



## Legal / Contractual Obligation

Eleven labor agreements necessitate contract compliance regarding rates of pay, hours of work, fringe benefits, and other matters pertaining to employment. 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 Reemployment Rights Act, Health Insurance Portability & Accountability Act and other employment related issues.

## Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2014	2014	2015	2015
Personnel	\$778,572	\$43,767	\$779,775	\$44,838
Contractual Services	\$22,540	\$0	\$17,540	\$0
Materials & Supplies	\$13,350	\$0	\$18,350	\$0
Internal Services	\$159,594	\$188,909	\$0	\$56,882
<b>Total GF/non-GF</b>	<b>\$974,056</b>	<b>\$232,676</b>	<b>\$815,665</b>	<b>\$101,720</b>
<b>Program Total:</b>	<b>\$1,206,732</b>		<b>\$917,385</b>	
<b>Program FTE</b>	5.60	0.25	5.60	0.25

Program Revenues				
Other / Miscellaneous	\$0	\$50,892	\$0	\$101,720
<b>Total Revenue</b>	<b>\$0</b>	<b>\$50,892</b>	<b>\$0</b>	<b>\$101,720</b>

## Explanation of Revenues

This offer is supported primarily by County General Fund with 0.25 FTE Labor Relations Manager supported by the Risk Fund.

## Significant Program Changes

Last Year this program was: 72018 Central HR Labor Relations