



## Legal / Contractual Obligation

Federal, state, local laws, rules, and regulations covering wage and hour, discrimination, harassment, labor relations, privacy, employment at will, hiring, defamation, Uniformed Service Employment and Re-employment Rights Act, Health Insurance Portability & Accountability Act and other employment related issues. Eleven labor agreements necessitate contract compliance regarding rates of pay, hours of work, fringe benefits and other matters pertaining to employment.

## Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2016	2016	2017	2017
Personnel	\$1,443,153	\$0	\$1,508,356	\$0
Contractual Services	\$125,000	\$0	\$140,000	\$0
Materials & Supplies	\$53,700	\$0	\$63,700	\$0
Internal Services	\$180,469	\$0	\$88,821	\$0
<b>Total GF/non-GF</b>	<b>\$1,802,322</b>	<b>\$0</b>	<b>\$1,800,877</b>	<b>\$0</b>
<b>Program Total:</b>	<b>\$1,802,322</b>		<b>\$1,800,877</b>	
<b>Program FTE</b>	10.60	0.00	10.60	0.00

Program Revenues				
Service Charges	\$0	\$0	\$25,000	\$0
<b>Total Revenue</b>	<b>\$0</b>	<b>\$0</b>	<b>\$25,000</b>	<b>\$0</b>

## Explanation of Revenues

This program is supported by General Fund revenues. For training events that require administration of certain tools or tests or provide professional certifications outside the usual scope of countywide training, a portion of the cost of attendance will be charged back to the cost center of the employee attendee, for an aggregate total of \$25,000 for FY 2017.

## Significant Program Changes

**Last Year this program was:** FY 2016: 72017A-16 Central HR Services

The accounting for charges due to training events that are requested by other County departments has changed for FY 2017. Those charges will be added to this program costs, along with the revenues from the requesting departments.