



Fiscal Year 2018 Budget

For 2 June 2017 Preliminary Budget Discussions



Proposed Adjustments for FY18 Budget

Chief Kinniry's Request

| Major Spending Category | General Fund | | Special Assessment | | Total | |
|-------------------------|------------------|----------------|--------------------|----------------|--------------------|----------------|
| | Proposed | Change | Proposed | Change | Proposed | Change |
| Pay & Benefits | \$414,912 | \$12,237 | \$356,422 | \$3,992 | \$ 771,335 | \$16,160 |
| Operating Expenses | \$177,148 | \$1,500 | \$ 56,225 | (\$4,806) | \$ 233,373 | (\$3,306) |
| Capital Investment | \$ 12,500 | (\$11,500) | \$ 10,000 | | \$ 22,500 | (\$11,500) |
| Proposed Total | \$603,560 | \$2,237 | \$422,647 | (\$884) | \$1,027,208 | \$1,354 |

Treasurer's Recommendation

| Major Spending Category | General Fund | | Special Assessment | | Total | |
|-------------------------|------------------|------------------|--------------------|----------------|--------------------|------------------|
| | Proposed | Change | Proposed | Change | Proposed | Change |
| Pay & Benefits | \$408,068 | \$5,393 | \$356,422 | \$3,922 | \$ 764,490 | \$9,316 |
| Operating Expenses | \$177,148 | \$1,500 | \$ 56,225 | (\$4,806) | \$ 232,373 | (\$3,306) |
| Capital Investment | \$ 12,500 | (\$11,500) | \$ 10,000 | | \$ 22,500 | (\$11,500) |
| Proposed Total | \$597,716 | (\$4,607) | \$422,647 | (\$884) | \$1,020,363 | (\$5,490) |



Proposed Pay & Benefits for FY18

Pay and Benefits Budget Worksheet for FY18

| General Fund | Shifts/Week | Hourly Rate | Annual Pay Rate | Holiday Pay (\$ 12 Hrs x 4 Days) | 21 PTO Days | Off-Island Training Days | Housing Allowance | FICA (7.65%) | W/C (4.23%) | Health, Dental, Vision, and Disability | Retirement (25%) | Subtotal Pay & Ben |
|------------------------|-------------|-------------|-----------------|----------------------------------|-------------|--------------------------|-------------------|--------------|-------------|--|------------------|--------------------|
| Payments To Chief | 4 | | \$65,000 | | | | \$14,400 | | | | \$16,250 | \$142,314 |
| Payments For Chief | | | | | \$9,163 | \$3,200 | | \$7,020 | \$3,882 | \$20,400 | \$3,000 | |
| Paramedic | 3 | \$18.18 | \$68,066 | \$873 | | | | \$5,274 | \$2,916 | | | \$77,128 |
| Officers | 7 | \$19.89 | \$173,759 | \$955 | | | | \$13,366 | \$7,390 | | | \$195,470 |
| Subtotals | | | | | \$335,415 | | | \$25,659 | \$14,188 | \$23,400 | \$16,250 | \$414,912 |
| Budgeted FY17 | | | | | \$325,500 | | | \$25,000 | \$13,775 | \$23,400 | \$15,000 | \$402,675 |
| Proposed FY18 | | | | | \$335,415 | | | \$25,659 | \$14,188 | \$23,400 | \$16,250 | \$414,912 |
| Proposed Change | | | | | \$9,915 | | | \$659 | \$413 | \$0 | \$1,250 | \$12,237 |

| Special Assessment | Shifts/Week | Hourly Rate | Annual Pay Rate | Holiday Pay (\$ 12 Hrs x 4 Days) | FICA (7.65%) | W/C (4.23%) | Subtotal Pay & Ben |
|-------------------------------|-------------|-------------|-----------------|----------------------------------|--------------|-------------|--------------------|
| Paramedic | 7 | \$18.18 | \$158,820 | \$873 | \$12,150 | \$6,718 | \$178,561 |
| EMT | 7 | \$16.16 | \$153,317 | \$776 | \$11,729 | \$6,485 | \$172,307 |
| 3 Company Drills (8 hrs each) | | \$16.16 | \$4,965 | | \$380 | \$210 | \$5,555 |
| Subtotals | | | \$318,751 | | \$24,258 | \$13,413 | \$356,422 |
| Budgeted FY17 | | | \$315,250 | | \$24,000 | \$13,250 | \$352,500 |
| Proposed FY18 | | | \$318,751 | | \$24,258 | \$13,413 | \$356,422 |
| Proposed Change | | | \$3,501 | | \$258 | \$163 | \$3,922 |

Note that our optimum staffing is 1 ALS paramedic and 1 EMT (but we have twice as many paramedics as EMTs ... and we usually have 2 paramedics on shift ... so the annual pay is expected to be only slightly lower than for a paramedic)

Notes: For FY17, Board approved on 16 July 2016, 1) \$5,000/year salary raise for Chief Kinniry; 2) \$1,900/year retirement contribution raise for Chief Kinniry; 3) elimination of Deputy Chief position and Employee-Only Insurance (\$10,000/year decrease); 4) no raise for hourly part-time employees: Net Decrease in General Fund Pay & Benefits of \$33,633 from Amended FY16 to FY17 and a \$6,480 increase in Special Assessment Pay & Benefits between FY16 and FY17 (adding 3 Company Drills)

| Options for FY18, Eff 1 Oct 2017 (Not Providing a Raise Has No Budget Impact) | | | | | | | | Chief Kinniry (\$52,400 on 1 Jan 16) | | Pre-Tax Increase | District Cost Incl Taxes |
|---|---------|------------|-----------|--------|----------|----------|------------|---------------------------------------|---------------------------------|------------------|--------------------------|
| Raise/Hour | Captain | Lieutenant | Paramedic | EMT | GF Cost | SA Cost | Total Cost | Compensation Increases in 2016 & 2017 | | | |
| Raise of 0.5% | \$0.10 | \$0.10 | \$0.09 | \$0.08 | \$1,769 | \$1,993 | \$3,762 | 30-Jan-16 | Added Temp Disability Plan | \$2,400 | \$2,400 |
| Raise of 1% | \$0.20 | \$0.19 | \$0.18 | \$0.16 | \$3,538 | \$3,987 | \$7,525 | 30-Jan-16 | Added 5 Days PTO, Eff 1 Oct 16 | \$2,160 | \$2,417 |
| Raise of 2% | \$0.40 | \$0.38 | \$0.36 | \$0.32 | \$7,075 | \$7,974 | \$15,049 | 20-May-16 | Raise for Housing FICA Taxes | \$2,600 | \$2,909 |
| Raise of 3% | \$0.60 | \$0.57 | \$0.54 | \$0.48 | \$10,613 | \$11,961 | \$22,574 | 16-Jul-16 | FY17 Salary Raise, Eff 1 Oct 16 | \$5,000 | \$5,594 |
| 2.5% Officer | \$0.50 | \$0.48 | \$0.45 | \$0.40 | \$8,844 | \$9,967 | \$18,811 | 16-Jul-16 | FY17 Retirement, Eff 1 Oct 16 | \$1,900 | \$1,900 |
| Targeted 2% Officers | \$0.40 | \$0.38 | \$0.36 | \$0.32 | \$7,075 | \$7,974 | \$15,049 | | | | |
| Targeted 2%/1% | \$0.40 | \$0.38 | \$0.18 | \$0.16 | \$5,988 | \$3,987 | \$9,975 | | | | |
| | | | | | | | | Total | | \$14,060 | \$15,220 |

Chief's Proposal

- Increase Chief's Pay by \$5,000 (8.3%)
- Increase Chief's Retirement by \$1,250 (8.3%); nearly 28 times 2017 COLA
- Increase CAPT by \$0.40 (2.0%)
- Increase LT by \$0.38 (2.0%)
- Increase Paramedic by \$0.18 (1.0%)
- Increase EMT by \$0.16 (1.0%)
- Total Budget Increase \$16,200/year

Fry's Recommendations

- Federal COLA for 2017 was 0.3%
- Increase Chief's Pay by \$180 (0.3%): Past increases raised to \$60,000 plus \$6,460 in benefits (within \$2K of Last Chief)
- Increase Chief's Retirement by \$45 (0.3%)
- Increase Officer by \$0.40/\$0.38 (2.0%)
- Increase Paramedic by \$0.18 (1.0%)
- Increase EMT by \$0.16 (1.0%)
- Total Budget Increase \$9,300/year



Chief's Pay and Cost of Living Adjustments

History of Actual Raises vs COLA Adjustments

| Kinniry | | | | | |
|-----------------------------|------|----------|--------------|----------|--------------|
| Year | COLA | Actual | Actual Raise | COLA Adj | Over/(Under) |
| 2004 | | \$40,000 | | \$40,000 | \$0 |
| 2005 | 2.7% | \$45,000 | \$5,000 | \$41,080 | \$3,920 |
| 2006 | 4.1% | \$45,000 | | \$42,764 | \$2,236 |
| 2007 | 3.3% | \$50,000 | \$5,000 | \$44,176 | \$5,824 |
| 2008 | 2.3% | \$50,000 | | \$45,192 | \$4,808 |
| 2009 | 5.8% | \$52,400 | \$2,400 | \$47,813 | \$4,587 |
| 2010 | 0.0% | \$52,400 | | \$47,813 | \$4,587 |
| 2011 | 0.0% | \$52,400 | | \$47,813 | \$4,587 |
| 2012 | 3.6% | \$52,400 | | \$49,534 | \$2,866 |
| 2013 | 1.7% | \$52,400 | | \$50,376 | \$2,024 |
| 2014 | 1.5% | \$52,400 | | \$51,132 | \$1,268 |
| 2015 | 1.7% | \$52,400 | | \$52,001 | \$399 |
| 2016 | 0.0% | \$55,000 | \$2,600 | \$52,001 | \$2,999 |
| 2017 | 0.3% | \$60,000 | \$5,000 | \$52,157 | \$7,843 |
| Total Raises Paid Over COLA | | | | | \$47,951 |

- Data from 2004-2014 provided by Treasurer Roy Wildeman during FY16 Budget Development during Sep 2015
 - The Social Security Administration typically announces the preliminary Federal COLA rate in Jun/Jul for the following year (and finalizes the rate in the Fall)
[- https://www.ssa.gov/oact/cola/colaseries.html](https://www.ssa.gov/oact/cola/colaseries.html)
[- http://www.usatoday.com/story/money/2016/06/22/2017-social-security-cola/86241140/](http://www.usatoday.com/story/money/2016/06/22/2017-social-security-cola/86241140/)

2% Cost of Living Increase over 3 Years

COMPENSATION INCREASES IN 2016 & 2017

| Chief Kinniry (\$52,400 on 1 Jan 16) | | Pre-Tax Increase | District Cost Incl Taxes |
|--------------------------------------|---------------------------------|------------------|--------------------------|
| Jan 2016 | Added Temp Disability Plan | \$2,400 | \$2,400 |
| Jan 2016 | Added 5 Days PTO, Eff 1 Oct 16 | \$2,160 | \$2,417 |
| May 2016 | Raise for Housing FICA Taxes | \$2,600 | \$2,909 |
| Jul 2016 | FY17 Salary Raise, Eff 1 Oct 16 | \$5,000 | \$5,594 |
| Jul 2016 | FY17 Retirement, Eff 1 Oct 16 | \$1,900 | \$1,900 |

- Chief Kinniry's Base Salary was \$52,400 as Assistant Chief in January 2016
- Chief Kinniry's Base Salary is now \$60,000 (**increased \$7,600** between January - September 2016)
- Chief Kinniry's Benefits are now **\$6,460 higher**
- Total Pay & Benefit Costs **Increased \$15,220** in 2016/2017
- Chief Asks for **Increases of \$5,000 Pay, \$1,250 Retirement**
- Fry Recommends **\$180 Pay, \$45 Retirement (each 0.3%)**



Proposed Operating Budget for FY18

Proposed Changes for General Fund for FY18

Increases (Plus \$13,500):

- Repair & Maintenance \$11,500
- Fuel \$2,000

Decreases (Minus \$12,000):

- Communications Services: (\$3,000)
- Rentals & Leases (\$4,000)
- Draft Point & Firelane Maintenance (\$5,000)

| | General Fund Proposed Line Changes Only | | | | |
|--|--|--------------------------------------|---------------------------------------|---|-------------------------|
| | 1 October 2016 through 31 March 2017 | Adopted General Fund Budget | YTD Actuals as a % of Budget | Additions (Deletions) from Approved FY17 Budget | Proposed FY18 Budget |
| 522-410 COMMUNICATIONS SERV | \$ 3,304.70 | \$ 11,000 | 30.04% | \$ (3,000) | \$ 8,000 |
| 522-440 RENTALS & LEASES | \$ - | \$ 4,000 | 0.00% | \$ (4,000) | \$ - |
| 522-460 REPAIR & MAINTENANCE | \$ 12,844.37 | \$ 25,000 | 51.38% | \$ 11,500 | \$ 36,500 |
| 522-469 DRAFT POINT & FIRELANE MAINTENANCE | \$ 15,000.00 | \$ 12,500 | 120.00% | \$ (5,000) | \$ 7,500 |
| 522.521 FUEL | \$ 1,827.67 | \$ 3,000 | 60.92% | \$ 2,000 | \$ 5,000 |
| Sub-total Operating Expenses | \$ 85,145.55 | \$ 175,648 | 48.48% | 1,500 | |

Net Change to Operating Budget over FY17 is \$1,500 Higher



Proposed Operating Budget for FY18

Proposed Changes for Special Assessment for FY18

Increases (Plus \$12,000):

- Rentals & Leases \$2,000
- Draft Point & Firelane Maintenance \$5,000
- Fuel \$5,000

Decreases (Minus \$16,806):

- Travel & Per Diem (\$2,500)
- Communications Services (\$1,500)
- Freight & Postage (\$ 200)
- Insurance (\$ 500)
- Repair & Maintenance (\$6,006)
- Promo/Legal Advertising (\$ 500)
- Bank Service Charges (\$ 200)
- Office Supplies (\$ 400)
- Uniforms & Supplies (\$2,000)
- Operating Supplies-Other (\$3,000)

| | Special Assessment Proposed Line Changes Only | | | | |
|-------------------------------------|--|--|---------------------------------------|---|-------------------------|
| | 1 October 2016 through 31 March 2017 | Adopted Special Assessment Budget | YTD Actuals as a % of Budget | Additions (Deletions) from Approved FY17 Budget | Proposed FY18 Budget |
| 522-400 TRAVEL & PER DIEM | \$ 105.00 | \$ 2,500 | 4.20% | \$ (2,500) | \$ - |
| 522-410 COMMUNICATIONS SERV | \$ - | \$ 1,500 | 0.00% | \$ (1,500) | \$ - |
| 522-420 FREIGHT & POSTAGE | \$ - | \$ 200 | 0.00% | \$ (200) | \$ - |
| 522-440 RENTALS & LEASES | \$ 5,800.00 | \$ 10,000 | 56.00% | \$ 2,000 | \$ 12,000 |
| 522-450 INSURANCE | \$ 98.50 | \$ 500 | 19.30% | \$ (500) | \$ - |
| 522-460 REPAIR & MAINTENANCE | \$ 748.00 | \$ 6,006 | 12.45% | \$ (6,006) | \$ - |
| 522.480 PROMO/LEGAL ADVERTISING | \$ - | \$ 500 | 0.00% | \$ (500) | \$ - |
| 522.491 BANK SERVICE CHARGES | \$ 20.00 | \$ 200 | 10.00% | \$ (200) | \$ - |
| 522-510 OFFICE SUPPLIES | \$ - | \$ 400 | 0.00% | \$ (400) | \$ - |
| 522.521 FUEL | \$ 5,700.93 | \$ 9,000 | 63.34% | \$ 5,000 | \$ 14,000 |
| 522.523 UNIFORMS & SUPPLIES | \$ 73.55 | \$ 2,000 | 3.68% | \$ (2,000) | \$ - |
| 522.520 OPERATING SUPPLIES-OTHER | \$ 330.00 | \$ 3,000 | 11.00% | \$ (3,000) | \$ - |
| Sub-total Operating Expenses | \$ 21,852.36 | \$ 61,031 | 35.81% | \$ (4,806) | |

Net Change to Operating Budget over FY17 is \$4,806 Lower



Proposed Capital Budget for FY18

522.620 BUILDING IMPROVEMENTS
 522.641 EQUIP FIREFIGHT > \$750
 522.640 EQUIP & MACH - OTHER
 522-640 MACHINERY & EQUIPMENT
 Sub-total Capital Outlay

| General Fund | | | | | Special Assessment | | | | | Total Budget | | | |
|--------------------------------------|-----------------------------|------------------------------|---|----------------------|--------------------------------------|-----------------------------------|------------------------------|---|----------------------|--------------------------------------|----------------------|---|----------------------|
| 1 October 2016 through 31 March 2017 | Adopted General Fund Budget | YTD Actuals as a % of Budget | Additions (Deletions) from Approved FY17 Budget | Proposed FY18 Budget | 1 October 2016 through 31 March 2017 | Adopted Special Assessment Budget | YTD Actuals as a % of Budget | Additions (Deletions) from Approved FY17 Budget | Proposed FY18 Budget | 1 October 2016 through 31 March 2017 | Adopted Total Budget | Additions (Deletions) from Approved FY17 Budget | Proposed FY18 Budget |
| \$ - | \$ 1,500 | 0.00% | \$ (1,500) | \$ - | \$ - | \$ 2,500 | 0.00% | \$ 500 | \$ 3,000 | \$ - | \$ 1,500 | \$ (1,500) | \$ - |
| \$ 9,579.10 | \$ 7,500 | 127.72% | \$ (2,000) | \$ 5,500 | \$ - | \$ 7,500 | 0.00% | \$ (500) | \$ 7,000 | \$ 9,579.10 | \$ 10,000 | \$ (1,500) | \$ 8,500 |
| \$ - | \$ 15,000 | 0.00% | \$ (8,000) | \$ 7,000 | \$ - | \$ 10,000 | 0.00% | \$ - | \$ 10,000 | \$ - | \$ 22,500 | \$ (8,500) | \$ 14,000 |
| \$ 9,579.10 | \$ 22,500 | 42.57% | \$ (10,000) | \$ 12,500 | \$ - | \$ 10,000 | 0.00% | \$ - | \$ 10,000 | \$ 9,579.10 | \$ 32,500 | \$ (10,000) | \$ 22,500 |
| \$ 9,579.10 | \$ 24,000 | 39.91% | \$ (11,500) | \$ 12,500 | \$ - | \$ 10,000 | 0.00% | \$ - | \$ 10,000 | \$ 9,579.10 | \$ 34,000 | \$ (11,500) | \$ 22,500 |

Proposed Capital Budget Covers Chief Kinniry's requests and allows for purchase of:

- Replacement of Oldest Utility Vehicle (\$14K) 50%/50% Allocation to 522.640 (Equip & Mach – Other)
- Portable 250gpm Water Pump (\$5K) 50%/50% Allocation to 522.641 (Equip Firefight > \$750)
- Floating Stokes Basket (\$2K) 50%/50% Allocation to 522.641 (Equip Firefight > \$750)
- Currently Unspecified (\$1.5K) 100% in General Fund

Proposed **Reductions** to Capital Budget Covers Chief Kinniry's requests for Increases to Repairs & Maintenance:

- (T191 Replacement with Military 5-ton Truck w/ Modifications **(\$10K)** 100% in General Fund
- Painting/Minor Renovation of Station **(\$1.5K)** 100% in General Fund

Net Change to Capital Budget over FY17 is \$11,500 Lower