

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	2015	2015	2016	2016
Personnel	\$711,389	\$44,838	\$738,468	\$46,657
Contractual Services	\$17,540	\$0	\$7,000	\$0
Materials & Supplies	\$18,350	\$0	\$15,850	\$0
Internal Services	\$0	\$56,882	\$42,485	\$9,143
Total GF/non-GF	\$747,279	\$101,720	\$803,803	\$55,800
Program Total:	\$848,999		\$859,603	
Program FTE	4.60	0.25	4.60	0.25

Program Revenues				
Other / Miscellaneous	\$0	\$101,720	\$0	\$55,800
Total Revenue	\$0	\$101,720	\$0	\$55,800

Explanation of Revenues

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

Significant Program Changes

Last Year this program was: FY 2015: 72018 Central HR Labor Relations

Internal Service charges shifted from the Risk Fund to the General Fund for FY 2016.