

JIMMY KEEFE
Chairman

JEANNETTE M. COUNCIL
Vice Chairman

KENNETH S. EDGE
CHARLES E. EVANS
MARSHALL FAIRCLOTH
BILLY R. KING
EDWARD G. MELVIN



CUMBERLAND ★ COUNTY ★ NORTH CAROLINA

BOARD OF COMMISSIONERS

CANDICE WHITE
Clerk to the Board

KELLIE BEAM
Deputy Clerk

MEMORANDUM

TO: Finance Committee Members (Commissioners Council, Edge, Faircloth)
FROM: Candice H. White, Clerk to the Board CW
DATE: August 29, 2013
SUBJECT: Finance Committee Meeting – Thursday, September 5, 2013

There will be a regular meeting of the Finance Committee on Thursday, September 5, 2013 at 9:30 AM in Room 564 of the Cumberland County Courthouse located at 117 Dick Street, Fayetteville, NC.

AGENDA

1. Approval of Minutes – May 2, 2013 Meeting (Pg. 2)
2. Consider Extension of Current Sales Tax Distribution Interlocal Agreement as Requested by the Cumberland County Mayors' Coalition (Pg. 6)
3. Report and Recommendations Regarding Phase II of Classification and Pay Study (Pg. 12)
4. Update on Vander Sewer Project Bid Schedule (Pg. 24)
5. Update on Viper Radio P25 Communications Upgrades (Pg. 25)
6. Review of Monthly Financial Report (Pg. 27)
7. Other Matters of Business (No Materials)

cc: Board of Commissioners
Administration
Melissa Cardinali, Finance Director
Howard Abner, Assistant Finance Director
Tammy Gillis, Senior Internal Auditor
Legal
County Department Head(s)
Sunshine List

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CUMBERLAND COUNTY FINANCE COMMITTEE
 NEW COURTHOUSE, 117 DICK STREET, 5TH FLOOR, ROOM 564
 MAY 2, 2013 - 9:30AM
 MINUTES

MEMBERS PRESENT: Commissioner Marshall Faircloth, Chairman
 Commissioner Jeannette Council

OTHER COMMISSIONERS
 PRESENT: Commissioner Jimmy Keefe
 Commissioner Billy King (arrived at 10:15 a.m.)
 Commissioner Ed Melvin

OTHERS: James Martin, County Manager
 Amy Cannon, Deputy County Manager
 James Lawson, Assistant County Manager
 Rick Moorefield, County Attorney
 Phyllis Jones, Assistant County Attorney
 Howard Abner, Assistant Finance Director
 Sally Shutt, Chief Public Information Director
 George Turner, Civic Center Commission Chairman
 Karen Long, Crown Coliseum General Manager
 Lisa Foster, Crown Coliseum Chief Financial Officer
 Candice White, Clerk to the Board
 Press

MEMBER ABSENT: Commissioner Kenneth Edge

Commissioner Faircloth called the meeting to order.

1. APPROVAL OF MINUTES – APRIL 4, 2013 REGULAR MEETING

MOTION: Commissioner Council moved to approve the minutes.
 SECOND: Commissioner Faircloth
 VOTE: UNANIMOUS (2-0)

2. UPDATE REGARDING THE CROWN COLISEUM'S OPERATIONAL STUDY
 AND REQUEST FOR PROPOSALS FROM MANAGEMENT COMPANIES

BACKGROUND:

George Turner, Chairman of the Civic Center Commission, and Karen Long, General Manager of the Crown Coliseum, will attend the May 2, 2013 meeting of the Finance Committee to provide an update regarding the Crown Coliseum's operational study, Request for Proposals (RFPs) from management companies and to respond to questions.

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George Turner, Chairman of the Civic Center Commission, stated the Civic Center Commission is awaiting proposals from private management companies and has received a presentation from one of the three, and informal meetings have been held with the other two management companies. Mr. Turner stated the benchmark study is being handled by Karen Long, General Manager of the Crown Coliseum, and Johnson Consulting, Inc. will come to the Crown Coliseum for a ten-day period in order to perform the study.

Commissioner Council asked why the request for proposals was put out before the benchmark study results were received. Mr. Turner stated the management companies do not need the benchmark study for their proposals because the proposals will be about what they can do rather than what has been done in the past. Commissioner Council asked Mr. Turner what he expected from the study. Mr. Turner stated the study will not indicate whether private management is needed but will indicate what has been done right, what is still being done right and what has been done wrong. Mr. Turner stated no one outside the county has studied the Crown Coliseum.

Mr. Turner provided a brief overview of a ten-year history of operating revenue and expenses for the Crown Coliseum which indicated total operating revenue was only up 13% from ten years ago, personnel expenses were up 42% from ten years ago, and total operating expenses were up 23% from ten years ago. Mr. Turner explained personnel expenses cannot be controlled. Amy Cannon, Deputy County Manager, explained some of the increased costs associated with personnel expenses. Mr. Turner stated in FY 2012, \$2,981,316 had to be put into the Crown Coliseum to keep it operating, which equates to \$8,469.65 every day of that fiscal year. Mr. Turner stated these figures do not mean that Crown Coliseum employees are doing anything wrong.

Mr. Turner stated with the help of private management, the civic center in Florence, South Carolina increased its revenue over the past eight years from \$800,000 per year to \$2.8 million last year because it had the support to make it happen. Mr. Turner stated the Florence civic center is Cumberland County's greatest competition.

Mr. Turner stated his intent is to bring the consultant's report to the board of commissioners as well as the Civic Center Commission, Ms. Long and Mr. Martin. Rick Moorefield, County Attorney, stated although the Civic Center Commission has contracting authority, he would advise that it bring any recommendations for a private management company to the board of commissioners so it can make that decision. Mr. Turner stated the Civic Center Commission agreed that it did not want to enter into an agreement with a private management company but only the opportunity to explore and study it. Mr. Turner stated the Civic Center Commission would only provide a recommendation for the board of commissioners' consideration.

Ms. Cannon stated the board of commissioners will be required to make the decision because of the tax exempt financing of the Crown Coliseum which is based on IRS regulations. Mr. Moorefield stated bond counsel will likely have to be involved at some point and the Civic Center Commission will stay apprised of these matters.

Mr. Martin stated the financial implications associated with the Crown Coliseum will be one of

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the driving considerations when looking at privatization because if the private activity amount exceeds the IRS allowance, the bonds will have to be converted from tax exempt to taxable and there will also be a conversion penalty. Mr. Martin stated only after the numbers are analyzed can it be determined whether privatization offers a better opportunity. Mr. Martin stated he wanted to raise awareness should the financial implications become an issue or impediment to privatization because it will affect a recommendation from management. A brief discussion followed.

3. REVIEW OF MONTHLY FINANCIAL REPORT

With regard to the Crown Coliseum, Mr. Abner reported when looking at operating revenues over operating expenses, it is underperforming compared to this time last year. Mr. Abner also reported the combined bottom line financial position due to transfers from other funds is a positive \$223,800.

For expenditures and obligations, Howard Abner, Assistant Finance Director, reported three-fourths of the year is over and spending is at 68.9% which is slightly less than last year. Mr. Abner stated for FY 2012, the county ended the year at a spending rate of 95.6%. Mr. Abner also reported the Mental Health Clinic at the Health Department has spent \$2.2 million to day which will equate to about 80% at year end. Mr. Abner further reported the Local Management Entity (LME) services have been assumed by the Alliance Behavioral Healthcare Managed Care Organization and it has spent 55% of its six-month budget.

In response to a question from Commissioner Faircloth, Mr. Abner explained mental health was in a separate fund last year and because it has been totally reorganized and incorporated into the general fund this year, it really cannot be compared to last year. Mr. Abner stated mental health's actual revenue versus actual expenditures shows a \$200,000 gain which will add to their fund balance so it can be used in future years. Mr. Abner stated it does not appear that any local dollars will be spent this year on the LME; however, \$2.8 million will likely be spent on the Mental Health Clinic which may only bring in \$300,000 in revenue.

In response to a question posed by Commissioner Keefe, Mr. Martin stated part of Cape Fear Valley Health System's (CFVHS) proposal for the Mental Health Clinic is \$3.4 million which is what has been budgeted for the clinic. Mr. Martin explained based on the clinic's \$300,000 revenue collections this year, CFVHS did not offer the county any reductions that would have created a lower net cost because of concerns about their risk. Mr. Martin stated CFVHS offered to do the billing for billable services they perform and give back to the county the results of whatever is collected. Mr. Martin stated in that sense, the \$4.2 million proposal is the \$3.4 million currently budgeted. Mr. Martin further stated there is a possible \$3.9 million exposure if a 23-hour clinic is added. Mr. Martin stated the concerns of CFVHS not only include billing of the Managed Care Organization (MCO) but also about their position as a provider of services since the MCO looks for services with the least amount of cost. A brief discussion followed.

For revenue, Mr. Abner reported ad valorem taxes are on track to collect about 100.75% of budget which equates to \$1.1 million and motor vehicle tax collections continue to do well. Mr. Abner stated monthly collections are still averaging about \$1 million per month and year-

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end collections are nearing \$600,000 above budget. Mr. Abner also stated the new "Tag and Tax" program has been delayed two months and for registrations that become due in September, vehicle owners will pay their \$28 license renewal plus their county taxes at the same time.

Mr. Abner reported year-to-date revenue for the Mental Health Clinic is \$233,000 so the clinic will be pressed to reach \$300,000.

Mr. Abner reported March sales tax distributions for sales in December were \$3.1 million and compared to last year, the current year collections are down \$657,000. Mr. Abner explained this is misleading because in March of this year the county had a \$1.5 million refund to non-profits that affected the net distribution compared to last year. Mr. Abner stated when looking countywide, gross collections are down a mere \$700,000 from last year. Mr. Abner further reported seven revenue categories are at 80.28% of budget which is close to last year.

A brief discussion followed regarding online sales tax revenues.

4. OTHER MATTERS OF BUSINESS

Commissioner Faircloth stated the county donated land on Clinton Road with the understanding the Department of Motor Vehicles (DMV) would build a bricks and mortar facility; however, trailers are being placed on the site. Mr. Martin stated the county's intent and what was then discussed was a bricks and mortar regional DMV facility of considerable size with considerable employment. Mr. Martin he did know whether there was any legal obligation involved. Mr. Moorefield stated he would look into the matter and get back with the committee.

There being no further business, the meeting adjourned at 10:30 a.m.

JIMMY KEEFE
Chairman

JEANNETTE M. COUNCIL
Vice Chairman

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BOARD OF COMMISSIONERS

**MEMO FOR AGENDA OF THE
SEPTEMBER 5, 2013 MEETING OF THE FINANCE COMMITTEE**

TO: Finance Committee (Commissioners Faircloth, Council and Edge)
FROM: Candice H. White, Clerk to the Board *CW*
DATE: August 29, 2013
SUBJECT: Extension of Sales Tax Distribution Interlocal Agreement

Requested by: Cumberland County Mayors' Coalition
Presenter(s): James Martin, County Manager
Estimate of Committee Time Needed: 10 Minutes

BACKGROUND:

At its meeting on Friday, May 3, 2013, the Cumberland County Mayor's Coalition discussed sales tax distribution. The minutes of that meeting are attached.

At its meeting on Friday, August 2, 2013, the Cumberland County Mayor's Coalition sent a written request to Chairman Keefe that the Cumberland County Board of Commissioners consider extending the current Sales Tax Distribution Interlocal Agreement for an additional seven years. A copy of the correspondence is attached.

RECOMMENDATION/PROPOSED ACTION:

Consider request of the Cumberland County Mayors' Coalition regarding sales tax distribution.

Cumberland County Mayor's Coalition

Mayor Chris Rey, Chair

Mayor Clifton Turpin, Vice Chair

Rhonda D. Webb, Secretary

August 2, 2013

Honorable Jimmy Keefe
Cumberland County Board of Commissioners
P.O. Box 1829
Fayetteville, NC 28302-1829

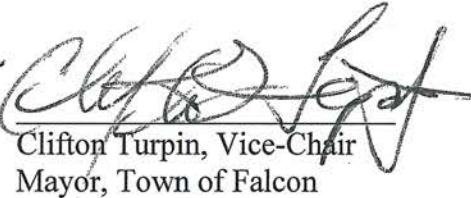
Dear Commissioner Keefe:

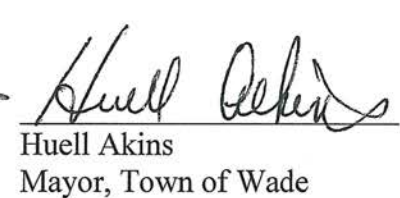
The Cumberland County Mayor's Coalition would like the Cumberland County Board of Commissioners to consider extending the current Sales Tax Distribution Interlocal Agreement for an additional seven years. The current agreement, dated April 2013, is for a three-year period expiring on June 30, 2016. The Mayor's Coalition is requesting an additional seven-year extension to the current Interlocal Agreement that would then expire June 30, 2023.

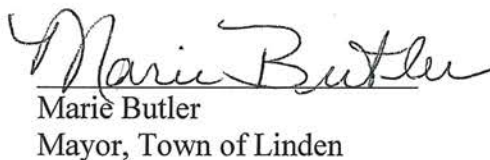
Mayor Rey, the Cumberland County Mayor's Coalition Chair, will gladly make a presentation regarding this request to the Board of Commissioners at one of your meetings.

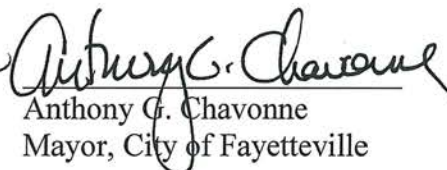
Yours in Service,

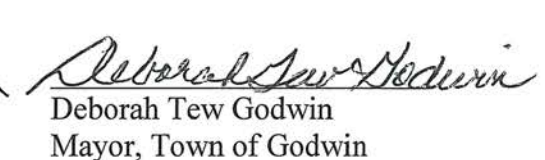

Chris V. Rey, Chair
Mayor, Town of Spring Lake

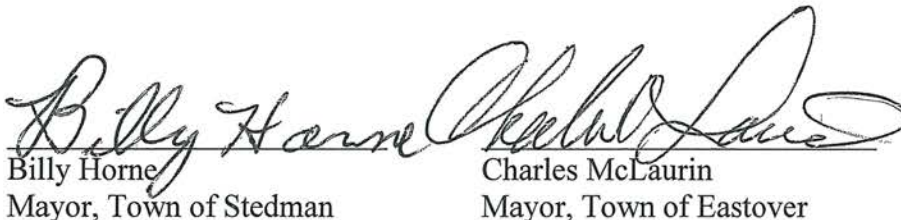

Clifton Turpin, Vice-Chair
Mayor, Town of Falcon

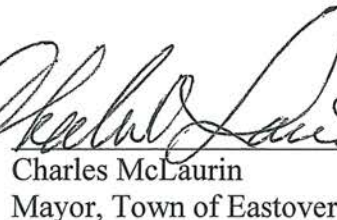

Huell Akins
Mayor, Town of Wade

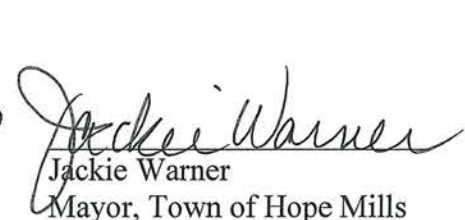

Marie Butler
Mayor, Town of Linden


Anthony G. Chavonne
Mayor, City of Fayetteville


Deborah Tew Godwin
Mayor, Town of Godwin


Billy Horne
Mayor, Town of Stedman


Charles McLaurin
Mayor, Town of Eastover


Jackie Warner
Mayor, Town of Hope Mills

Cumberland County Mayor's Coalition
Quarterly Meeting
Host – Town of Wade

May 3, 2013

MINUTES

8:00 a.m.

The Cumberland County Mayor's Coalition held a meeting in Wade, North Carolina with Mayor Chris V. Rey presiding.

Coalition Members Present: Mayor Huell Aekins, Wade
Mayor Marie Butler, Linden
Mayor Deborah Godwin, Godwin
Mayor Charles McLaurin, Eastover
Mayor Clifton Turpin, Falcon
Mayor Jackie Warner, Hope Mills

Others Present:

Willie Burnette, Godwin	Kim Nazarchyle, Eastover
John Ellis, Hope Mills	Cheryl Hudson, Eastover
Johnny Lanthorn, Wade	Rhonda Webb, Spring Lake
James Martin, Cumberland County	Jennifer Wilson-Kersh, Stedman
Kenneth Metcalf, Spring Lake	

(A copy of the agenda is hereby incorporated by reference and made a part of these minutes - see attachment one.)

1. Call Meeting to Order.

Mayor Rey called the meeting to order.

2. Welcoming Remarks and Invocation.

Mayor Aekins welcomed everyone to Wade and gave the invocation.

3. Breakfast.

Breakfast was served and everyone enjoyed their meal.

4. Approval of Minutes of February 1, 2013, February 21, 2013 and March 20, 2013 Meetings.

Action: The Coalition approved a motion to accept the minutes of February 1, 2013, February 21, 2013 and March 20, 2013 as written.

Motion by: Mayor Clifton

Seconded by: Mayor Warner

Vote: Unanimous

5. Presentation by Fayetteville Urban Ministries on Pooling Resources.

Mr. Sonny Kelly from the Fayetteville Urban Ministries, a non-profit organization, spoke to the Coalition about using the Fayetteville Urban Ministries as a resource. They serve the greater Cumberland County area. Mr. Kelly wants to build a network of multi-jurisdictional non-profit organizations that can work together for the betterment of the area citizens. He would like the Mayors to pass his information along to non-profit organizations in their towns or cities to help spread the word. The Fayetteville Urban Ministries serve the community with Emergency Assistance (helps those in crisis by collecting, organizing, and distributing food, clothing, and other household items at no cost to recipients), Adult Literacy (teaching reading, basic math skills, financial and health literacy one-on-one to adults), the Nehemiah Project (home repairs for low to moderate income homeowners), and Find A Friend Program (strengthen Cumberland County's at-risk youth through intensive group workshops, academic credit recovery, tutoring, mentoring services, fitness education, gang prevention/intervention workshops, aggression replacement training and more). He believes getting people together who do basically the same thing would benefit them from networking and learning from each other. He believes in working with other non-profits, not against them, because we are better in numbers. He also shared information on 211, a wonderful resource provided by the United Way of Cumberland County. If you dial 211 you get a person who can put you in touch with someone who speaks whatever language you speak and help you find whatever human service you need.

6. Comments from Cumberland County.

Mr. Martin advised the County is working on the County's budget. At this time, they are not looking at a tax increase.

7. Sales Tax Distribution.

Mayor Rey advised that Mayor Chavonne wanted to discuss the sales tax distribution and some legislation that is taking place. Unfortunately, he was not able to attend the meeting today. Mayor Rey encouraged everyone to keep up with State legislation that may impact municipalities. Mayor Aekins proposed amending the currently approved interlocal agreement for an additional 7 years. He would like the agreement to be for a total of at least 10 years. He feels 3 years is short amount of time. He also requested that the County decide how they will distribute sales tax and let the municipalities know a year or two in advance prior to making a change. Mayor Rey wants to make sure we continue the dialog regarding this issue. Mr. Martin stated the sales tax distribution agreement did pop up with late notice. He stated the County is sensitive to what would happen to the municipalities if the distribution is changed. The County and Fayetteville have been in discussions for some time and he had no indication that there would be a problem with extending the contract. He urged the Coalition to present the County with a written request for the extension of the agreement. Mayor Warner believes the key to this is communication. We need to communicate with the County

Commissioners as well.

A written request to the County Commissioners to meet jointly with the municipalities was discussed.

Action: The Coalition approved a motion to send a written request to the Cumberland County Board of Commissioners to reinstate the joint meetings with the municipalities.

Motion by: Mayor Turpin

Seconded by: Mayor Aekins

Vote: Unanimous

8. Open Discussion and Comments From Coalition Members.

Jennifer Wilson-Kersh

- I am glad to be here today. Mayor Horne could not attend because he is at ethics training.
- I want to invite everyone out to Stedman's Centennial Celebration on May 17th and 18th. Stedman turned 100 in February.

Mayor Clifton

- Our Heritage Day will be celebrated tomorrow from 10 a.m. until 5 p.m. and we hope you all can come.
- Expressed concern about the stringent regulations imposed by the Health Department on festival vendors. It is getting hard for small towns to hold festivals due to the Health Department's regulations. It seems like the regulations are more stringent in Cumberland County than in other places. Mayor Turpin stated it is not just events. They are more stringent with the school system as well. It is coming down from the State and they have a new mandate.

Mayor Warner

- We are working on our budget.
- Still working on the lake and dam.

Mayor Butler

- We are still working on our Centennial that will occur in October.

Mayor Turpin

- We too are having a Centennial this year in September.

Mayor Aekins

- The first Saturday from 10 .m. until 5 p.m. in June is Founder's Day in Wade. Everyone is invited to attend.

Mayor Godwin

- I congratulate Stedman, Falcon and Wade on your upcoming Centennial. Godwin celebrated theirs in 2005. It was one of the nicest celebrations we have ever had and I hope yours will be the same.
- Things in Godwin are quite. We have some budget challenges ahead as well as key changes in our water department personnel. I have lost 50% of my personnel. We are working to address those issues.
- Our park remains beautiful and viable and is being used daily by many, many people in northern Cumberland County and southern Harnett County.

Mayor Rey

- We just turned 62 years old. We are the younglings in the County. We celebrated quietly.
- We just had our big Spring Fling celebration which was very successful.
- Introduced Interim Town Manager Ken Metcalf who stepped in to help while we search for a Town Manager. I appreciate all that he has done.
- We are getting ready for a lot of road work that is getting ready to take place.

The next scheduled meeting will be hosted by Mayor Godwin on August 2, 2013 in Godwin.

9. Adjournment.

Action: There being no further business to come before the Coalition, the meeting was adjourned.

Motion by: Mayor Warner

Seconded by: Mayor Aekins

Vote: Unanimous

Chris V. Rey
Mayor, Town of Spring Lake
Mayor's Coalition Chair

ATTEST:

Rhonda D. Webb, MMC
Town Clerk, Town of Spring Lake
Mayor's Coalition Secretary

JAMES E. MARTIN
County Manager

AMY CANNON
Deputy County Manager




JAMES E. LAWSON
Assistant County Manager

OFFICE OF THE COUNTY MANAGER

5th Floor, New Courthouse • PO Box 1829 • Suite 512, • Fayetteville, North Carolina 28302-1829
(910) 678-7723 / (910) 678-7726 • Fax (910) 678-7717

**MEMO FOR THE AGENDA OF THE
SEPTEMBER 5, 2013 MEETING OF THE FINANCE COMMITTEE**

TO: FINANCE COMMITTEE
FROM: JAMES LAWSON, ASSISTANT COUNTY MANAGER 
THROUGH: JAMES E. MARTIN, COUNTY MANAGER
DATE: AUGUST 29, 2013
SUBJECT: REPORT AND RECOMMENDATION REGARDING PHASE II OF
CLASSIFICATION AND PAY STUDY
Requested by: JAMES LAWSON, ASSISTANT COUNTY MANAGER
Presenter(s): DAN DOMICO, HUMAN RESOURCES CONSULTANT
Estimate of Committee Time Needed: 20 MINUTES

BACKGROUND:

As you recall, Phase I of the Classification/Pay Study involved a review of general County government positions and was implemented July 2012. As presented to the Board of Commissioners in 2012, Phase II of the study was completed in the 1st quarter of this fiscal year and involved a review of Human Service agency positions (i.e., those positions assigned to the Department of Social Services and the Department of Public Health). The study process used in Phases I & II was the same in terms of collecting job and salary information; however, some additional steps were required, such as obtaining the NC Office of State Personnel approval, as the Human Service agency positions are subject to the State Personnel Act. Also, in Phase I, the study team essentially developed new classifications and reallocated the County's positions to these classifications. In Phase II, the study team was required to use existing State classification titles; therefore, the study recommendations involve more salary grade changes than position reallocations. 990 positions were studied in Phase II and approximately 69% (632 employees) will be eligible for a salary increase upon study implementation. The Board allocated \$1.3 million to implement Phase II and the funding to support the study recommendations is within the budgeted allocation. A report and recommendation regarding the results of Phase II will be presented at the Finance Committee meeting.

RECOMMENDATION

County Management and Human Resources recommend approval of actions proposed in Phase II of the Classification and Pay study.

Attachments:

- 1 - Position Classification & Pay Plan Cover
- 2 - FY 2014 Salary Schedule
- 3 - Physicians Salary Schedule
- 4 - Job Classification List

cc: County Management Team
Julean Self, Deputy Human Resources Director
Dan Domico, Human Resources Consultant

Celebrating Our Past...Embracing Our Future



**POSITION CLASSIFICATION
& PAY PLAN**
Fiscal Year 2013 - 2014

SALARY SCHEDULE FY 2013 - 2014

Effective September 1, 2013

GRADE	MINIMUM	MID-POINT	MAXIMUM
55	\$21,433	\$28,752	\$36,071
56	\$22,416	\$30,071	\$37,726
57	\$23,443	\$31,449	\$39,455
58	\$24,508	\$32,878	\$41,247
59	\$25,624	\$34,374	\$43,124
60	\$26,812	\$35,969	\$45,125
61	\$28,087	\$37,679	\$47,271
62	\$29,423	\$39,471	\$49,519
63	\$30,805	\$41,325	\$51,845
64	\$32,247	\$43,260	\$54,272
65	\$33,753	\$45,280	\$56,806
66	\$35,348	\$47,419	\$59,490
67	\$37,025	\$49,669	\$62,313
68	\$38,734	\$51,962	\$65,189
69	\$40,524	\$54,363	\$68,202
70	\$42,399	\$56,878	\$71,357
71	\$44,353	\$59,500	\$74,646
72	\$46,394	\$62,238	\$78,081
73	\$48,539	\$65,115	\$81,691
74	\$50,808	\$68,159	\$85,510
75	\$53,181	\$71,343	\$89,504
76	\$55,639	\$74,640	\$93,640
77	\$58,218	\$78,100	\$97,981
78	\$60,925	\$81,731	\$102,537
79	\$63,757	\$85,530	\$107,303
80	\$66,713	\$89,496	\$112,278
81	\$69,793	\$93,627	\$117,461
82	\$73,041	\$97,985	\$122,928
83	\$76,454	\$102,563	\$128,672
84	\$80,035	\$107,367	\$134,699
85	\$83,763	\$112,369	\$140,975
86	\$87,655	\$117,590	\$147,524
87	\$91,756	\$123,091	\$154,425
88	\$96,046	\$128,846	\$161,646
89	\$100,520	\$134,848	\$169,175
90	\$105,203	\$141,130	\$177,057
91	\$110,116	\$147,721	\$185,325
92	\$115,071	\$154,368	\$193,664
93	\$120,249	\$161,314	\$202,379
94	\$125,660	\$168,573	\$211,486
95	\$131,315	\$176,159	\$221,003

**CUMBERLAND COUNTY
SALARY SCHEDULE FOR PHYSICIANS**

CLASS	GRADE	MINIMUM	MIDPOINT	MAXIMUM
PHYSICIAN DIRECTOR II-A	10	\$117,100	\$155,158	\$197,079
PHYSICIAN DIRECTOR II-B	12	\$128,800	\$170,660	\$216,770
PHYSICIAN III-A	9	\$111,495	\$147,731	\$187,646
PHYSICIAN III-B	11	\$122,703	\$162,581	\$206,509
PHYSICIAN III-C	12	\$128,800	\$170,660	\$216,770

**CUMBERLAND COUNTY CLASSIFICATION PAY PLAN
(FISCAL YEAR 2013-14)
JOB CLASSIFICATION LIST - ALPHABETICAL ORDER**

JOB TITLE	GRADE	ANNUAL SALARY RANGE		
		MINIMUM	MIDPOINT	MAXIMUM
911 TRAINING OFFICER	64	\$32,247	\$43,260	\$54,272
ACCOUNTANT I	73	\$48,539	\$65,115	\$81,691
ACCOUNTING CLERK IV	60	\$26,812	\$35,969	\$45,125
ACCOUNTING CLERK V	62	\$29,423	\$39,471	\$49,519
ACCOUNTING SPECIALIST I	68	\$38,734	\$51,962	\$65,189
ACCOUNTING SPECIALIST II	70	\$42,399	\$56,878	\$71,357
ACCOUNTING TECHNICIAN I	60	\$26,812	\$35,969	\$45,125
ACCOUNTING TECHNICIAN II	62	\$29,423	\$39,471	\$49,519
ACCOUNTING TECHNICIAN III	64	\$32,247	\$43,260	\$54,272
ACCOUNTING TECHNICIAN IV	66	\$35,348	\$47,419	\$59,490
ADMINISTRATIVE ASSISTANT I	64	\$32,247	\$43,260	\$54,272
ADMINISTRATIVE ASSISTANT II	66	\$35,348	\$47,419	\$59,490
ADMINISTRATIVE ASSISTANT III	68	\$38,734	\$51,962	\$65,189
ADMINISTRATIVE COORDINATOR I	64	\$32,247	\$43,260	\$54,272
ADMINISTRATIVE COORDINATOR II	66	\$35,348	\$47,419	\$59,490
ADMINISTRATIVE OFFICER I	68	\$38,734	\$51,962	\$65,189
ADMINISTRATIVE OFFICER II	71	\$44,353	\$59,500	\$74,646
ADMINISTRATIVE OFFICER III	73	\$48,539	\$65,115	\$81,691
ADMINISTRATIVE PROGRAM OFFICER I	68	\$38,734	\$51,962	\$65,189
ADMINISTRATIVE PROGRAM OFFICER II	70	\$42,399	\$56,878	\$71,357
ADMINISTRATIVE SERVICES ASST V	62	\$29,423	\$39,471	\$49,519
ADMINISTRATIVE SUPPORT II	65	\$33,753	\$45,280	\$56,806
ADMINISTRATIVE SUPPORT SPECIALIST	60	\$26,812	\$35,969	\$45,125
ADVOCATE I	68	\$38,734	\$51,962	\$65,189
AGRICULTURE SPECIALIST	66	\$35,348	\$47,419	\$59,490
ANIMAL CONTROL DIRECTOR	78	\$60,925	\$81,731	\$102,537
ANIMAL CONTROL ENFORCEMENT SUPERVISOR	69	\$40,524	\$54,363	\$68,202
ANIMAL CONTROL OFFICER I	64	\$32,247	\$43,260	\$54,272
ANIMAL CONTROL OFFICER II	66	\$35,348	\$47,419	\$59,490
ANIMAL SHELTER ATTENDANT	60	\$26,812	\$35,969	\$45,125
ANIMAL SHELTER MANAGER	67	\$37,025	\$49,669	\$62,313
APPLICATIONS PROGRAMMER II	75	\$53,181	\$71,343	\$89,504
APPRAISER	67	\$37,025	\$49,669	\$62,313
ASSISTANT COUNTY MANAGER	85	\$83,763	\$112,369	\$140,975
ASSISTANT COUNTY MANAGER FOR AUXILIARY SERVICES	85	\$83,763	\$112,369	\$140,975
ASSISTANT DIRECTOR OF NURSING SERVICES	78	\$60,925	\$81,731	\$102,537
ASSISTANT REGISTER OF DEEDS	69	\$40,524	\$54,363	\$68,202
ASSISTANT TAX ADMINISTRATOR	78	\$60,925	\$81,731	\$102,537
ASSISTANT WEIGHMASTER	62	\$29,423	\$39,471	\$49,519
ATTORNEY I	80	\$66,713	\$89,496	\$112,278
ATTORNEY II	83	\$76,454	\$102,563	\$128,672
BOOKING/SALES COORDINATOR	69	\$40,524	\$54,363	\$68,202
BUILDING/PLUMBING INSPECTOR	68	\$38,734	\$51,962	\$65,189
BUSINESS MANAGER	73	\$48,539	\$65,115	\$81,691
BUSINESS SYSTEMS MANAGER	72	\$46,394	\$62,238	\$78,081
CARPENTRY SUPERVISOR	67	\$37,025	\$49,669	\$62,313
CHIEF DEPUTY SHERIFF	83	\$76,454	\$102,563	\$128,672
CHIEF INFORMATION SERVICES DIRECTOR	85	\$83,763	\$112,369	\$140,975
CHIEF INSPECTOR	70	\$42,399	\$56,878	\$71,357

CUMBERLAND COUNTY CLASSIFICATION PAY PLAN
(FISCAL YEAR 2013-14)
JOB CLASSIFICATION LIST - ALPHABETICAL ORDER

JOB TITLE	GRADE	ANNUAL SALARY RANGE		
		MINIMUM	MIDPOINT	MAXIMUM
CHIEF PUBLIC INFORMATION DIRECTOR	78	\$60,925	\$81,731	\$102,537
CHILD SUPPORT ELIGIBILITY SPECIALIST	64	\$32,247	\$43,260	\$54,272
CHILD SUPPORT ENFORCEMENT AGENT	66	\$35,348	\$47,419	\$59,490
CHILD SUPPORT ENFORCEMENT DIRECTOR	78	\$60,925	\$81,731	\$102,537
CHILD SUPPORT ENFORCEMENT SUPERVISOR	68	\$38,734	\$51,962	\$65,189
CLERK TO THE BOARD	72	\$46,394	\$62,238	\$78,081
CLINICAL SOCIAL WORKER	72	\$46,394	\$62,238	\$78,081
CODE ENFORCEMENT MANAGER	70	\$42,399	\$56,878	\$71,357
CODE ENFORCEMENT OFFICER	66	\$35,348	\$47,419	\$59,490
COMMUNITY DEVELOPMENT DIRECTOR	77	\$58,218	\$78,100	\$97,981
COMMUNITY DISEASE CONTROL SPECIALIST II	66	\$35,348	\$47,419	\$59,490
COMMUNITY HEALTH ASSISTANT	57	\$23,443	\$31,449	\$39,455
COMMUNITY SERVICES MANAGER	70	\$42,399	\$56,878	\$71,357
COMMUNITY SERVICES SPECIALIST	66	\$35,348	\$47,419	\$59,490
COMMUNITY SOCIAL SERVICES ASSISTANT	57	\$23,443	\$31,449	\$39,455
COMMUNITY SOCIAL SERVICES TECHNICIAN	61	\$28,087	\$37,679	\$47,271
COMMUNITY SUPPORT SERVICES SUPERVISOR	63	\$30,805	\$41,325	\$51,845
COMPUTER SYSTEMS ADMINISTRATOR I	69	\$40,524	\$54,363	\$68,202
COMPUTER SYSTEMS ADMINISTRATOR II	71	\$44,353	\$59,500	\$74,646
COMPUTER SYSTEMS ADMINISTRATOR III	73	\$48,539	\$65,115	\$81,691
COMPUTING CONSULTANT II	73	\$48,539	\$65,115	\$81,691
COMPUTING CONSULTANT III	75	\$53,181	\$71,343	\$89,504
COMPUTING SUPPORT TECHNICIAN I	62	\$29,423	\$39,471	\$49,519
COMPUTING SUPPORT TECHNICIAN II	64	\$32,247	\$43,260	\$54,272
COOK	56	\$22,416	\$30,071	\$37,726
COOK SUPERVISOR	59	\$25,624	\$34,374	\$43,124
COTTAGE PARENT I	57	\$23,443	\$31,449	\$39,455
COUNTY ATTORNEY	91	\$110,116	\$147,721	\$185,325
COUNTY MANAGER	93	\$120,249	\$161,314	\$202,379
COUNTY SOCIAL SERVICES BUSINESS OFFICER II	79	\$63,757	\$85,530	\$107,303
COUNTY SOCIAL SERVICES DIRECTOR	88	\$96,046	\$128,846	\$161,646
COUNTY SOCIAL SERVICES PROGRAM ADMINISTRATOR I	76	\$55,639	\$74,640	\$93,640
CRIME ANALYST	70	\$42,399	\$56,878	\$71,357
CRIMINAL JUSTICE SYSTEM SUPPORT DIRECTOR	74	\$50,808	\$68,159	\$85,510
CUSTODIAN	55	\$21,433	\$28,752	\$36,071
CUSTODIAN CREW LEADER	57	\$23,443	\$31,449	\$39,455
DAY CARE SERVICES COORDINATOR I	68	\$38,734	\$51,962	\$65,189
DENTAL ASSISTANT	60	\$26,812	\$35,969	\$45,125
DENTAL HYGIENIST II	70	\$42,399	\$56,878	\$71,357
DENTIST III	89	\$100,520	\$134,848	\$169,175
DEPARTMENT GIS/MAPPING TECHNICIAN I	63	\$30,805	\$41,325	\$51,845
DEPARTMENT GIS/MAPPING TECHNICIAN II	66	\$35,348	\$47,419	\$59,490
DEPARTMENT IT SUPPORT SPECIALIST I	70	\$42,399	\$56,878	\$71,357
DEPARTMENT IT SUPPORT SPECIALIST II	72	\$46,394	\$62,238	\$78,081
DEPARTMENT IT SUPPORT SUPERVISOR	74	\$50,808	\$68,159	\$85,510
DEPARTMENT IT SUPPORT TECHNICIAN I	64	\$32,247	\$43,260	\$54,272
DEPARTMENT IT SUPPORT TECHNICIAN II	66	\$35,348	\$47,419	\$59,490
DEPUTY CLERK TO THE BOARD	65	\$33,753	\$45,280	\$56,806
DEPUTY COUNTY MANAGER	89	\$100,520	\$134,848	\$169,175

CUMBERLAND COUNTY CLASSIFICATION PAY PLAN
(FISCAL YEAR 2013-14)
JOB CLASSIFICATION LIST - ALPHABETICAL ORDER

JOB TITLE	GRADE	ANNUAL SALARY RANGE		
		MINIMUM	MIDPOINT	MAXIMUM
DEPUTY DETENTION CENTER ADMINISTRATOR	76	\$55,639	\$74,640	\$93,640
DEPUTY FINANCE DIRECTOR	83	\$76,454	\$102,563	\$128,672
DEPUTY INFORMATION SERVICES DIRECTOR	82	\$73,041	\$97,985	\$122,928
DEPUTY LIBRARY DIRECTOR	78	\$60,925	\$81,731	\$102,537
DEPUTY PLANNING DIRECTOR	78	\$60,925	\$81,731	\$102,537
DEPUTY REGISTER OF DEEDS I	62	\$29,423	\$39,471	\$49,519
DEPUTY REGISTER OF DEEDS II	64	\$32,247	\$43,260	\$54,272
DEPUTY SHERIFF	66	\$35,348	\$47,419	\$59,490
DEPUTY SHERIFF CAPTAIN	77	\$58,218	\$78,100	\$97,981
DEPUTY SHERIFF CORPORAL	68	\$38,734	\$51,962	\$65,189
DEPUTY SHERIFF DETECTIVE	69	\$40,524	\$54,363	\$68,202
DEPUTY SHERIFF DETECTIVE LIEUTENANT	75	\$53,181	\$71,343	\$89,504
DEPUTY SHERIFF DETECTIVE SERGEANT	71	\$44,353	\$59,500	\$74,646
DEPUTY SHERIFF LIEUTENANT	75	\$53,181	\$71,343	\$89,504
DEPUTY SHERIFF MAJOR	80	\$66,713	\$89,496	\$112,278
DEPUTY SHERIFF SERGEANT	71	\$44,353	\$59,500	\$74,646
DETENTION CENTER ADMINISTRATOR	80	\$66,713	\$89,496	\$112,278
DETENTION CENTER CORPORAL	66	\$35,348	\$47,419	\$59,490
DETENTION CENTER LIEUTENANT	72	\$46,394	\$62,238	\$78,081
DETENTION CENTER SERGEANT	68	\$38,734	\$51,962	\$65,189
DETENTION OFFICER	64	\$32,247	\$43,260	\$54,272
DIRECTOR OF ELECTIONS	78	\$60,925	\$81,731	\$102,537
ELECTRICAL/MECHANICAL INSPECTOR	68	\$38,734	\$51,962	\$65,189
ELECTRICIAN	66	\$35,348	\$47,419	\$59,490
ELECTRONICS TECHNICIAN	65	\$33,753	\$45,280	\$56,806
EMERGENCY MANAGEMENT PLANNER I	70	\$42,399	\$56,878	\$71,357
EMERGENCY MANAGEMENT PROGRAM COORDINATOR	70	\$42,399	\$56,878	\$71,357
EMERGENCY SERVICES DEPUTY DIRECTOR	77	\$58,218	\$78,100	\$97,981
EMERGENCY SERVICES DIRECTOR	82	\$73,041	\$97,985	\$122,928
ENGINEERING & INFRASTRUCTURE DIRECTOR	80	\$66,713	\$89,496	\$112,278
ENGINEERING TECHNICIAN I	67	\$37,025	\$49,669	\$62,313
ENGINEERING TECHNICIAN II	69	\$40,524	\$54,363	\$68,202
ENVIRONMENTAL HEALTH DIRECTOR II	79	\$63,757	\$85,530	\$107,303
ENVIRONMENTAL HEALTH PROGRAM SPECIALIST	69	\$40,524	\$54,363	\$68,202
ENVIRONMENTAL HEALTH SPECIALIST	67	\$37,025	\$49,669	\$62,313
ENVIRONMENTAL HEALTH SUPERVISOR II	73	\$48,539	\$65,115	\$81,691
EQUIPMENT OPERATOR	58	\$24,508	\$32,878	\$41,247
EVENTS COORDINATOR	69	\$40,524	\$54,363	\$68,202
EVENTS OPERATIONS COORDINATOR	65	\$33,753	\$45,280	\$56,806
EVENTS SERVICES MANAGER	71	\$44,353	\$59,500	\$74,646
EXECUTIVE ASSISTANT TO THE COUNTY MANAGER	72	\$46,394	\$62,238	\$78,081
FACILITIES MAINTENANCE COORDINATOR I	63	\$30,805	\$41,325	\$51,845
FACILITIES MAINTENANCE MANAGER	74	\$50,808	\$68,159	\$85,510
FACILITIES MAINTENANCE SUPERVISOR	69	\$40,524	\$54,363	\$68,202
FEES AND SPECIALI ASSESSMENT SPECIALIST	69	\$40,524	\$54,363	\$68,202
FINANCE ACCOUNTANT	75	\$53,181	\$71,343	\$89,504
FINANCE DIRECTOR	87	\$91,756	\$123,091	\$154,425
FINANCE SENIOR ACCOUNTANT	77	\$58,218	\$78,100	\$97,981
FINANCIAL ASSISTANT	63	\$30,805	\$41,325	\$51,845

CUMBERLAND COUNTY CLASSIFICATION PAY PLAN
(FISCAL YEAR 2013-14)
JOB CLASSIFICATION LIST - ALPHABETICAL ORDER

JOB TITLE	GRADE	ANNUAL SALARY RANGE		
		MINIMUM	MIDPOINT	MAXIMUM
FINANCIAL ASSOCIATE I	62	\$29,423	\$39,471	\$49,519
FINANCIAL ASSOCIATE II	64	\$32,247	\$43,260	\$54,272
FINANCIAL SPECIALIST	71	\$44,353	\$59,500	\$74,646
FIRE INSPECTOR	68	\$38,734	\$51,962	\$65,189
FLEET MAINTENANCE MASTER TECHNICIAN	66	\$35,348	\$47,419	\$59,490
FLEET MAINTENANCE SUPERINTENDENT	74	\$50,808	\$68,159	\$85,510
FLEET MAINTENANCE TECHNICIAN	64	\$32,247	\$43,260	\$54,272
FOOD SERVICE MANAGER	66	\$35,348	\$47,419	\$59,490
FOREIGN LANGUAGE INTERPRETER I	60	\$26,812	\$35,969	\$45,125
FOREIGN LANGUAGE INTERPRETER II	63	\$30,805	\$41,325	\$51,845
FORENSIC MEDIA TECHNICIAN	61	\$28,087	\$37,679	\$47,271
GENERAL MANAGER (CCCC)	82	\$73,041	\$97,985	\$122,928
GRAPHIC DESIGNER	64	\$32,247	\$43,260	\$54,272
GROUNDS MAINTENANCE LANDSCAPING SUPERVISOR	68	\$38,734	\$51,962	\$65,189
GROUNDS MAINTENANCE TECHNICIAN I	60	\$26,812	\$35,969	\$45,125
GROUNDS MAINTENANCE TECHNICIAN II	62	\$29,423	\$39,471	\$49,519
HEAVY EQUIPMENT MAINTENANCE TECHNICIAN	62	\$29,423	\$39,471	\$49,519
HEAVY EQUIPMENT MASTER MECHANIC	67	\$37,025	\$49,669	\$62,313
HEAVY EQUIPMENT MECHANIC FOREMAN	69	\$40,524	\$54,363	\$68,202
HEAVY EQUIPMENT MECHANIC I	63	\$30,805	\$41,325	\$51,845
HEAVY EQUIPMENT MECHANIC II	65	\$33,753	\$45,280	\$56,806
HEAVY EQUIPMENT OPERATIONS SUPERVISOR	67	\$37,025	\$49,669	\$62,313
HEAVY EQUIPMENT OPERATOR I	59	\$25,624	\$34,374	\$43,124
HEAVY EQUIPMENT OPERATOR II	61	\$28,087	\$37,679	\$47,271
HEAVY EQUIPMENT OPERATOR III	63	\$30,805	\$41,325	\$51,845
HOUSE ARREST SPECIALIST	67	\$37,025	\$49,669	\$62,313
HOUSEKEEPER	55	\$21,433	\$28,752	\$36,071
HOUSEKEEPING TEAM LEADER	57	\$23,443	\$31,449	\$39,455
HUMAN RESOURCES AIDE	55	\$21,433	\$28,752	\$36,071
HUMAN RESOURCES ASSOCIATE	63	\$30,805	\$41,325	\$51,845
HUMAN RESOURCES CONSULTANT I	71	\$44,353	\$59,500	\$74,646
HUMAN RESOURCES CONSULTANT II	73	\$48,539	\$65,115	\$81,691
HUMAN RESOURCES DEPUTY DIRECTOR	78	\$60,925	\$81,731	\$102,537
HUMAN RESOURCES PLACEMENT SPECIALIST	63	\$30,805	\$41,325	\$51,845
HUMAN RESOURCES REPRESENTATIVE	68	\$38,734	\$51,962	\$65,189
HUMAN RESOURCES SPECIALIST	66	\$35,348	\$47,419	\$59,490
HUMAN SERVICES CLINICAL COUNSELOR I	69	\$40,524	\$54,363	\$68,202
HUMAN SERVICES CLINICAL COUNSELOR II	71	\$44,353	\$59,500	\$74,646
HUMAN SERVICES CLINICAL COUNSELOR SPECIALIST	72	\$46,394	\$62,238	\$78,081
HUMAN SERVICES COORDINATOR III	70	\$42,399	\$56,878	\$71,357
HUMAN SERVICES DEPUTY DIRECTOR	83	\$76,454	\$102,563	\$128,672
HUMAN SERVICES PLANNER/EVALUATOR I	68	\$38,734	\$51,962	\$65,189
HUMAN SERVICES PLANNER/EVALUATOR II	70	\$42,399	\$56,878	\$71,357
HVAC SUPERVISOR	68	\$38,734	\$51,962	\$65,189
HVAC TECHNICIAN	66	\$35,348	\$47,419	\$59,490
INCOME MAINTENANCE CASEWORKER I	61	\$28,087	\$37,679	\$47,271
INCOME MAINTENANCE CASEWORKER II	63	\$30,805	\$41,325	\$51,845
INCOME MAINTENANCE CASEWORKER III	65	\$33,753	\$45,280	\$56,806
INCOME MAINTENANCE INVESTIGATOR I	63	\$30,805	\$41,325	\$51,845

CUMBERLAND COUNTY CLASSIFICATION PAY PLAN
(FISCAL YEAR 2013-14)
JOB CLASSIFICATION LIST - ALPHABETICAL ORDER

JOB TITLE	GRADE	ANNUAL SALARY RANGE		
		MINIMUM	MIDPOINT	MAXIMUM
INCOME MAINTENANCE INVESTIGATOR II	65	\$33,753	\$45,280	\$56,806
INCOME MAINTENANCE INVESTIGATOR SUPERVISOR II	67	\$37,025	\$49,669	\$62,313
INCOME MAINTENANCE SUPERVISOR I	65	\$33,753	\$45,280	\$56,806
INCOME MAINTENANCE SUPERVISOR II	67	\$37,025	\$49,669	\$62,313
INCOME MAINTENANCE SUPERVISOR III	69	\$40,524	\$54,363	\$68,202
INCOME MAINTENANCE TECHNICIAN	59	\$25,624	\$34,374	\$43,124
INDUSTRIAL HYGIENE CONSULTANT	77	\$58,218	\$78,100	\$97,981
INFORMATION SYSTEMS LIAISON I	69	\$40,524	\$54,363	\$68,202
INFORMATION SYSTEMS MANAGER	77	\$58,218	\$78,100	\$97,981
INSPECTIONS MANAGER	74	\$50,808	\$68,159	\$85,510
INTERNAL AUDITOR	74	\$50,808	\$68,159	\$85,510
INVESTMENT OFFICER	73	\$48,539	\$65,115	\$81,691
IS APPLICATIONS ANALYST PROGRAMMER I	75	\$53,181	\$71,343	\$89,504
IS APPLICATIONS ANALYST PROGRAMMER II	77	\$58,218	\$78,100	\$97,981
IS APPLICATIONS PROGRAMMER	71	\$44,353	\$59,500	\$74,646
IS COMMUNICATIONS SPECIALIST	73	\$48,539	\$65,115	\$81,691
IS COMPUTER OPERATION SPECIALIST	71	\$44,353	\$59,500	\$74,646
IS GIS COORDINATOR	72	\$46,394	\$62,238	\$78,081
IS NETWORKING COORDINATOR	77	\$58,218	\$78,100	\$97,981
IS NETWORKING SPECIALIST	75	\$53,181	\$71,343	\$89,504
IS SYSTEMS PROGRAMMER	79	\$63,757	\$85,530	\$107,303
IS SYSTEMS SERVER ADMINISTRATOR	76	\$55,639	\$74,640	\$93,640
IS SYSTEMS SERVER ANALYST	75	\$53,181	\$71,343	\$89,504
IS TECHNICAL SUPPORT SPECIALIST	73	\$48,539	\$65,115	\$81,691
IS TECHNOLOGY COORDINATOR	77	\$58,218	\$78,100	\$97,981
LANDFILL OPERATIONS SUPERVISOR	67	\$37,025	\$49,669	\$62,313
LATENT PRINT EXAMINER	69	\$40,524	\$54,363	\$68,202
LAUNDRY WASHER OPERATOR	55	\$21,433	\$28,752	\$36,071
LEAD WORKER III	59	\$25,624	\$34,374	\$43,124
LEAD WORKER IV	61	\$28,087	\$37,679	\$47,271
LIBRARIAN I	67	\$37,025	\$49,669	\$62,313
LIBRARIAN II	69	\$40,524	\$54,363	\$68,202
LIBRARIAN III	71	\$44,353	\$59,500	\$74,646
LIBRARIAN IV	73	\$48,539	\$65,115	\$81,691
LIBRARY ASSOCIATE	64	\$32,247	\$43,260	\$54,272
LIBRARY CIRCULATION MANAGER	67	\$37,025	\$49,669	\$62,313
LIBRARY DIRECTOR	82	\$73,041	\$97,985	\$122,928
LIBRARY DIVISION MANAGER	75	\$53,181	\$71,343	\$89,504
LIBRARY PAGE	55	\$21,433	\$28,752	\$36,071
LIBRARY TECHNICIAN	57	\$23,443	\$31,449	\$39,455
LICENSED CLINICAL COUNSELOR	72	\$46,394	\$62,238	\$78,081
LOCAL HEALTH DIRECTOR	88	\$96,046	\$128,846	\$161,646
LOCAL PUBLIC HEALTH ADMINISTRATOR I	76	\$55,639	\$74,640	\$93,640
MAINTENANCE SUPERVISOR	65	\$33,753	\$45,280	\$56,806
MAINTENANCE TECHNICIAN	62	\$29,423	\$39,471	\$49,519
MAINTENANCE WORKER	57	\$23,443	\$31,449	\$39,455
MARKETING & PROMOTIONS SPECIALIST	65	\$33,753	\$45,280	\$56,806
MARKETING & SALES MANAGER	72	\$46,394	\$62,238	\$78,081
MEDICAL LABORATORY ASSISTANT III	60	\$26,812	\$35,969	\$45,125

CUMBERLAND COUNTY CLASSIFICATION PAY PLAN
(FISCAL YEAR 2013-14)
JOB CLASSIFICATION LIST - ALPHABETICAL ORDER

JOB TITLE	GRADE	ANNUAL SALARY RANGE		
		MINIMUM	MIDPOINT	MAXIMUM
MEDICAL LABORATORY TECHNOLOGIST I	70	\$42,399	\$56,878	\$71,357
MEDICAL LABORATORY TECHNOLOGIST II	72	\$46,394	\$62,238	\$78,081
MEDICAL LABORATORY TECHNOLOGIST III	74	\$50,808	\$68,159	\$85,510
MEDICAL OFFICE ASSISTANT	60	\$26,812	\$35,969	\$45,125
MEDICAL RECORDS ASSISTANT IV	60	\$26,812	\$35,969	\$45,125
MEDICAL RECORDS MANAGER II	68	\$38,734	\$51,962	\$65,189
NURSING ASSISTANT II	60	\$26,812	\$35,969	\$45,125
NUTRITION PROGRAM DIRECTOR II	75	\$53,181	\$71,343	\$89,504
NUTRITIONIST I	66	\$35,348	\$47,419	\$59,490
NUTRITIONIST II	69	\$40,524	\$54,363	\$68,202
NUTRITIONIST III	71	\$44,353	\$59,500	\$74,646
OFFICE ASSISTANT III	58	\$24,508	\$32,878	\$41,247
OFFICE ASSISTANT IV	60	\$26,812	\$35,969	\$45,125
OFFICE ASSISTANT V	62	\$29,423	\$39,471	\$49,519
OFFICE/PROCESSING ASSISTANT	58	\$24,508	\$32,878	\$41,247
OPERATIONS MANAGER	79	\$63,757	\$85,530	\$107,303
PARALEGAL	67	\$37,025	\$49,669	\$62,313
PARALEGAL I	67	\$37,025	\$49,669	\$62,313
PATIENT ACCOUNT REPRESENTATIVE SUPERVISOR	65	\$33,753	\$45,280	\$56,806
PATIENT RELATIONS REPRESENTATIVE IV	60	\$26,812	\$35,969	\$45,125
PATIENT RELATIONS REPRESENTATIVE V	62	\$29,423	\$39,471	\$49,519
PAYROLL SPECIALIST I	67	\$37,025	\$49,669	\$62,313
PAYROLL SPECIALIST II	70	\$42,399	\$56,878	\$71,357
PERSONNEL ASSISTANT V	62	\$29,423	\$39,471	\$49,519
PERSONNEL OFFICER I	70	\$42,399	\$56,878	\$71,357
PERSONNEL TECHNICIAN I	63	\$30,805	\$41,325	\$51,845
PERSONNEL TECHNICIAN II	66	\$35,348	\$47,419	\$59,490
PERSONNEL TECHNICIAN III	68	\$38,734	\$51,962	\$65,189
PHARMACIST	84	\$80,035	\$107,367	\$134,699
PHARMACY TECHNICIAN	60	\$26,812	\$35,969	\$45,125
PHYSICIAN EXTENDER II	82	\$73,041	\$97,985	\$122,928
PHYSICIAN EXTENDER III	84	\$80,035	\$107,367	\$134,699
PLANNER	70	\$42,399	\$56,878	\$71,357
PLANNING DIRECTOR	83	\$76,454	\$102,563	\$128,672
PLANNING MANAGER	75	\$53,181	\$71,343	\$89,504
PRACTICAL NURSE II	63	\$30,805	\$41,325	\$51,845
PRETRIAL RELEASE SPECIALIST	65	\$33,753	\$45,280	\$56,806
PRINTING & REPRODUCTION SUPERVISOR	64	\$32,247	\$43,260	\$54,272
PRINTING TECHNICIAN	59	\$25,624	\$34,374	\$43,124
PROCESSING ASSISTANT II	55	\$21,433	\$28,752	\$36,071
PROCESSING ASSISTANT III	58	\$24,508	\$32,878	\$41,247
PROCESSING ASSISTANT IV	60	\$26,812	\$35,969	\$45,125
PROCESSING ASSISTANT V	62	\$29,423	\$39,471	\$49,519
PROCESSING UNIT SUPERVISOR IV	60	\$26,812	\$35,969	\$45,125
PROCESSING UNIT SUPERVISOR V	62	\$29,423	\$39,471	\$49,519
PRODUCTION SUPERVISOR	68	\$38,734	\$51,962	\$65,189
PROGRAM ASSISTANT IV	60	\$26,812	\$35,969	\$45,125
PROGRAM ASSISTANT V	62	\$29,423	\$39,471	\$49,519
PUBLIC HEALTH EDUCATOR I	64	\$32,247	\$43,260	\$54,272

CUMBERLAND COUNTY CLASSIFICATION PAY PLAN
(FISCAL YEAR 2013-14)
JOB CLASSIFICATION LIST - ALPHABETICAL ORDER

JOB TITLE	GRADE	ANNUAL SALARY RANGE		
		MINIMUM	MIDPOINT	MAXIMUM
PUBLIC HEALTH EDUCATOR II	68	\$38,734	\$51,962	\$65,189
PUBLIC HEALTH EDUCATOR SUPERVISOR	70	\$42,399	\$56,878	\$71,357
PUBLIC HEALTH NURSE I	71	\$44,353	\$59,500	\$74,646
PUBLIC HEALTH NURSE II	73	\$48,539	\$65,115	\$81,691
PUBLIC HEALTH NURSE III	74	\$50,808	\$68,159	\$85,510
PUBLIC HEALTH NURSING DIRECTOR III	82	\$73,041	\$97,985	\$122,928
PUBLIC HEALTH NURSING SUPERVISOR I	75	\$53,181	\$71,343	\$89,504
PUBLIC HEALTH NURSING SUPERVISOR II	77	\$58,218	\$78,100	\$97,981
PUBLIC INFORMATION ASSISTANT III	58	\$24,508	\$32,878	\$41,247
PUBLIC INFORMATION ASSISTANT IV	60	\$26,812	\$35,969	\$45,125
PUBLIC INFORMATION SPECIALIST	68	\$38,734	\$51,962	\$65,189
PURCHASING MANAGER	72	\$46,394	\$62,238	\$78,081
REAL ESTATE APPRAISAL MANAGER	76	\$55,639	\$74,640	\$93,640
REAL ESTATE APPRAISAL SUPERVISOR	74	\$50,808	\$68,159	\$85,510
RECYCLING VEHICLE OPERATOR	59	\$25,624	\$34,374	\$43,124
REGISTER OF DEEDS	81	\$69,793	\$93,627	\$117,461
RESOLVE FACILITATOR	57	\$23,443	\$31,449	\$39,455
RISK MANAGER	76	\$55,639	\$74,640	\$93,640
SENIOR ADMINISTRATIVE SUPPORT SPECIALIST	62	\$29,423	\$39,471	\$49,519
SENIOR APPRAISAL SPECIALIST	71	\$44,353	\$59,500	\$74,646
SENIOR APPRAISER	69	\$40,524	\$54,363	\$68,202
SENIOR ASSISTANT REGISTER OF DEEDS	73	\$48,539	\$65,115	\$81,691
SENIOR PLANNER	73	\$48,539	\$65,115	\$81,691
SHERIFF	88	\$96,046	\$128,846	\$161,646
SOCIAL WORK CLINICAL SPECIALIST	74	\$50,808	\$68,159	\$85,510
SOCIAL WORK PROGRAM ADMINISTRATOR I	77	\$58,218	\$78,100	\$97,981
SOCIAL WORK PROGRAM ADMINISTRATOR II	79	\$63,757	\$85,530	\$107,303
SOCIAL WORK PROGRAM MANAGER	76	\$55,639	\$74,640	\$93,640
SOCIAL WORK SUPERVISOR I	69	\$40,524	\$54,363	\$68,202
SOCIAL WORK SUPERVISOR II	72	\$46,394	\$62,238	\$78,081
SOCIAL WORK SUPERVISOR III	75	\$53,181	\$71,343	\$89,504
SOCIAL WORKER - INVESTIGATIVE/ASSESSMENT & TREATMENT	71	\$44,353	\$59,500	\$74,646
SOCIAL WORKER I	65	\$33,753	\$45,280	\$56,806
SOCIAL WORKER II	69	\$40,524	\$54,363	\$68,202
SOCIAL WORKER III	71	\$44,353	\$59,500	\$74,646
SOIL SCIENTIST I	73	\$48,539	\$65,115	\$81,691
SOLID WASTE ATTENDANT	55	\$21,433	\$28,752	\$36,071
SOLID WASTE COLLECTIONS MANAGER	70	\$42,399	\$56,878	\$71,357
SOLID WASTE COLLECTIONS SUPERVISOR	65	\$33,753	\$45,280	\$56,806
SOLID WASTE COMPLIANCE INSPECTOR	60	\$26,812	\$35,969	\$45,125
SOLID WASTE ENVIRONMENTAL ENFORCEMENT INSPECTOR	62	\$29,423	\$39,471	\$49,519
SOLID WASTE MANAGEMENT DIRECTOR	78	\$60,925	\$81,731	\$102,537
SOLID WASTE TRUCK DRIVER	61	\$28,087	\$37,679	\$47,271
STAFF ATTORNEY I	78	\$60,925	\$81,731	\$102,537
STAFF ATTORNEY II	82	\$73,041	\$97,985	\$122,928
STAFF DEVELOPMENT SPECIALIST I	67	\$37,025	\$49,669	\$62,313
STAFF DEVELOPMENT SPECIALIST II	69	\$40,524	\$54,363	\$68,202
STAFF NURSE	71	\$44,353	\$59,500	\$74,646
STAFF PSYCHOLOGIST II	73	\$48,539	\$65,115	\$81,691

**CUMBERLAND COUNTY CLASSIFICATION PAY PLAN
(FISCAL YEAR 2013-14)
JOB CLASSIFICATION LIST - ALPHABETICAL ORDER**

JOB TITLE	GRADE	ANNUAL SALARY RANGE		
		MINIMUM	MIDPOINT	MAXIMUM
STREET SIGN TECHNICIAN I	63	\$30,805	\$41,325	\$51,845
STREET SIGN TECHNICIAN II	65	\$33,753	\$45,280	\$56,806
SUBSTANCE ABUSE COUNSELOR II	67	\$37,025	\$49,669	\$62,313
SWITCHBOARD OPERATOR	56	\$22,416	\$30,071	\$37,726
TAX ADMINISTRATOR	82	\$73,041	\$97,985	\$122,928
TAX ANALYST	64	\$32,247	\$43,260	\$54,272
TAX ASSISTANT	62	\$29,423	\$39,471	\$49,519
TAX AUDITOR	68	\$38,734	\$51,962	\$65,189
TAX PROGRAM COORDINATOR	65	\$33,753	\$45,280	\$56,806
TAX PROGRAM MANAGER	75	\$53,181	\$71,343	\$89,504
TAX PROGRAM SUPERVISOR	70	\$42,399	\$56,878	\$71,357
TELECOMMUNICATIONS MANAGER	70	\$42,399	\$56,878	\$71,357
TELECOMMUNICATIONS SUPERVISOR	67	\$37,025	\$49,669	\$62,313
TELECOMMUNICATOR	63	\$30,805	\$41,325	\$51,845
TRANSPORTATION PROGRAM COORDINATOR	72	\$46,394	\$62,238	\$78,081
VETERAN SERVICES DIRECTOR	70	\$42,399	\$56,878	\$71,357
VETERAN SERVICES SPECIALIST	65	\$33,753	\$45,280	\$56,806
YOUTH HOME SUPERVISOR	67	\$37,025	\$49,669	\$62,313
YOUTH PROGRAM ASSISTANT II	63	\$30,805	\$41,325	\$51,845



CUMBERLAND
COUNTY
NORTH CAROLINA

ENGINEERING & INFRASTRUCTURE DEPARTMENT

JEFFERY P. BROWN, PE
Engineering & Infrastructure Director

**MEMO FOR THE AGENDA OF THE
SEPTEMBER 5, 2013 MEETING OF THE FINANCE COMMITTEE**

TO: FINANCE COMMITTEE
FROM: JEFFERY P. BROWN, PE, E & I DIRECTOR
THROUGH: JAMES E. MARTIN, COUNTY MANAGER
DATE: AUGUST 30, 2013
SUBJECT: UPDATE ON VANDER SEWER EXTENSION PROJECT

Requested by: JAMES E. MARTIN, COUNTY MANAGER
Presenter(s): JEFFERY P. BROWN, E & I DIRECTOR

Estimate of Committee Time Needed: 10 MINUTES

BACKGROUND:

On October 6, 2011, Cumberland County was awarded a grant from The Golden LEAF Foundation in the amount of \$469,218 for the extension of a sanitary sewer line into the Vander community with the ability to serve civic organizations as well as businesses. The initial completion date for this project was to be October 6, 2012. However, due to the fact that the route was changed in order to serve a greater population, the completion date for the project was extended to April 2014. An interlocal agreement was executed between PWC, the City of Fayetteville, and Cumberland County in August 2012 where PWC agreed to participate in the cost of the project since the relocation of the line would increase their future service area.

The project is currently being advertised and the bid opening is scheduled for 2:00 PM on Thursday, September 5th. The most recent engineer's estimate has the project cost at \$1,051,239. As part of the interlocal agreement, PWC will pay the cost of the project that exceeds the Golden Leaf Grant. In order to comply with the grant deadline, this project will have to be placed on the agenda for approval at the September 16th Board of Commissioners Meeting, therefore bypassing the Finance Committee meeting scheduled for October 3rd.

RECOMMENDATION/PROPOSED ACTION:

The Finance Committee is not being asked to take any action today. This item was placed on the agenda in order to give advance notice to the Committee that approval of the bid will be placed on the September 16th Board of Commissioners Meeting.

RANDY BEEMAN
Director/Fire Marshal

JAMES "TIM" MITCHELL
Deputy Director



CUMBERLAND COUNTY NORTH CAROLINA

MEMO FOR THE AGENDA OF THE SEPTEMBER 5, 2013 MEETING OF THE FINANCE COMMITTEE

To: Finance Committee
From: Randy Beeman, Emergency Services Director
Date: August 29, 2013
SUBJECT: Project 25 (P25) communications

Requested by: Randy Beeman, Emergency Services Director
Presenter(s): Randy Beeman
Estimate of Committee Time Needed: 20 minutes

BACKGROUND:

Cumberland County communication center must procure and upgrade equipment within the center to become P25 compliant. P25 was developed through a lack of interoperability in large part due to manufacturers of communication equipment not providing compatible equipment and removing competitiveness in the communication market. In an effort to reduce the problems (P25) was created. It began in 1990s with a coordination of Association of Public Safety Communications Officials (APCO) International and the National Association of State Telecommunications Directors (NASTD) and participating federal agencies.

P25 targeted four primary objectives:

- Allow effective, efficient, and reliable intra-agency communications...so organizations can easily implement interoperable and seamless joint communications in both routine and emergency circumstances
- Ensure competition in system life cycle procurements...so agencies can choose from multiple vendors and products, ultimately saving, money and gaining the freedom to select from the widest range of equipment and features.
- Provide user-friendly equipment...so users can take full advantage of their radios 'lifesaving capabilities on the job-even under adverse conditions – with minimal training.
- Improve radio spectrum efficiency...so networks will have enough capacity to handle calls and allow room for growth, even in areas where the spectrum is crowded and it's difficult for agencies to obtain licenses for additional radio frequencies.

Cumberland County communication center is connected to the North Carolina State Voice Interoperability Plan for Emergency Responders (VIPER) system and the center currently operates on an 800 megahertz (MHZ) Smart Zone trunked radio system. The VIPER system network is maintained by the North Carolina Highway Patrol. The connection is specialized as a hardwire connection by use of fiber cable from the communication center to the network site. This provides enhanced communication features for public safety.

The complexity of the communication equipment within the communication center and the viability of P25 for the immediate and long term functionality require development of specifications and operational parameters sufficient for request for proposals. Current staff does not have the expertise or knowledge to manage the highly complex and significant upgrade of communication equipment investment. Therefore, it is vital that we obtain the services of

professionals with the technical expertise to complete this critical project on our behalf. It is important to note that State VIPER timelines dictate that this project be fast tracked for completion within those time constraints.

RECOMMENDATION/PROPOSED ACTION:

Authorize the use of professional services to develop the specifications required for our radio console equipment upgrade, and manage the upgrade project.

GENERAL FUND SUMMARY OF OBLIGATIONS

GENERAL FUND	FY2013							FY2012						
	Actual					% Obligated	Budget	Actual					% Obligated	Budget
	Jul-May	Jun	13th	14th	Total			Jul-May	Jun	13th	14th	Total		
General Administration	13,581,788	1,422,816	260,966		15,265,570	91.26%	16,727,341	12,504,997	1,327,659	185,131		14,017,787	90.67%	15,460,484
Buildings & Grounds	5,232,661	482,660	141,342		5,856,663	93.00%	6,297,475	5,197,321	247,249	97,275		5,541,845	92.05%	6,020,250
General Government														
Debt Service	23,746,934	1,569,556	0		25,316,490	100.00%	25,316,493	24,324,007	1,345,393	0		25,669,400	98.51%	26,058,610
General Government Other	9,642,649	2,891,536	42,276		12,576,461	89.92%	13,985,688	7,664,457	1,695,743	242,366		9,602,566	86.93%	11,046,543
Total General Government	33,389,583	4,461,092	42,276	0	37,892,951	96.41%	39,302,181	31,988,464	3,041,136	242,366	0	35,271,966	95.06%	37,105,153
Law Enforcement														
Sheriff	23,668,288	2,791,735	152,785		26,612,808	98.75%	26,949,127	23,923,062	2,625,539	235,392		26,783,993	98.56%	27,176,450
Jail	11,548,009	1,347,576	103,492		12,999,077	97.70%	13,304,584	10,487,073	1,240,134	32,444		11,759,651	97.91%	12,010,889
Total Law Enforcement	35,216,297	4,139,311	256,277	0	39,611,885	98.41%	40,253,711	34,410,135	3,865,673	267,836	0	38,543,644	98.36%	39,187,339
Public Safety	6,298,871	750,712	170,137		7,219,720	95.78%	7,537,885	6,049,619	719,195	127,988		6,896,802	81.37%	8,476,309
Health														
Mental Health Clinic	2,523,545	286,711	50,636		2,860,892	83.51%	3,425,609							
Health All Other	16,792,298	1,909,467	127,840		18,829,605	92.22%	20,418,119	15,235,393	1,575,432	121,884		16,932,709	90.10%	18,793,855
Total Health Department	19,315,843	2,196,178	178,476	0	21,690,497	90.97%	23,843,728	15,235,393	1,575,432	121,884	0	16,932,709	90.10%	18,793,855
Mental Health														
Mental Health Dept (LME)	10,731,709	46,018	42,499		10,820,226	89.72%	12,059,495							
MCO	1,732,465	432,627	16,583		2,181,675	95.57%	2,282,691							
Mental Health Other (County)	1,518,892	75,267	21,348		1,615,507	96.96%	1,666,182							
Social Services														
Social Services	31,557,724	3,793,189	282,137		35,633,050	95.72%	37,227,537	31,931,588	3,429,048	334,605		35,695,241	94.46%	37,787,802
Other DSS Programs	20,651,811	2,186,220	2,185,700		25,023,731	90.73%	27,581,854	23,150,115	2,060,328	1,718,882		26,929,325	97.76%	27,545,875
Total Social Services	52,209,535	5,979,409	2,467,837	0	60,656,781	93.59%	64,809,391	55,081,703	5,489,376	2,053,487	0	62,624,566	95.85%	65,333,677
Human Services														
Child Support Enforcement	3,637,155	431,874	66,107		4,135,136	94.11%	4,393,724	3,348,559	390,231	22,108		3,760,898	98.81%	3,806,288
Other HS Programs	334,126	24,174	105		358,405	98.34%	364,458	290,049	36,594	123		326,766	99.72%	327,689
Total Human Services	3,971,281	456,048	66,212	0	4,493,541	94.44%	4,758,182	3,638,608	426,825	22,231	0	4,087,664	98.88%	4,133,977
Library														
Library	8,844,122	959,466	119,451		9,923,039	96.20%	10,314,723	8,561,273	906,043	96,641		9,563,957	97.88%	9,771,519
Library Other	403,596	34,686			438,282	68.61%	638,795	453,019	23,926	3,118		480,063	81.47%	589,236
Total Library	9,247,718	994,152	119,451	0	10,361,321	94.59%	10,953,518	9,014,292	929,969	99,759	0	10,044,020	96.94%	10,360,755
Culture & Recreation	424,603	15,981	1,984		442,568	92.85%	476,658	392,974	58,692	0		451,666	99.87%	452,267
Economic Development	5,406,569	644,030	60,724		6,111,323	77.84%	7,851,232	5,767,045	486,889	44,021		6,297,955	80.23%	7,850,211
Subtotal	195,026,458	21,588,407	3,808,181	0	222,604,721	93.21%	238,819,670	179,280,551	18,168,095	3,261,978	0	200,710,624	94.15%	213,174,277
Education														
County School Current Exp	69,868,953	6,351,723	0		76,220,676	100.00%	76,220,676	69,868,953	6,351,723	0		76,220,676	100.00%	76,220,676
Goodyear Incentive	258,604	0	0		258,604	0.00%	278,012	260,719	0	0		260,719	0.00%	0
Sales Tax Equalization	0	0	0		0	0.00%	775,000	0	0	786,327		786,327	75.10%	1,047,046
FTCC Current Expense	8,399,688	763,608	0		9,163,296	100.00%	9,163,305	8,399,688	763,608	0		9,163,296	100.00%	9,163,305
FTCC PEG	64,392	0	0		64,392	0.00%	0	45,451	0	0		45,451	0.00%	0
FTCC Capital Outlay	2,503,962	683,113	278,243		3,465,318	74.56%	4,647,831	0	97,335	870,674		968,009	23.67%	4,089,137
Total Education	81,095,599	7,798,444	278,243	0	89,172,286	97.90%	91,084,824	78,574,811	7,212,666	1,657,001	0	87,444,478	96.55%	90,565,616
Total General Fund	276,122,057	29,386,851	4,086,424	0	311,777,007	94.51%	329,904,494	257,855,362	25,380,761	4,918,979	0	288,155,102	94.87%	303,739,893

CUMBERLAND COUNTY REVENUE SUMMARY

GENERAL FUND	FY2013							FY2012						
	Jul-May	Jun	Actual 13th	14th	Total	Budget	% Recognized	Jul-May	June	Actual 13th	14th	Total	Budget	% Recognized
Category 10: Ad Valorem Tax														
Real, Personal, Public - Current	145,420,293	627,154	(55,418)		145,992,029	144,802,240	100.82%	141,923,821	665,787	(6,771)		142,582,837	141,167,972	101.00%
Motor Vehicles - Current	11,395,804	990,138	0		12,385,942	11,572,666	107.03%	10,725,890	1,014,994	0		11,740,884	10,982,971	106.90%
Prior Years & Other	5,330,056	156,997	0		5,487,053	5,121,372	107.14%	5,139,289	213,192	0		5,352,481	5,214,595	102.64%
Total	162,146,153	1,774,289	(55,418)	0	163,865,024	161,496,278	101.47%	157,788,999	1,893,973	(6,771)	0	159,676,201	157,365,538	101.47%
Category 20: Other Taxes														
Sales Tax (1¢ + Art 40 + 42+ 44+ 46)	24,895,170	3,983,128	5,261,477		34,139,775	36,554,775	93.39%	23,618,806	3,602,092	9,657,323		36,878,221	34,833,928	105.87%
Pet Registration Fees	349,849	23,076	0		372,925	541,550	68.86%	304,420	8,074	0		312,494	386,742	80.80%
Sales Tax Video & Telecommunications	442,290	142,265	0		584,555	617,700	94.63%	497,394	127,388	0		624,782	543,358	114.99%
Other Taxes	1,110,211	78,705	0		1,188,916	1,100,202	108.06%	1,101,314	64,266	0		1,165,580	1,517,860	76.79%
Total	26,797,520	4,227,174	5,261,477	0	36,286,171	38,814,227	93.49%	25,521,934	3,801,820	9,657,323	0	38,981,077	37,281,888	104.56%
Category 30: Unrestricted Intergovernmental														
ABC Store 3.5%	620,643	0	205,165		825,808	795,056	103.87%	592,389	0	193,086		785,475	708,784	110.82%
ABC Store Profit	1,267,189	0	0		1,267,189	1,113,192	113.83%	1,030,955	0	0		1,030,955	1,248,516	82.57%
Fay Sales Tax Equalization-Original	1,006,007	0	537,325		1,543,332	1,903,317	81.09%	980,195	489,325	522,369		1,991,889	1,883,976	105.73%
Fay Sales Tax Equalization	2,057,130	0	1,098,528		3,155,658	4,020,973	78.48%	2,070,236	1,033,487	1,103,277		4,207,000	3,392,136	124.02%
Wade Sales Tax Equalization	484	0	258		742	916	80.95%	471	236	251		958	907	105.62%
Eastover Sales Tax Equalization	83,131	44,393	0		127,524	157,269	81.09%	80,992	40,433	43,162		164,587	155,670	105.73%
Stedman Sales Tax Equalization	66	0	36		102	125	81.60%	65	32	34		131	124	105.65%
Spring Lake Sales Tax Equalization	155,490	83,034	0		238,524	288,037	82.81%	148,337	74,051	79,053		301,441	360,926	83.52%
Godwin Sales Tax Equalization	1,051	561	0		1,612	1,989	81.05%	1,024	0	1,057		2,081	1,968	105.74%
Other	1,382,798	79,478	126,853		1,589,129	1,726,472	92.04%	1,619,512	80,404	164,677		1,864,593	1,884,228	98.96%
Total	6,573,989	207,466	1,968,165	0	8,749,620	10,007,346	87.43%	6,524,176	1,717,968	2,106,966	0	10,349,110	9,637,235	107.39%
Category 40: Restricted Intergovernmental														
Health	4,196,041	407,012	296,230		4,899,283	5,927,527	82.65%	3,728,282	544,832	511,653		4,784,766	5,437,432	88.00%
Mental Health	8,330,932	228,870	15,133		8,574,935	8,234,683	104.13%							
Social Services	32,762,857	1,804,846	6,786,446		41,354,148	43,801,966	94.41%	34,837,485	1,206,838	5,289,825		41,334,148	43,017,668	96.09%
Library	577,239	74,957	(149)		652,047	792,856	82.24%	613,064	61,685	835		675,584	740,584	91.22%
Child Support Enforcement	2,793,877	58,092	505,820		3,357,789	3,141,266	106.89%	2,393,475	695	185,467		2,579,637	2,934,789	87.90%
Other	2,160,993	161,891	221,524		2,544,408	3,256,372	78.14%	2,154,655	200,480	351,633		2,706,768	3,832,022	70.64%
Total	50,821,938	2,735,668	7,825,004	0	61,382,610	65,154,670	94.21%	43,726,961	2,014,530	6,339,413	0	52,080,903	55,962,495	93.06%
Category 50: Licenses & Permits														
Register of Deeds	1,678,521	160,190	0		1,838,711	1,642,875	111.92%	1,574,769	148,815	0		1,723,584	1,510,583	114.10%
Inspections	684,252	79,900	0		764,153	449,000	170.19%	677,022	53,531	795		731,348	449,000	162.88%
Other	25,663	0	0		25,663	158,888	16.15%	79,810	270	38,120		118,200	122,426	96.55%
Total	2,388,436	79,900	0	0	2,628,527	2,250,763	116.78%	2,331,601	202,616	38,915	0	2,573,132	2,082,009	123.59%
Category 60: Sales & Service														
Animal Control	235,144	19,783	1,133		256,060	180,253	142.06%	188,049	20,361	0		208,410	92,000	226.53%
Mental Health	2,728,213	24,602	0		2,752,815	3,107,892	88.57%							
Health Department	4,608,047	348,472	7,574		4,964,093	4,118,576	120.53%	3,566,069	409,858	119,670		4,095,597	3,742,749	109.43%
Mental Health Clinic	247,958	42,633	45,951		336,542	3,425,609	9.82%							
Library Fees	266,851	23,437	0		290,288	345,150	84.10%	296,410	28,789	693		325,892	270,150	120.63%
Sheriff Fees	2,992,687	90,913	140,981		3,224,581	2,797,917	115.25%	2,754,715	176,802	127,363		3,058,880	2,765,116	110.62%
Social Services Fees	78,202	7,121	12,359		97,682	120,376	81.15%	1,157,551	9,490	11,892		1,178,933	1,190,639	99.02%
Other	625,194	176,817	234,255		1,036,266	1,049,122	98.77%	820,188	143,953	464,426		1,428,567	1,393,787	102.50%
Total	11,782,296	733,778	442,253	0	12,958,328	15,144,895	85.56%	8,782,982	789,253	724,044	0	10,296,280	9,454,441	108.90%
Category 70: Miscellaneous														
Interest Income	182,470	9,416	45		191,931	125,000	153.54%	149,203	2,057	11,629		162,889	163,870	99.40%
CFVMC	3,615,271	0	0		3,615,271	3,248,440	111.29%	3,248,440	0	311,608		3,560,048	3,451,897	103.13%
Rent	201,580	17,889	1,022		220,491	159,498	138.24%	626,562	30,255	2,828		659,645	714,995	92.26%
Other	604,534	101,652	(17,368)		688,818	603,809	114.08%	500,373	129,049	30,540		659,962	334,905	197.06%
Total	4,603,855	128,957	(16,301)	0	4,716,511	4,136,747	114.01%	4,524,578	161,361	356,605	0	5,042,544	4,665,667	108.08%
Subtotal Category 10-70	265,114,187	9,887,232	15,425,180	0	290,586,789	297,004,926	97.84%	249,201,232	10,581,521	19,216,496	0	278,999,249	276,449,273	100.92%
Category 90: Other Financing Sources														
Sale of Land & Buildings	43,251	349	0	0	43,600	0	0.00%	61,471	7,894	2,559		71,924	0	0.00%
Gain/Loss	0	0	46,912	0	46,912	0	0.00%	0	0	(59,906)		(59,906)	0	0.00%
Sale of Fixed Assets/Cash Proceeds	143,726	0	(121,731)	0	21,995	79,033	27.83%	106,829	15,068	(18,978)		102,919	0	0.00%
Transfers	7,705,378	644,939	484,324	0	8,834,641	8,850,272	99.82%	7,309,616	1,576,485	16,750		8,902,851	9,004,232	98.87%
Installment /Purchase Revenue	3,198,130	0	0	0	3,198,130	3,198,130	0.00%	0	0	0		0	3,500,000	0.00%
Fund Balance - Former Health	0	0	0	0	0	0	0.00%	0	0	0		0	0	0.00%
Fund Balance - Communications	0	0	0	0	0	1,203,825	0.00%	0	0	0		0	1,231,825	0.00%
Fund Balance Maintenance/Renovations	0	0	0	0	0	175,648	0.00%	0	0	0		0	643,350	0.00%
Fund Balance - Health	0	0	0	0	0	634,645	0.00%	0	0	0		0	501,876	0.00%
Fund Balance - Special	0	0	0	0	0	2,566,982	0.00%	0	0	0		0	0	0.00%
Fund Balance - Mental Health Transfer	0	0	0	0	0	1,798,216	0.00%	0	0	0		0	0	0.00%
Fund Balance -Economic Incentives	0	0	0	0	0	666,815	0.00%	0	0	0		0	0	0.00%
Fund Balance - Water & Sewer	0	0	0	0	0	1,015,852	0.00%	0	0	0		0	500,000	0.00%
Fund Balance Appropriated	0	0	0	0	0	12,710,150	0.00%	0	0	0		0	11,909,337	0.00%
Total	11,090,485	645,288	409,505	0	12,145,278	32,899,568		7,477,916	1,599,447	(59,575)	0	9,017,788	27,290,620	
Total General Fund	276,204,672	10,532,520	15,834,685	0	302,732,067	329,904,494		256,679,148	12,180,968	19,156,921	0	288,017,037	303,739,893	

CROWN CENTER FINANCIAL SUMMARY

	FY2013							FY2012						
	Actual					Budget	% Recognized	Actual					Budget	% Recognized
	Jul-May	Jun	13th	14th	Total			Jul-May	Jun	13th	14th	Total		
Operating Revenues														
Crown Center Building Rent	436,806	47,350	105,614		589,770	620,000	95.12%	543,545	37,040	49,200		629,785	620,000	101.58%
Crown Center Equipment Rent	165,048	18,988	7,967		192,003	215,000	89.30%	172,754	21,254	8,155		202,163	212,000	95.36%
Crown Center Recovered Expense	358,976	27,039	76,808		462,823	500,000	92.56%	492,887	25,220	62,697		580,804	475,000	122.27%
Crown Center Facility Surcharge	262,458	10,302	61,043		333,803	310,000	107.68%	286,104	13,157	10,543		309,804	330,000	93.88%
Crown Center Miscellaneous	12,439	1,600	158		14,197	7,500	189.30%	4,141	45	571		4,757	10,000	47.57%
Crown Center Ticket Rebates	88,950	503	8,495		97,948	90,000	108.83%	76,835	3,998	1,165		81,998	45,000	182.22%
Crown Center Box Office Fees	3,391	100	9,050		12,541	12,000	104.51%	20,994	200	186		21,380	10,000	213.80%
Crown Center Concessions	415,647	11,632	29,163		456,442	525,000	86.94%	426,989	28,124	17,338		472,451	525,000	89.99%
Crown Center Marketing Revenue	149,944	3,641	4,202		157,787	210,000	75.14%	156,569	1,750	4,758		163,077	210,000	77.66%
Total Operating Revenues	1,893,657	121,155	302,500	0	2,317,312	2,489,500	93.08%	2,180,819	130,788	154,613	0	2,466,220	2,437,000	101.20%
Operating Expenses														
Salaries	1,645,632	203,478	(130)		1,848,981	1,911,068	96.75%	1,461,363	214,480	11,009		1,686,852	1,843,711	91.49%
Benefits	466,462	62,551	10,512		539,526	793,442	68.00%	488,352	63,088	261,254		812,694	839,584	96.80%
Operating														
Sponsored Events	6,445	0	0		6,445	400,000	1.61%	73,380	2,624	20,000		96,004	400,000	24.00%
Contracted Services	811,869	83,875	50,411		946,155	976,000	96.94%	909,086	63,203	34,592		1,006,881	942,000	106.89%
Maintenance & Repair	401,516	36,142	25,150		462,808	1,149,169	40.27%	330,769	22,646	383,600		737,015	863,908	85.31%
Utilities	755,991	52,711	50,820		859,522	845,000	101.72%	698,978	57,050	56,376		812,404	870,000	93.38%
Other	567,543	37,852	20,953		626,348	710,572	88.15%	599,724	30,558	(279,329)		350,953	728,017	48.21%
Capital Outlay	77,446	0	0		77,446	420,000	18.44%	13,586	0	(13,586)		0	23,237	0.00%
Total Operating Expenses	4,732,904	476,609	157,717	0	5,367,230	7,205,251	74.49%	4,575,237	453,649	473,916	0	5,502,802	6,510,457	84.52%
Operating Rev over Operating Exp	(2,839,247)	(355,454)	144,783	0	(3,049,918)	(4,715,751)	64.68%	(2,394,418)	(322,861)	(319,303)	0	(3,036,582)	(4,073,457)	74.55%
Non Operating Revenues and Appropriated Fund Balance														
Interest Earned on Investments	213	13	0		226	0	0.00%	68	6	0		74	0	0.00%
Sales Tax Contractors	335	0	0		335	0	0.00%	0	0	0		0	0	0.00%
Transfers In														
Fund 114 (Food & Beverage Fund)	2,513,532	837,844	0		3,351,376	3,351,376	100.00%	3,458,709	314,428	0		3,773,137	3,773,140	100.00%
Fund 621 (Civic Center Motel Tax)	271,500	90,500	0		362,000	362,000	100.00%	0	0	0		0	0	0.00%
Appropriated Fund Balance	0	0	0		0	1,057,568	0.00%	0	0	0		0	385,985	0.00%
Total Non-Operating and Fund Bal	2,785,580	928,357	0	0	3,713,937	4,770,944	77.84%	3,458,777	314,434	0	0	3,773,211	4,159,125	90.72%
Nonoperating Expenses														
Arena/Theater	0	0	0		0	0	0.00%	10,000	0	0		10,000	30,475	0.00%
Transfer Out- Fund 101 (General Fund)	41,394	13,799	0		55,193	55,193	100.00%	50,590	4,600	0		55,190	55,193	99.99%
Total Nonoperating Expenses	41,394	13,799	0	0	55,193	55,193	100.00%	60,590	4,600	0	0	65,190	85,668	76.10%
Non-Oper Rev over Non-Oper Exp	2,744,185	914,558	0	0	3,658,743	4,715,751		3,398,187	309,834	0	0	3,708,021	4,073,457	
Total Revenue over Total Exp	(95,061)	559,104	144,783	0	608,826	0		1,003,769	(13,027)	(319,303)	0	671,439	0	