTED	
(C) APPOINTED	UNDER SECTION 6-5-1(b)	
ASST CITY ATTORNEY	6,250.01	8,332.99
ASST CITY MANAGER	6,341.14	8,166.62
ASST MANAGER/COMM INVEST	6,341.14	8,166.62
ASST MANAGER/DEVELOP SVCS	6,341.14	8,166.62
ASST MANAGER/FINANCE	6,926.83	8,467.69
CITY ATTORNEY	10,683.99	13,057.00
CITY CLERK	6,926.83	8,467.69
CITY MANAGER	11,870.61	14,508.51
DEPUTY CITY MANAGER	8,578.51	10,484.83
DIRECTOR/AVIATION	6,926.83	8,467.69
DIRECTOR/FINANCE	8,111.03	9,913.63
DIRECTOR/HOUSING AND CITIZEN SERVICES	7,882.63	9,635.21
DIRECTOR/HUMAN RESOURCES	7,882.63	9,635.21
DIRECTOR/INFORMATION TECH	7,882.63	9,635.21
DIRECTOR/PARKS & REC	8,077.67	9,872.57
DIRECTOR/PLANNING	7,882.63	9,635.21
DIRECTOR/PUBLIC WORKS	9,111.75	11,136.30
DIRECTOR/PURCHASING	6,926.83	8,467.69
DIRECTOR/STORMWATER	7,882.63	9,635.21
DIRECTOR/WASTEWATER	8,077.67	9,872.57
FIRE CHIEF	8,876.96	10,848.90
MUNICIPAL COURT JUDGE	8,077.67	10,415.97
POLICE CHIEF	9,111.75	11,250.00
SECRETARY TO CITY MANAGER	4,150.31	5081.78]

CITY OF PUEBLO
MONTHLY SALARY SCHEDULE
2014

<u>CLASS TITLE</u>	<u>Entrance</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
(A) GENERAL SERVICE										
<u>Accountant I</u>	4,656.18	4,780.85	5,027.69	5,276.98	5,399.16	5,463.36	5,539.86	5,617.61	5,694.13	5,853.36
<u>Accounting Technician II</u>	2,419.02	2,475.62	2,620.30	2,792.68	2,846.78	2,882.00	2,924.78	2,968.83	3,011.61	3,100.22
<u>Accounting Technician III</u>	2,498.41	2,570.15	2,712.39	2,857.19	2,926.43	3,024.31	3,103.86	3,196.91	3,289.94	3,382.98
<u>Accounting Technician IV</u>	2,812.29	2,893.75	3,052.96	3,217.12	3,296.11	3,400.38	3,450.70	3,503.54	3,556.37	3,688.90
<u>Administrative Technician</u>	2,771.58	2,849.61	3,009.52	3,168.14	3,248.69	3,351.55	3,401.63	3,451.69	3,503.01	3,761.37
<u>Airport Ops/Maintenance Specialist</u>	3,083.83	3,176.34	3,271.64	3,369.78	3,470.88	3,575.00	3,682.25	3,792.72	3,906.50	4,023.70
<u>Airport Ops/Maintenance Worker</u>	2,540.79	2,617.01	2,692.01	2,843.30	2,990.75	3,065.75	3,103.87	3,149.67	3,197.94	3,243.71
<u>Area Crew Leader</u>	3,565.17	3,667.59	3,873.70	4,081.04	4,182.25	4,234.10	4,299.48	4,362.46	4,426.63	4,556.19
<u>Associate Engineer I</u>	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.37	4,174.86	4,295.76
<u>Associate Engineer II</u>	3,678.71	3,782.38	3,994.67	4,208.18	4,313.09	4,435.03	4,504.01	4,570.46	4,640.71	4,771.88
<u>Associate Engineer II-SW</u>	3,678.71	3,782.38	3,994.67	4,208.18	4,313.09	4,435.03	4,504.01	4,570.46	4,640.71	4,771.88
<u>Associate Engineer II-WW</u>	3,678.71	3,782.38	3,994.67	4,208.18	4,313.09	4,435.03	4,504.01	4,570.46	4,640.71	4,771.88
<u>Associate Field Engineer</u>	3,628.11	3,733.00	3,941.58	4,151.41	4,257.53	4,308.15	4,374.80	4,440.17	4,504.39	4,637.58
<u>Asst WWTP Operator C</u>	2,724.68	2,799.95	2,950.54	3,099.88	3,176.38	3,212.19	3,260.32	3,305.97	3,352.87	3,449.36
<u>Auto Mechanic</u>	3,204.77	3,299.82	3,484.94	3,667.59	3,761.39	3,807.05	3,865.06	3,923.07	3,979.86	4,096.69
<u>Aviation Operations Technician</u>	2,718.51	2,795.01	2,951.77	3,107.28	3,186.27	3,287.11	3,336.20	3,385.29	3,435.59	3,688.90
<u>Benefits Coordinator</u>	2,842.52	2,964.41	3,086.30	3,208.21	3,330.10	3,451.99	3,573.89	3,695.77	3,817.65	3,939.54
<u>Bldg/Grnds Maintenance Mechanic</u>	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
<u>Building Custodian</u>	1,874.17	1,949.26	2,024.37	2,099.50	2,174.61	2,249.73	2,324.84	2,399.93	2,475.04	2,550.16
<u>Business Systems Analyst</u>	3,698.58	3,851.43	4,004.24	4,157.04	4,309.87	4,462.69	4,615.52	4,768.35	4,921.16	5,073.99
<u>Carpenter</u>	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
<u>Civil Service Analyst</u>	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.37	4,174.86	4,295.76
<u>Civil Service Technician</u>	2,419.02	2,475.62	2,620.30	2,792.68	2,846.78	2,882.00	2,924.78	2,968.83	3,011.61	3,100.22
<u>Clerk Typist</u>	2,218.96	2,280.62	2,407.67	2,536.01	2,597.65	2,630.38	2,670.64	2,708.39	2,748.64	2,827.10
<u>Compliance/Audit Agent</u>	3,010.23	3,117.24	3,224.23	3,331.24	3,438.24	3,545.25	3,652.24	3,759.27	3,866.28	3,973.27
<u>Construction Inspector</u>	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.37	4,174.86	4,295.76
<u>Court Technician</u>	2,419.02	2,475.62	2,620.30	2,792.68	2,846.78	2,882.00	2,924.78	2,968.83	3,011.61	3,100.22
<u>Emergency Services Dispatch Supv.</u>	3,834.20	3,968.49	4,102.77	4,237.04	4,371.32	4,505.60	4,639.89	4,774.15	4,908.44	5,042.72
<u>Emergency Service Dispatcher</u>	2,945.38	3,063.18	3,180.98	3,298.81	3,416.63	3,534.43	3,652.26	3,770.08	3,887.88	4,005.70
<u>Equipment Operator I</u>	2,540.79	2,613.60	2,760.49	2,903.64	2,976.46	3,013.47	3,057.93	3,104.80	3,149.23	3,240.26
<u>Equipment Operator II</u>	2,700.00	2,776.52	2,932.01	3,087.53	3,165.29	3,202.31	3,250.45	3,299.82	3,349.17	3,446.86
<u>Equipment Operator IV</u>	3,144.22	3,233.59	3,414.86	3,596.16	3,686.78	3,732.10	3,786.24	3,845.38	3,900.80	4,013.82
<u>Fire Support Technician</u>	2,419.02	2,475.62	2,620.30	2,792.68	2,846.78	2,882.00	2,924.78	2,968.83	3,011.61	3,100.22
<u>Gardener</u>	2,855.49	2,938.18	3,101.11	3,266.47	3,349.17	3,404.79	3,456.89	3,509.00	3,559.83	3,662.06
<u>GIS Coordinator</u>	3,698.58	3,851.43	4,004.24	4,157.04	4,309.87	4,462.69	4,615.52	4,768.35	4,921.16	5,073.99
<u>Housing/Comm. Dev. Coordinator II</u>	3,638.58	3,743.50	3,952.08	4,161.87	4,268.01	4,316.16	4,385.26	4,451.91	4,514.87	4,649.12
<u>HR Records Technician</u>	2,419.02	2,475.62	2,620.30	2,792.68	2,846.78	2,882.00	2,924.78	2,968.83	3,011.61	3,100.22
<u>Inspector – Stormwater</u>	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.37	4,174.86	4,295.76
<u>Lab Analyst</u>	3,565.17	3,667.59	3,873.70	4,081.04	4,182.25	4,234.10	4,299.48	4,362.46	4,426.63	4,556.19

Lab Analyst II	3,805.82	3,915.66	4,134.13	4,356.28	4,466.11	4,521.63	4,588.31	4,658.66	4,727.78	4,865.45
Lab Analyst III	4,273.58	4,398.46	4,646.32	4,894.39	5,016.79	5,080.74	5,157.28	5,235.01	5,311.52	5,465.20
Land Use Technician	2,812.29	2,893.75	3,052.96	3,217.12	3,296.11	3,336.84	3,386.21	3,438.04	3,489.86	3,688.90
Law Department Technician	2,419.02	2,475.62	2,620.30	2,792.68	2,846.78	2,882.00	2,924.78	2,968.83	3,011.61	3,100.22
Lead Court Technician	2,498.41	2,570.15	2,712.39	2,857.19	2,926.43	3,024.31	3,103.86	3,196.91	3,289.94	3,382.98
Loan Coordinator II	3,154.16	3,245.93	3,426.95	3,610.83	3,701.07	3,745.39	3,804.58	3,859.13	3,918.13	4,030.53
Media Systems Administrator	3,698.58	3,851.43	4,004.24	4,157.04	4,309.87	4,462.69	4,615.52	4,768.35	4,921.16	5,073.99
Municipal Records Tech/Coordinator	3,628.11	3,733.00	3,941.58	4,151.41	4,257.53	4,308.15	4,374.80	4,440.17	4,504.39	4,637.58
Painter	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
Park Caretaker I	2,540.79	2,613.60	2,760.49	2,903.64	2,976.46	3,013.47	3,057.93	3,104.80	3,149.23	3,240.26
Park Caretaker II – Irrig.	2,855.49	2,938.18	3,101.41	3,266.47	3,349.17	3,404.79	3,456.89	3,508.98	3,559.83	3,662.06
Park Caretaker, Senior	3,204.77	3,297.35	3,482.48	3,666.37	3,760.15	3,805.82	3,863.82	3,921.83	3,978.60	4,095.44
Parking Enforcer	2,450.69	2,521.02	2,660.49	2,802.44	2,870.32	2,911.03	2,950.54	2,993.74	3,036.95	3,126.33
Parks & Rec Technician	2,419.02	2,475.62	2,620.30	2,792.68	2,846.78	2,882.00	2,924.78	2,968.83	3,011.61	3,100.22
Parks Maintenance Mechanic	3,083.83	3,171.46	3,349.17	3,526.92	3,615.75	3,660.20	3,713.29	3,771.26	3,825.58	3,936.40
Parks Senior Mechanic/Welder	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
Parts Clerk	2,450.69	2,521.02	2,660.49	2,802.44	2,870.32	2,911.03	2,950.54	3,000.90	3,079.45	3,158.02
Pavement Management Technician	3,565.17	3,667.59	3,873.70	4,081.04	4,182.25	4,234.10	4,299.48	4,362.46	4,426.63	4,556.19
Payroll Coordinator	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.37	4,174.86	4,295.76
PC Network Technician	3,010.23	3,117.24	3,224.23	3,331.24	3,438.24	3,545.25	3,652.24	3,759.27	3,866.28	3,973.27
Planner	3,628.11	3,733.00	3,941.58	4,151.41	4,257.53	4,308.15	4,374.80	4,440.17	4,504.39	4,637.58
Police Payroll Technician	2,771.58	2,849.61	3,009.52	3,168.14	3,248.69	3,351.55	3,401.63	3,451.69	3,503.01	3,761.37
Police Services Technician	2,419.02	2,475.62	2,620.30	2,792.68	2,846.78	2,882.00	2,924.78	2,968.83	3,011.61	3,100.22
Police Support Technician I	2,823.40	2,906.11	3,066.54	3,230.68	3,312.14	3,352.87	3,403.47	3,454.07	3,504.67	3,604.63
Police Support Technician II	3,154.16	3,245.93	3,426.95	3,610.83	3,701.07	3,745.69	3,804.58	3,859.13	3,918.13	4,030.53
Pretreatment Specialist	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
Probation Case Manager	3,628.11	3,733.00	3,950.22	4,151.41	4,257.53	4,308.15	4,374.80	4,440.17	4,504.39	4,637.58
Program Coordinator	3,204.77	3,299.82	3,484.94	3,667.59	3,761.39	3,807.05	3,865.06	3,923.07	3,979.86	4,096.69
Public Relations/Media Specialist	4,301.88	4,490.15	4,678.44	4,894.39	5,055.03	5,243.30	5,431.60	5,619.89	5,808.15	5,996.42
Purchasing/Contract Coordinator	3,628.11	3,733.00	3,941.58	4,151.41	4,257.53	4,308.15	4,374.80	4,440.17	4,504.39	4,637.58
Radio Technician	2,855.49	2,938.18	3,101.11	3,266.47	3,349.17	3,404.79	3,456.89	3,509.00	3,559.83	3,662.06
Radio Technician II	3,345.27	3,494.71	3,644.16	3,793.60	3,943.06	4,092.46	4,241.90	4,391.38	4,540.81	4,690.23
Sr. Airport Ops/Maint Specialist	3,565.17	3,672.13	3,782.29	3,895.76	4,012.63	4,133.01	4,257.00	4,384.71	4,516.25	4,651.74
Sr. Clerk Typist	2,498.41	2,570.15	2,712.39	2,857.19	2,926.43	3,024.31	3,103.86	3,196.91	3,289.94	3,382.98
Sr. PC Network Technician	3,628.11	3,733.00	3,941.58	4,151.41	4,257.53	4,308.15	4,374.80	4,440.17	4,504.39	4,637.58
Sr. Planner	4,273.58	4,398.46	4,646.32	4,894.39	5,016.79	5,080.74	5,157.28	5,235.01	5,311.52	5,465.20
Sr. Traffic Signal Technician	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
Sr. WWTP Maintenance Mechanic	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
Stormwater Crew Leader	3,565.17	3,667.59	3,873.70	4,081.04	4,182.25	4,234.10	4,299.48	4,362.46	4,426.63	4,556.19
Street Inspector	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.37	4,174.86	4,295.76
Survey Party Chief	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
Survey Party Chief-LS	3,925.55	4,029.21	4,241.50	4,455.00	4,559.93	4,612.98	4,680.84	4,746.27	4,815.42	4,948.09
Surveyor	2,883.89	2,966.57	3,131.95	3,297.35	3,380.02	3,421.97	3,472.60	3,526.92	3,577.51	3,681.18
Sweeper Operator	2,988.80	3,075.19	3,245.51	3,418.28	3,503.44	3,546.64	3,602.19	3,654.03	3,707.10	3,816.21
System Administrator	3,698.58	3,851.43	4,004.24	4,157.04	4,309.87	4,462.69	4,615.52	4,768.35	4,921.16	5,073.99

<u>Tax Auditor</u>	3,628.11	3,733.00	3,941.58	4,151.41	4,257.53	4,308.15	4,374.80	4,440.17	4,504.39	4,637.58
<u>Tax Auditor II</u>	4,273.58	4,398.46	4,646.32	4,894.39	5,016.79	5,080.74	5,157.28	5,235.01	5,311.52	5,465.20
<u>Traffic Control Utility Worker II</u>	2,700.00	2,776.52	2,932.01	3,087.53	3,165.29	3,202.31	3,250.45	3,299.82	3,349.17	3,446.86
<u>Traffic Control Utility Worker III</u>	3,204.77	3,299.82	3,484.94	3,667.59	3,761.39	3,807.05	3,865.06	3,923.07	3,979.86	4,096.69
<u>Traffic Eng Analyst</u>	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.37	4,174.86	4,295.76
<u>Traffic Signal Technician</u>	3,204.77	3,299.82	3,484.94	3,667.59	3,761.39	3,807.05	3,865.06	3,923.07	3,979.86	4,096.69
<u>Traffic Signs/Mkg Spec</u>	3,204.77	3,299.82	3,484.94	3,667.59	3,761.39	3,807.05	3,865.06	3,923.07	3,979.86	4,096.69
<u>Utility & Maintenance Worker I</u>	3,083.83	3,171.46	3,349.17	3,526.92	3,615.75	3,660.20	3,713.29	3,771.26	3,825.58	3,936.40
<u>Utility Worker</u>	2,445.75	2,492.65	2,540.79	2,613.60	2,760.49	2,903.64	2,976.46	3,013.47	3,057.93	3,148.86
<u>Utility Worker III</u>	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.37	4,174.86	4,295.76
<u>Water Reclamation Worker</u>	2,445.75	2,492.65	2,540.79	2,613.60	2,760.49	2,903.64	2,976.46	3,013.47	3,057.93	3,148.86
<u>Water Reclamation Worker I</u>	2,700.00	2,776.52	2,932.01	3,087.53	3,165.29	3,202.31	3,250.45	3,299.82	3,349.17	3,446.86
<u>Water Reclamation Worker II</u>	2,812.29	2,893.75	3,052.96	3,217.12	3,296.11	3,336.84	3,386.21	3,438.04	3,489.86	3,589.61
<u>WW Data Technician</u>	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.37	4,174.86	4,295.76
<u>WW Electrical Specialist</u>	4,703.28	4,818.78	4,934.55	5,050.32	5,166.11	5,281.88	5,397.67	5,513.44	5,629.21	5,745.33
<u>WW Inspector</u>	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.37	4,174.86	4,295.76
<u>WW Instrument/Control Specialist</u>	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
<u>WW Lift Station Operator</u>	3,362.76	3,460.24	3,652.78	3,847.78	3,944.06	3,993.43	4,053.91	4,114.37	4,174.86	4,295.76
<u>WW Operator A</u>	3,472.60	3,573.79	3,774.96	3,973.67	4,074.89	4,125.49	4,188.42	4,251.38	4,313.09	4,438.52
<u>WW SCADA Coordinator</u>	4,273.58	4,398.46	4,646.32	4,894.39	5,016.79	5,080.74	5,157.28	5,235.01	5,311.52	5,465.20
<u>Wastewater Utility Worker</u>	2,445.75	2,492.65	2,540.79	2,613.60	2,760.49	2,903.64	2,976.46	3,013.47	3,057.93	3,148.86
<u>WW Utility Worker I</u>	2,540.79	2,613.60	2,760.49	2,903.64	2,976.46	3,013.47	3,057.93	3,104.80	3,149.23	3,240.26
<u>WW Utility Worker II</u>	2,700.00	2,776.52	2,932.01	3,087.53	3,165.29	3,202.31	3,250.45	3,299.82	3,349.17	3,446.86
<u>WW Utility Worker III</u>	3,083.83	3,171.46	3,349.17	3,526.92	3,615.75	3,660.20	3,713.29	3,771.26	3,825.58	3,936.40
<u>WW Utility Worker IV</u>	3,204.77	3,298.81	3,484.94	3,667.59	3,761.39	3,807.05	3,865.06	3,923.07	3,979.86	4,096.69
<u>WWTP Maintenance Mechanic</u>	3,083.83	3,171.46	3,349.17	3,526.92	3,615.75	3,660.20	3,713.29	3,771.26	3,825.58	3,936.40
<u>Zoning Enforcement Officer</u>	2,823.40	2,906.11	3,066.54	3,230.68	3,312.14	3,352.87	3,403.47	3,454.07	3,504.67	3,604.63

<u>CLASS TITLE</u>	<u>Entrance</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
(A) POLICE										
<u>Police Corporal</u>	5,679.84	5,679.84	5,679.84	5,765.05	5,765.05	5,851.52				
<u>Police Patrol Officer</u>	3,474.43	4,300.66	4,562.88	4,962.85	5,120.70	5,202.28	5,281.23	5,362.85	5,440.43	5,595.12
<u>Police Sergeant</u>	6,540.27	6,605.63	6,669.53	6,736.23	6,833.50					
(A) FIRE										
<u>Assistant Fire Chief*</u>	5,937.95	6,054.49	6,384.42	7,576.64						
<u>Emergency Medical Officer*</u>	4,695.01	4,786.81	5,068.39	5,719.11						
<u>Fire Captain*</u>	4,878.56	4,972.88	5,342.53	6,482.29						
<u>Fire Engineer*</u>	4,299.31	4,382.42	4,639.19	5,425.00						
<u>Fire Inspector</u>	4,912.19	4,997.78	5,219.78	5,996.80						
<u>Firefighter*</u>	3,902.26	4,102.07	4,141.78	4,263.37	4,345.23	4,999.34				
<u>Asst Training Officer/Captain</u>	5,378.56	5,472.88	5,842.53	6,992.29						

* DENOTES A 56-HOUR WORK WEEK.

<u>CLASS TITLE</u>	<u>BASE SALARY</u>	<u>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(b)</u>								
(B) ADMINISTRATIVE										
<u>Accountant II</u>	5,376.79	5,557.22	5,769.45	5,963.90	6,158.31	6,359.10	6,567.51			
<u>Administrative Assistant</u>	4,150.31	4,291.38	4,457.85	4,610.34	4,762.82	4,920.42	5,081.78			
<u>Airport Ops/ Maintenance Supervisor</u>	4,703.28	4,844.38	4,989.71	5,139.40	5,293.58	5,452.39	5,615.96			
<u>Assistant Director/Info Technology</u>	5,376.79	5,557.22	5,769.45	5,963.90	6,158.31	6,359.10	6,567.51			
<u>Assistant Director/Parks & Recreation</u>	7,041.87	7,216.29	7,395.08	7,634.61	7,937.39	8,252.30	8,591.72			
<u>Assistant Director/Public Works</u>	7,758.00	8,042.66	8,327.29	8,612.74	8,896.57	9,181.20	9,467.44			
<u>Assistant WWTP Superintendent</u>	5,711.01	5,904.15	6,129.07	6,337.49	6,544.63	6,758.11	6,979.21			
<u>Bldg/Grounds Maint Superintendent</u>	5,376.79	5,557.22	5,769.45	5,963.90	6,158.31	6,359.10	6,567.51			
<u>Civil Engineer/Construction</u>	6,046.47	6,249.83	6,491.23	6,709.82	6,929.66	7,155.85	7,389.69			
<u>Civil Engineer/Drainage</u>	5,376.79	5,557.22	5,769.45	5,963.90	6,158.31	6,359.10	6,567.51			
<u>Civil Service Administrator</u>	6,911.69	7,148.06	7,425.06	7,677.98	7,930.82	8,192.63	8,463.28			
<u>Code Enforcement Manager</u>	5,376.79	5,557.22	5,769.45	5,963.90	6,158.31	6,359.10	6,567.51			
<u>Communications Supervisor</u>	4,243.26	4,386.88	4,553.36	4,707.11	4,860.88	5,018.44	5,182.38			
<u>Court Administrator</u>	5,376.79	5,557.22	5,769.45	5,963.90	6,158.31	6,359.10	6,567.51			
<u>Crime Analyst</u>	3,793.60	3,943.06	4,092.46	4,241.90	4,391.38	4,540.81	4,690.23			
<u>Deputy City Clerk</u>	4,215.31	4,356.37	4,522.85	4,675.33	4,827.82	4,985.41	5,146.78			
<u>Deputy Fire Chief</u>	7,202.68	7,447.94	7,737.71	8,000.72	8,265.06	8,538.27	8,996.76			
<u>Dispatch Manager</u>	4,800.44	5,114.46	5,428.49	5,742.51	6,056.53	6,370.56	6,684.56			
<u>Emp Benefits/Loss Control Manager</u>	5,711.01	5,904.15	6,129.07	6,337.49	6,544.63	6,758.11	6,979.21			
<u>Engineering Manager</u>	7,267.68	7,512.93	7,802.71	8,065.71	8,330.06	8,603.26	8,885.36			
<u>Fleet Superintendent</u>	5,981.47	6,184.84	6,426.23	6,644.83	6,864.67	7,090.86	7,324.69			
<u>HR Analyst</u>	3,655.85	3,775.43	3,895.25	4,014.93	4,146.45	4,278.27	4,409.95			
<u>Ice Arena Manager</u>	5,376.79	5,557.22	5,769.45	5,963.90	6,158.31	6,359.10	6,567.51			
<u>Landscape Architect</u>	4,703.28	4,862.13	5,046.39	5,217.94	5,388.24	5,562.32	5,745.33			
<u>Legal Assistant</u>	3,655.85	3,775.43	3,895.25	4,014.93	4,146.45	4,278.27	4,409.95			
<u>Motorsports Operations Supervisor</u>	4,215.31	4,356.37	4,522.85	4,675.33	4,827.82	4,985.41	5,146.78			
<u>PMP and Contract Manager</u>	5,376.79	5,557.22	5,769.45	5,963.90	6,158.31	6,359.10	6,567.51			
<u>Parks Manager</u>	5,376.79	5,557.22	5,769.45	5,963.90	6,158.31	6,359.10	6,567.51			
<u>Parks Supervisor</u>	4,215.31	4,356.37	4,522.85	4,675.33	4,827.82	4,985.41	5,146.78			
<u>Police Captain</u>	6,183.39	6,395.48	6,642.90	6,870.16	7,097.39	7,329.70	7,573.37			
<u>Police Deputy Chief</u>	7,155.45	7,399.14	7,686.97	7,948.29	8,210.86	8,482.26	8,762.54			
<u>Police Records Manager</u>	4,243.26	4,386.88	4,553.36	4,707.11	4,860.88	5,018.44	5,182.38			
<u>Pretreatment Manager</u>	5,711.01	5,904.15	6,129.07	6,337.49	6,544.63	6,758.11	6,979.21			
<u>Principal Planner</u>	5,376.79	5,557.22	5,769.45	5,963.90	6,158.31	6,359.10	6,567.51			
<u>Recreation Supervisor</u>	4,215.31	4,356.37	4,522.85	4,675.33	4,827.82	4,985.41	5,146.78			
<u>Regulatory Compliance Specialist</u>	6,046.47	6,249.83	6,491.23	6,709.82	6,929.66	7,155.85	7,389.69			
<u>Shops Supervisor</u>	4,803.69	4,965.07	5,155.68	5,328.50	5,502.61	5,681.77	5,867.30			
<u>Sr. Business Systems Analyst</u>	4,301.88	4,584.31	4,866.74	5,149.17	5,431.60	5,714.04	5,996.46			
<u>Sr. Network Administrator</u>	4,301.88	4,584.31	4,866.74	5,149.17	5,431.60	5,714.04	5,996.46			
<u>Sr. Security Administrator</u>	4,301.88	4,584.31	4,866.74	5,149.17	5,431.60	5,714.04	5,996.46			

SECTION 2.

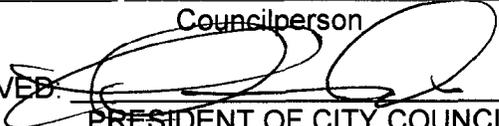
The officers and staff of the City are directed and authorized to perform any and all acts consistent with the intent of this Ordinance to effectuate the transactions described therein.

SECTION 3.

This Ordinance shall become effective January 1, 2014.

INTRODUCED: December 9, 2013

BY: Chris Kaufman
Councilperson

APPROVED: 
PRESIDENT OF CITY COUNCIL

ATTESTED BY: 
CITY CLERK

PASSED AND APPROVED: December 23, 2013