# MEMORANDUM

TO: Local Agency Formation Commission

FROM: LAFCO Budget Committee

SUBJECT: Agenda Item 3.1 – Review and Consideration of Proposed Budget for Fiscal

Year 2016/17

DATE: March 30, 2016 for the Meeting of April 7, 2016

Pursuant to Government Code Section §56381, please find attached the Proposed Budget for Fiscal Year 2016/17 as unanimously recommended for adoption by the Budget Committee.

# **Summary**

On March 10, 2016, the Budget Committee met to review and discuss the Preliminary Budget for FY 2016/17. The Committee thoroughly considered the broad spectrum of fundamental responsibilities that LAFCO, as a regulatory body of the state, is expected to address beyond the specific processing of individual applications. With this perspective in mind, the Committee reviewed the current year budget projections and the preliminary budget numbers for FY 2016/17.

In addition to reviewing budget line items, the Committee's review was influenced by the following factors:

- 1. The Commission's recognition of the ever increasing roles that LAFCO's have in:
  - Assisting local agencies in the understanding of governance options and providing guidance to smaller agencies seeking to enhance their service capabilities;
  - Addressing local government functions and service delivery capabilities:
  - Identifying gaps in the provision of services throughout their Counties; and
  - Addressing an increasing number of legislative mandates to consider disadvantaged populations and seek improved options and opportunities for cooperation between agencies to include consolidations and mergers.
- 2. The Commission's continued desire to maintain a small (3.5 FTE), but consistent core staff of experienced individuals who provide superior service levels and local agency assistance.
- 3. The Commission's understanding that although economic conditions are improving, local agency budgets are likely to remain financially challenging.
- 4. The Commission through its staff has implemented cost saving measures, including employee furloughs, for the past nine budget cycles allowing it to successfully maintain FY 2015/16 member agency assessments through FY 2016/17; while each year, consistently advising member agencies of the potential necessity to incrementally increase assessments.

5. The Commission's fundamental interest in balancing its desired capability to meet statutory requirements (mandates) with the ability of contributing agencies to provide adequate levels of funding.

# Current Year (FY 2015/16) Budget Overview

Expenditure Categories	Budget	Estimated (6-30-2016)	Estimated Savings (6-30-2016)
Salaries & Wages and Benefits	458,618	453,231	5,397
Services & Supplies	145,539	147,138	-1,599
Appropriations	40,000	10,000	30,000
Total Estimated Expenditure Savings fo	33,798		

While not reflected in the proposed budget, considerable savings in Salaries and Benefits will continue from staff participation in a voluntary furlough program that equals a 10-15% reduction in pay depending on position. Although this program was initially implemented in FY 2008/09 as a flexible way to reduce personnel costs (\$285,000 to date), it was a way to allow the agency to reasonably react to fluctuations in work load as well. However, beginning in FY 2014/15, the Commission chose to adopt a budget that reflected this furlough reduction in Salaries and Benefits. Therefore, within this current fiscal year, the budget figure for Salaries and Benefits reflects a small savings, primarily in the cost of Benefits.

# **Budget Committee Proposal for FY 2016/17 Budget**

## **Funding Sources**

The Proposed FY 2016/17 Budget totals \$647,225 which reflects a nominal increase of less than 1% from the prior years' budget. Sources include:

- Interest, \$5,000 accounting for 1%.
- Member Agency Assessments, \$586,654 accounting for 90%. While the Commission diligently maintained flat member agency assessments from FY 2006/07 through FY 2012/13; it has consistently advised member agencies each year during the budget process and through adopted resolutions, that in order to achieve state mandated responsibilities consistent with GC 56381, the potential need to incrementally increase agency assessments would inevitably be required to meet the Commission's expectations. To this end, the Budget Committee has recommended no increase in member agency assessments for FY 2016/17; however, acknowledges that assessments have only increased on average 3% over the past nine years.
- Charges for Services, \$29,571 accounting for 5%.
- Miscellaneous Revenue, \$6,000 accounting for 1%.
- MSR/SOI Trust Fund Transfer, \$20,000 accounting for 3%.

# **Expenditures**

With the exception of Salaries and Benefits, the Committee acknowledged the substantial savings of approximately \$10,400 as a result of the recently renegotiated lease agreement. With reference to other expenditures, there were no substantial changes. County Support Services remain integrated within Services & Supplies. Overall, base expenditures for operations has increased minimally by 3%.

#### Notice

Notice of the 2016/17 FY Preliminary Budget Committee meeting was posted on March 4, 2016 and subsequently circulated to all member agencies. Public notice for the 2016/17 FY Proposed Budget Hearing was published in the Chico Enterprise Record on Wednesday, March 15, 2016. In addition, the public notice was also posted on Wednesday, March 15, 2016 at County Administration, LAFCO's office and website.

#### **ACTIONS RECOMMENDED AND REQUESTED BY BUDGET COMMITTEE:**

- 1. Receive comments from the public and affected agencies on the Proposed Budget for Fiscal Year 2016/17; and
- 2. Continue to eliminate the reliance upon fund balance; utilizing funds from within Municipal Service Review/Sphere of Influence Maintenance Fund when appropriate; and
- 3. Although an increase in member agency assessments is not proposed for Fiscal Year 2016/17, continue to place language within the budget resolution that advises member agencies of the potential need to incrementally increase agency contribution rates in order to achieve the state mandated responsibilities consistent with GC56381; and
- 4. Authorize the continuation of permanent employee furloughs by 10-15%, resulting in 3.5 full-time employees; and
- 5. Authorize a 2% cost of living adjustment (COLA) to the adopted Salary Plan, as amended May 7, 2015 for Fiscal Year 2016/17; and
- 6. Adopt the Proposed Budget for Fiscal Year 2016/17 for transmittal to affected agencies and continue item to the May 5, 2016 meeting for final adoption.

#### Attachment:

1. Proposed Budget & Narrative for Fiscal Year 2016/17



# Butte Local Agency Formation Commission Proposed Budget for FY 2016/17

Preliminary   Base   Special   Total   Base   Special   Projects   Special	ELTE LAKE		2015/16			2016/17		
Projects			Ado		015			
FUNDING SOURCES				-	Total		•	Total
	FUNDI	NG SOURCES	Buuget	Fiojects		Buuget	Frojects	
453006   Other Government Agencies (Country)   453009   Other Covernment Agencies (Chies)   454000   Other-In-Leu Revenue (Special Districts)   454000   Other-In-Leu Revenue (Special Districts)   454000   Scale Covernment Agencies (Special Districts)   454000   Scale Covernmen			5.000	_	5.000	5.000	_	5,000
453008   Other Government Agencies (Citiles)   283,994   283,994   283,994   283,994   484000   Other-In-Leu Revenue (Sport all stanctics)   58,666   58,666   58,666   58,666   42000   Charges for Services   35,000   35,000   29,571   479000   Miscellaneous Revenue (SOI Trust Fund)   15,503   15,503   20,000   Count Trust Fund)   15,503   15,503   20,000   Count Trust Fund)   15,503   15,503   20,000   Count Trust Fund)   15,503   Count Trust Fund   15,503   20,000   Count Trust Fund   15,503   Count Trust Fund   Count Fund Fund Fund Fund Fund Fund Fund Fund			•	_	•	*	_	263,994
			· ·	_	·	-	_	263,994
		• ,	· ·	_	·	*	-	58,666
A73000   Miscellaneous Revenue (SOI Trust Fund)   15.503   - 15.503   20.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.000   - 17.00		` .	· ·	_	*	-	-	29,571
		G		_	•	*	-	6,000
Total Funding Sources	473000			-	,	*	-	20,000
Wages	Total Fund			-			-	647,225
ST1000   Regular Help Wages	EXPEN	IDITURES						
ST1000   Regular Help Wages	Nages							
	_	Regular Help Wages	310,704	-	310,704	316,925	-	316,925
5120255         POB Safety SDI         -         2,750         6,500         -           512036         FERS EMPC         21,750         21,750         6,500         -           513000         Basic Life         132         132         144         -           513020         LTD Department Heads         964         964         964         1,046         -           513020         LTD Department Heads         964         964         1,046         -           513020         LTD Department Heads         964         964         1,046         -           515000         FICA & Medicare         23,769         23,769         24,100         -           516001         Flex Spending Fees         25         25         40         -           516001         Flex Spending Fees         25         25         40         -           71600         EE PERS         -         22,195         -         22,195         -           71618 Bank Payments         6,067         6,067         6,067         -         6,067         -         7         6,067         -         22,195         -         -         22,195         -         1         147,914         1	3enefits	•						
512036         PERS EMPC         21,750         - 21,750         6,500         -           513000         Health Insurance         48,880         - 48,880         54,500         -           513010         Basic Life         132         1 132         1 144         -           513020         LTD Department Heads         964         - 964         1,046         -           513030         State Unemployment Insurance         3,593         - 35,93         757         -           515000         FICA & Medicare         22,769         22,769         24,100         -           516000         Employee Assistance Program         528         - 528         528         -           516001         Fix Spending Fees         25         - 22,185         -         1600         -         -         -         22,185         -         -         22,185         -         -         22,185         -         -         22,185         -         -         22,185         -         -         -         22,185         -         -         22,185         -         -         -         22,185         -         -         -         22,185         -         -         -         -	512010	ER PERS	42,206	-	42,206	22,000	-	22,000
513000   Health Insurance	512025	POB Safety SDI	-	-	-	2,760	-	2,760
13010   Basic Life	512035	PERS EMPC	21,750	-	21,750	6,500	-	6,500
513020   LTD Department Heads	513000	Health Insurance	48,880	-	48,880	54,500	-	54,500
513030   State Unemployment Insurance   3,593   - 3,593   757   - 5   515000   FICA & Medicare   22,769   - 23,769   24,100   - 5   516000   Filophyee Assistance Program   528   - 528   528   - 5   525   40   - 5   516001   Flex Spending Fees   25   - 25   40   - 5   516001   Flex Spending Fees   25   - 25   40   - 5   516001   Flex Spending Fees   22,185   - 5   516010   Cash Back Payments   6,067   - 6,067   - 6,067   - 7   Total Benefits   147,914   - 147,914   140,627   - 7   Total Benefits   147,914   - 147,914   140,627   - 7   Total Wages and Benefits   459,618   459,5618   457,552   - 7   Total Wages and Benefits   52000   Telephone Charges   3,112   - 3,112   3,102   - 5   5   5   5   5   5   5   5   5	513010	Basic Life	132	-	132	144	-	144
515000 FICA & Medicare   23,769   - 23,769   24,100   - 516000   Employee Assistance Program   528   - 528   528   - 516001   Fice Spending Fees   25   - 25   40   - 516004   EE PERS   -   -   -   -   22,185   - 516010   Cash Back Payments   6,067   -   6,067   -   6,067   -   7   7   7   7   7   7   7   7	513020	LTD Department Heads	964	-	964	1,046	-	1,046
516000   Employee Assistance Program   528   - 528   528   - 516000   Flex Spending Fees   25   - 25   40   - 516004   EE PERS   22,185   - 516010   Cash Back Payments   6,067   - 6,067   6,067   - 70tal Back Payments   147,914   - 147,914   140,627   - 70tal Back Payments   458,618   458,618   457,552   - 70tal Wages and Benefits   47,914   - 147,914   140,627   - 70tal Wages and Benefits   458,618   458,618   457,552   - 70tal Wages and Benefits   523000   Telephone Charges   3,112   - 3,112   3,102   - 523010   Fax, Pagers & Cell Phones   840   - 840   840   - 525020   Janitorial   500   - 500   500   500   - 500   500   - 500   500   - 500   500   - 500   500   - 500   500   - 500   500   - 500   500   - 500   500   - 500   500   - 500   500   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000	513030	State Unemployment Insurance	3,593	-	3,593	757	-	757
516000   Employee Assistance Program   528   - 528   528   - 516000   Flex Spending Fees   25   - 25   40   - 516004   EE PERS   22,185   - 516010   Cash Back Payments   6,067   - 6,067   6,067   - 70tal Back Payments   147,914   - 147,914   140,627   - 70tal Back Payments   458,618   458,618   457,552   - 70tal Wages and Benefits   47,914   - 147,914   140,627   - 70tal Wages and Benefits   458,618   458,618   457,552   - 70tal Wages and Benefits   523000   Telephone Charges   3,112   - 3,112   3,102   - 523010   Fax, Pagers & Cell Phones   840   - 840   840   - 525020   Janitorial   500   - 500   500   500   - 500   500   - 500   500   - 500   500   - 500   500   - 500   500   - 500   500   - 500   500   - 500   500   - 500   500   - 500   500   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000   - 6,000	515000	· ·	23,769	-	23,769	24,100	-	24,100
516001   Flex Spending Fees   25	516000	Employee Assistance Program	· ·	-	•	-	-	528
516004 EE PERS	516001		25	-	25	40	-	40
516010	516004		_	_	_	22.185	_	22,185
Total Benefits			6.067	_	6.067	•	-	6,067
Services & Supplies   Supplies		•		-	·		-	140,627
S23000   Telephone Charges   3,112   - 3,112   3,102   - 5,20300   Fax, Pagers & Cell Phones   840   - 840   840   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300					· ·		-	457,552
S23000   Telephone Charges   3,112   - 3,112   3,102   - 5,20300   Fax, Pagers & Cell Phones   840   - 840   840   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300   - 5,20300	Services	s & Supplies						
523010         Fax, Pagers & Cell Phones         840         -         840         -           525020         Janitorial         500         -         500         500         -           526010         Insurance: Outside Purchase         3,700         -         0,000         -           531000         Associations Memberships         4,350         -         4,350         4,850         -           53030         Small Office Equipment         6,000         -         6,000         6,000         -           534000         Conuty Accounting Services         3,401         -         3,401         3,401         -           County Human Resource Services         35         -         35         35         -         -           Annual Audit Fees         8,000         -         8,000         113,500         11,625         -           Legal Counsel Fees         24,000         -         24,000         24,000         -         -           GIS Consulting Services         15,000         -         15,000         15,000         -         -         -         -         -         -         -         -         -         -         -         -         -         - <td></td> <td></td> <td>3,112</td> <td>-</td> <td>3,112</td> <td>3,102</td> <td>-</td> <td>3,102</td>			3,112	-	3,112	3,102	-	3,102
S26010   Insurance: Outside Purchase   3,700   - 3,700   4,000   - 531000   Associations Memberships   4,350   - 4,350   4,850   - 533030   Small Office Equipment   6,000   - 6,000   6,000   - 534000   Consultants   County Accounting Services   3,401   - 3,401   3,401   - 534000   Consultants   County Treasury Services   35   - 35   35   - 35   - 55000   County Human Resource Services   13,500   - 13,500   13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500   - 13,500	523010		840	-	840	840	-	840
531000         Associations Memberships         4,350         -         4,350         4,850         -           533030         Small Office Equipment         6,000         -         6,000         6,000         -           534000         Consultants         -         3,401         -         3,401         -           County Treasury Services         35         -         35         35         -           County Human Resource Services         13,500         -         13,500         13,500         -           Annual Audit Fees         8,000         -         8,000         11,625         -           Legal Counsel Fees         24,000         -         24,000         24,000         -           GIS Consulting Services         15,000         -         15,000         15,000         -           Total         63,936         -         63,936         67,561         -           534005         Claims Administration         1,900         -         1,900         2,300         -           534002         Data Processing         6,680         -         6,680         6,680         -           539001         Equilyment: Rent and Lease         24,661         - <t< td=""><td>525020</td><td>Janitorial</td><td>500</td><td>-</td><td>500</td><td>500</td><td>-</td><td>500</td></t<>	525020	Janitorial	500	-	500	500	-	500
Sand   Office Equipment   Sand   Sa	526010	Insurance: Outside Purchase	3,700	-	3,700	4,000	-	4,000
Say   Consultants   County Accounting Services   3,401   - 3,401   3,401   - County Treasury Services   35   - 35   35   - County Human Resource Services   13,500   - 13,500   13,500   - Annual Audit Fees   8,000   - 8,000   11,625   - Legal Counsel Fees   24,000   - 24,000   24,000   - COUNTY   County Human Resource Services   15,000   - 15,000   - 15,000   - COUNTY   County Human Resource Services   15,000   - 15,000   - COUNTY   County Human Resource Services   15,000   - 24,000   24,000   - COUNTY   County Services   15,000   - 15,000   - COUNTY   County Services   15,000   - 15,000   - COUNTY   County Services   15,000   - 15,000   - COUNTY   County Services   15,000   - 1,900   2,300   - COUNTY   County Services   1,900   - 1,900   2,300   - COUNTY   County Services   1,900   - 1,900   2,000   - COUNTY   County Services   1,900   - 1,900   2,000   - COUNTY   County Services   24,661   - 24,661   14,250   - COUNTY   County Services   1,900   - 1,900   3,500   - COUNTY   County Services   1,000   - COUNTY   1,000   -	531000	Associations Memberships	4,350	-	4,350	4,850	-	4,850
County Accounting Services   3,401   - 3,401   3,401   -	533030	Small Office Equipment	6,000	-	6,000	6,000	-	6,000
County Treasury Services   35	534000	Consultants						
County Human Resource Services		County Accounting Services	3,401	-	3,401	3,401	-	3,401
Annual Audit Fees		County Treasury Services	35	-	35	35	-	35
Legal Counsel Fees		County Human Resource Services	13,500	-	13,500	13,500	-	13,500
Total		Annual Audit Fees	8,000	-	8,000	11,625	-	11,625
Total         63,936         -         63,936         67,561         -           534005         Claims Administration         1,900         -         1,900         2,300         -           534020         Data Processing         6,680         -         6,680         6,680         -           535000         Legally Required Publications         1,900         -         1,900         2,000         -           536000         Equipment: Rent and Lease         300         -         300         300         -           537000         Building: Rent and Lease         24,661         -         24,661         14,250         -           539001         Special Departmental Expense         3,500         -         3,500         3,500         -           540010         Vehicle Expense Reimbursement         -         -         -         -         11,040         -           540020         Travel/Transportation         19,750         -         19,750         18,000         -           541000         Electricity/Gas/Water/Sewer/CAM Charges         4,410         -         4,410         4,750         -           Total Services & Supplies         30,000         -         30,000         30,000			24,000	-	•		-	24,000
534005         Claims Administration         1,900         -         1,900         2,300         -           534020         Data Processing         6,680         -         6,680         6,680         -           535000         Legally Required Publications         1,900         -         1,900         2,000         -           536000         Equipment: Rent and Lease         300         -         300         300         -           537000         Building: Rent and Lease         24,661         -         24,661         14,250         -           539001         Special Departmental Expense         3,500         -         3,500         3,500         -           540010         Vehicle Expense Reimbursement         -         -         -         11,040         -           540020         Travel/Transportation         19,750         -         19,750         18,000         -           541000         Electricity/Gas/Water/Sewer/CAM Charges         4,410         -         4,410         4,750         -           Total Services & Supplies         145,539         -         145,539         145,539         145,539         -           580010         Appropriation Contingency         30,000		-		-			-	15,000
534020         Data Processing         6,680         -         6,680         6,680         -           535000         Legally Required Publications         1,900         -         1,900         2,000         -           536000         Equipment: Rent and Lease         300         -         300         300         -           537000         Building: Rent and Lease         24,661         -         24,661         14,250         -           539001         Special Departmental Expense         3,500         -         3,500         3,500         -           540010         Vehicle Expense Reimbursement         -         -         -         -         11,040         -           540020         Travel/Transportation         19,750         -         19,750         18,000         -           541000         Electricity/Gas/Water/Sewer/CAM Charges         4,410         -         4,410         4,750         -           Total Services & Supplies         30,000         -         30,000         30,000         -           40,000         Appropriation Reserve         10,000         -         40,000         -           Total Services & Supplies and Appropriations         185,539         -         185,539 <td></td> <td></td> <td></td> <td>-</td> <td>·</td> <td>,</td> <td>-</td> <td>67,561</td>				-	·	,	-	67,561
535000       Legally Required Publications       1,900       -       1,900       2,000       -         536000       Equipment: Rent and Lease       300       -       300       300       -         537000       Building: Rent and Lease       24,661       -       24,661       14,250       -         539001       Special Departmental Expense       3,500       -       3,500       3,500       -         540010       Vehicle Expense Reimbursement       -       -       -       -       11,040       -         540020       Travel/Transportation       19,750       -       19,750       18,000       -         541000       Electricity/Gas/Water/Sewer/CAM Charges       4,410       -       4,410       4,750       -         Total Services & Supplies       145,539       -       145,539       149,673       -         40,000       -       30,000       30,000       -         580010       Appropriation Contingency       30,000       -       30,000       30,000       -         101001       Appropriations       40,000       -       40,000       -       40,000       -         Total Services & Supplies and Appropriations       185,539       <				-	*		-	2,300
536000       Equipment: Rent and Lease       300       -       300       300       -         537000       Building: Rent and Lease       24,661       -       24,661       14,250       -         539001       Special Departmental Expense       3,500       -       3,500       3,500       -         540010       Vehicle Expense Reimbursement       -       -       -       -       11,040       -         540020       Travel/Transportation       19,750       -       19,750       18,000       -         541000       Electricity/Gas/Water/Sewer/CAM Charges       4,410       -       4,410       4,750       -         Total Services & Supplies       145,539       -       145,539       149,673       -         40,000       -       30,000       -       30,000       -       30,000       -         580010       Appropriation Contingency       30,000       -       30,000       -       10,000       -         101001       Appropriations       40,000       -       40,000       -       40,000       -         Total Services & Supplies and Appropriations       185,539       -       185,539       189,673       -		-		-	·		-	6,680
537000       Building: Rent and Lease       24,661       - 24,661       14,250       -         539001       Special Departmental Expense       3,500       -       3,500       3,500       -         540010       Vehicle Expense Reimbursement       -       -       -       11,040       -         540020       Travel/Transportation       19,750       -       19,750       18,000       -         541000       Electricity/Gas/Water/Sewer/CAM Charges       4,410       -       4,410       4,750       -         Total Services & Supplies       145,539       -       145,539       149,673       -         Appropriations       30,000       -       30,000       30,000       -         101001       Appropriation Reserve       10,000       -       10,000       10,000       -         Total Services & Supplies and Appropriations       185,539       -       185,539       189,673       -				-	*	-	-	2,000
539001       Special Departmental Expense       3,500       -       3,500       -       3,500       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       - <td< td=""><td></td><td>• •</td><td></td><td>-</td><td></td><td></td><td>-</td><td>300</td></td<>		• •		-			-	300
540010       Vehicle Expense Reimbursement       -       -       -       11,040       -         540020       Travel/Transportation       19,750       -       19,750       18,000       -         541000       Electricity/Gas/Water/Sewer/CAM Charges       4,410       -       4,410       4,750       -         Total Services & Supplies       145,539       -       145,539       149,673       -         Appropriations       30,000       -       30,000       30,000       -         580010       Appropriation Contingency       30,000       -       30,000       30,000       -         101001       Appropriation Reserve       10,000       -       10,000       10,000       -         Total Appropriations       40,000       -       40,000       40,000       -         Total Services & Supplies and Appropriations       185,539       -       185,539       189,673       -		<u> </u>		-	·	*	-	14,250
540020 Travel/Transportation       19,750 - 19,750   18,000 - 19,750   18,000   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   - 19,750   -			3,500	-	3,500	*	-	3,500
541000 Electricity/Gas/Water/Sewer/CAM Charges       4,410       - 4,410       4,750       -         Total Services & Supplies       145,539       - 145,539       149,673       -         Appropriations       30,000       - 30,000       30,000       -         101001 Appropriation Reserve       10,000       - 10,000       10,000       -         Total Appropriations       40,000       - 40,000       40,000       -         Total Services & Supplies and Appropriations       185,539       - 185,539       189,673       -		·	10.750	-	10.750		-	11,040 18,000
Appropriations         30,000         -         30,000         -         30,000         -         10,000         -         10,000         -         10,000         -         -         40,000         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         - <th< td=""><td></td><td></td><td></td><td>-</td><td>*</td><td></td><td>-</td><td>4,750</td></th<>				-	*		-	4,750
Appropriations         30,000         30,000         30,000         -           101001 Appropriation Reserve         10,000         -         10,000         -           Total Appropriations         40,000         -         40,000         -           Total Services & Supplies and Appropriations         185,539         -         185,539         189,673         -								149,673
580010       Appropriation Contingency       30,000       -       30,000       -         101001       Appropriation Reserve       10,000       -       10,000       10,000       -         Total Appropriations       40,000       -       40,000       -       40,000       -         Total Services & Supplies and Appropriations       185,539       -       185,539       189,673       -								
101001 Appropriation Reserve         10,000 - 10,000 - 10,000 - 40,000 - 40,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000 - 10,000			30,000	-	30,000	30,000	-	30,000
Total Appropriations         40,000         -         40,000         -           Total Services & Supplies and Appropriations         185,539         -         185,539         189,673         -			· ·	-	*	*	-	10,000
Tatal	Total Appr	• • •	40,000	-	40,000	40,000	-	40,000
Total	Total Serv	ices & Supplies and Appropriations	185,539	-	185,539	189,673	-	189,673
644,157   -   644,157   647,225   -	Total		644,157	-	644,157	647,225	_	647,225

# **Proposed Budget Narrative for Fiscal Year 2016-2017**

April 7, 2016

# **FUNDING SOURCES:**

#### 441000 - Interest Earned

\$5,000

Interest income is accrued on treasury cash.

### 453006; 453008; 454000 - Member Agency Funding

\$586,654

#### Allocation and Proportionate Share of Funding Requirement:

453006: Other Governmental Agencies (County @ 45%)	\$263,994
453008: Other Governmental Agencies (Cities @ 45%)	\$263,994
454000: Other-In-Lieu Revenue (Special Districts @(10%)	\$58,666

Calculations are prepared by the Butte County Auditor. Individual city shares are based on revenue as reported in the most recent edition of the Cities Annual Report published by the State Controller. Individual special district shares are based on revenues as reported in the most recent report of the "Financial Transactions Concerning Special Districts" published by the State Controller.

#### 462005 - Charges for Services

\$29,571

Pursuant to the adopted Fee Schedule, application filing fees are charged to applicants for the processing of applications submitted for sphere of influence amendments, formations of special districts and changes of organization and reorganization. Application processing fees vary widely depending on the complexity of the action requested.

#### 473000 - Miscellaneous Revenue

\$6,000

CALAFCO Stipend.

#### 473000 – Miscellaneous Revenue (SOI Trust Fund)

\$20,000

Restricted monies held within the Sphere Trust Fund for the explicit purpose of funding Commission directed staff level review and maintenance of municipal service reviews and sphere of influence plans and related actions.

# **EXPENDITURES:**

# 511000 – Regular Help Wages

\$316,925

Salaries reflect base wages pursuant to the adopted Salary Plan, including a 2% COLA.

#### 5120010 thru 516010 - Benefits

\$140,627

CalPERS Retirement; ICMA Deferred Compensation & Medicare; State Unemployment Insurance, Employment Training & State Disability Insurance; Health, Dental & Vision; Employee Assistance Program; Flexible Spending Fees, Cash Back; and Basic/Long Term Life Insurance.

## 523000 - Telephone Charges

\$3,102

Communication County Services (\$162); Communications (\$2,940).

# 523010 - Fax, Pagers & Cell Phones

\$840

Cell Phone Allowance.

525020 – Janitorial \$500

Toiletries, cleaning supplies, floor tile buffing and other household items.

#### 526010 – Insurance: Outside Purchase

\$4,000

Property and General Liability coverage, provided through Special District Risk Management Authority.

#### 531000 – Associations Memberships

\$4,850

Memberships to professional organizations, including various publications and subscriptions that support staff development on current issues affecting the agency's responsibilities.

#### 533030 - Small Office Equipment

\$6,000

General offices supplies, including computer software upgrades.

#### 534000 - Consultants

\$67,561

County Accounting Services (\$3,401); County Treasury Services (\$35); County Human Resources Services (\$13,500); Annual Audit Fees (\$11,625); Legal Counsel Fees (\$24,000) and GIS mapping services (\$15,000).

#### 534005 – Claims Administration

\$2,300

Workers' Compensation and Employer's Liability coverage, provided through Special District Risk Management Authority.

# **Expenditures:** Continued

534020 - Data Processing	\$6,680
County Data Processing/Information Services.	
535000 – Legally Required Publications	\$2,000
Subscriptions and publishing of legal notices, as required by LAFCO Policies and State Law.	
536000 - Equipment: Rent & Lease	\$300
Office security system.	
537000 - Building: Rent & Lease	\$14,250
Pursuant to H.P. Downer Business Center, LLC lease agreement.	
539001 – Special Departmental Expense	\$3,500
Website maintenance; professional development and training.	
540010 - Vehicle Expense Reimbursement	\$11,040
Vehicle allowances.	
540020 - Transportation/Travel	\$18,000
Attendance at conferences, meetings, trainings; and CALAFCO participation.	
541000 – Electricity/Gas/Water/Sewer/CAM Charges	\$4,750
Electricity, natural gas, water, garbage disposal, janitorial and landscaping.	
Appropriations:	
580 - Contingency	\$30,000
Unanticipated costs, i.e., budget shortfall coverage, special studies or legal fees.	
797 - Reserve	\$10,000
Isolated funding for accrued leave liabilities and other post employment benefits.	