



CROWSNEST PASS
Naturally Rewarding

Financial Report December 2014

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Executive Summary

Operating Performance

Operating Revenues and Expenditure is in line with the budget for 2014, with the following major variances highlighted:

- \$5 million was received and \$4 million spent on DRP and FREC projects
- The municipality doesn't expect to receive grants for Economic Development to offset the expenses incurred to date
- The budget for benefits did not include provision for shift allowances and on-call (5%), offset by saving in wages resulting from timing of recruitment
- Reduced revenue for penalties (\$190,000) did not reflect the updated policy

Capital Projects

The Frank Wastewater Treatment Plant Clarifier Construction project has been approved by AMWIP. To be eligible for 67% funding towards the project, the funding has to be approved by AMWIP prior to the project being started. At this point in time there is no indication when funding might be approved

A number of 2013 projects were carried over to 2014, but not budgeted in 2014 (136k)

Capital expenditure for office furniture (\$5k) and lease payout (\$26k) was not budgeted

The Sentinel Water Treatment Plant Upgrade, SCADA Upgrades, Wastewater Collection System Video Inspection and MDM Roof Replacement will continue into 2015

Tenders for the Bellevue Hillcrest Lagoons - Swamp Drain Restoration and Bellevue Inverted Siphons exceeded budget significantly and alternatives are being explored along with additional funding sources

All other budgeted capital projects should be completed in 2014

Personnel

Hiring

Health and Safety Risk Management Officer hired as of July 2014

Document Management Clerk hired as of August 2014

Office Receptionist hired as of August 2014

Casual Office Receptionist hired as of October 2014

Vacancies remaining include Equipment Operator I, Development Officer, Linesman

Employee Relations

Due to the re-launch of the human resources department there was an influx of employee issues requiring resolution

Established employee Human Resources Newsletter for distribution together with paystubs

Initiatives

Finance and Corporate Services

Recovered \$200,000 on ASFF levy on unpaid taxes

Vacant Management positions have been filled and brought up to speed

Appointment of the Manager of Corporate Services to fulfill the human resources function as well as provide management for communications initiatives

Engaged professional services to prepare the negotiation strategy for the CUPE Collective Agreement

Initiatives

Office efficiency initiatives are underway including soft and hardware upgrades to improve security and modernize existing systems. Progress is well underway with our Document Management system- 10,000 documents have been entered into the system

Confirmed community support for the municipal brand through successful public input campaign
Health and Safety program has been re-launched and a Joint Occupational Health and Safety Committee has been formed and are working on improvements throughout the organization

Operations

Building Inspector completing Building Group A, Level I certification
Plumbing Inspector completing Plumbing and Gas Group A, Level I certification
The off-site levy bylaw has been rescinded
Completed asphalt and concrete repairs from previous two years
Filled vacancies for the Director, Manager and Operators
Rebuilt Blairmore main deep well pump and replaced valve
Replacement of roof on Blairmore main pump house
Completed majority of annual sanitary sewer flushing program despite numerous breakdowns
Service Plus program seen 28 Tonnes diverted to the landfill

Community Services - Administration

Annual Work Plans (service capacity) created
ATM, Vending, and Concession Leases completed
Parks and Recreation Authority Bylaw created
Community Funding & Support, Facility Booking & Allocation, Hours of Operation, User Conduct & Discipline, and Financial Controls Policies created
Curling Club, Pottery Club, and Pistol Club Multi-year Lease Agreement created
MDM Leases (Kids Kollege, Brighter Futures, Indoor Playground, Adult Education/ Literacy, and Livingstone School Division) updated
Recreation Facility & Services Feasibility Study completed
Facility Rental and Program User Terms & Conditions developed
Administrative Software implemented (Rec Desk)
Parks and Recreation Authority creation, including strategic priority setting
New multi-year Ski Grooming Contract implemented

Community Services - FCSS

FCSS Bylaw revised (i.e. admin and roles review)
Volunteer Appreciation Event expanded
Volunteerism Support Strategy developed and implemented
Town Rounder Service reviewed

Community Services - Operations

100th Anniversary Events support and maintenance
MDM Gym Floor resurfaced
Sports Complex Arena Bleacher Heaters replaced
Sports Complex Arena Netting installed

Initiatives

- Sports Complex Furnaces replaced (x3)
- Sports Complex Parking Lot redesigned and painted
- Coleman Seniors Building renovations and accounting completed

Community Services - Pool

- Pool Society Operating Agreement created
- Pool Change Rooms Floor resurfaced

Community Services - Ski Hill

- Ski Rental Equipment replaced
- Ski Hill Society Governance & Bylaws reviewed; Terms of Reference rescinded
- Ski Hill Operating Agreement revised
- Ski Hill Master Plan Phase I – plan finalized and presented to Council
- Sno Max installation (snow making efficiencies)
- HR Policy Manual and Wage Grid developed
- Administrative Software implemented (Rec Desk)

Protective Services

- Installed a digital radio system for the Fire/Rescue department
- Developed and maintaining a structured command system within the department
- Increase number of safety codes officers from 3 to 6 with designation of powers for the community
- Develop strong working relationships with outside agencies and internal departments
- Developed and Maintaining a strong Training program to have members to the Firefighter Level 2 Standard. Currently 21 members are trained to Level 2 with more students preparing for exams
- Fire Smart program completed in the spring of 2014 for the fuel mitigation project
- New Diesel Generator donated from Trans Canada installed in Rescue 1 with an inline fuel system
- Peace Officer attended and coordinated community and safety events such as the bike rodeo for the schools
- Peace Officer has continued to maintain the strong relationship with the RCMP and other Law enforcement agencies
- Finalized service agreement with SPCA
- Agricultural&Environmental Service handled 204 written complaints and 60 non-written complaints

Operating Summary by Department

Target Spending to Date 100%	2013 Actual	2014 Budget	2014 Dec YTD	% of Budget
Revenues				
General	10,350,455	10,612,447	10,189,527	96%
Council	0	1,750	150	9%
Finance and Corporate Services	224,134	96,891	240,639	248%
Community Services	2,416,032	720,472	810,222	112%
Protective Services	576,932	462,140	505,574	109%
Planning, Engineering, Operations	5,364,532	4,630,300	9,512,958	205%
Economic Development	0	120,000	0	0%
Total Revenues	18,932,085	16,644,000	21,259,070	128%
Expenditures				
General	2,964,638	2,802,878	2,774,932	99%
Council	218,662	186,100	183,473	99%
Finance and Corporate Services	2,346,616	1,929,361	1,920,640	100%
Community Services	3,632,340	2,899,050	3,035,762	105%
Protective Services	1,477,800	1,129,061	1,080,211	96%
Planning, Engineering, Operations	9,418,682	6,745,650	10,572,519	157%
Economic Development	65,795	120,000	88,424	74%
Total Expenditures	20,124,533	15,812,100	19,655,962	124%
Net Revenue/(Expenditure)	(1,192,447)	831,900	1,603,108	193%

Variance Highlights

Cost recoveries

2014 Actual Includes \$5 million in DRP revenue (2012 and 2013 flood events), offset by \$4 million in DRP expenses (2013 and 2014 flood expenses and mitigation)

Operating Summary by Type

Target Spending to Date 100%	2013 Actual	2014 Budget	2014 Dec YTD	% of Budget
Revenues				
Property Taxes excluding Municipal	9,573,819	9,704,523	9,654,473	99%
Grants	1,994,719	703,486	576,896	82%
Sales of Goods and Services	3,992,304	4,172,241	4,046,346	97%
Cost recoveries, permits	2,903,377	2,031,350	6,943,374	342%
Donations and Sponsorships	48,868	2,400	7,980	333%
Transfers from Reserves	419,000	30,000	30,000	100%
Total Revenues	18,932,085	16,644,000	21,259,070	128%
Expenditures				
Salaries, Wages, and Benefits	5,535,307	5,655,650	5,763,080	102%
General Purchases	8,888,480	5,055,551	9,097,253	180%
Contract Services	1,966,157	1,481,646	1,394,983	94%
Alberta School Foundation	2,700,547	2,504,668	2,504,667	100%
Seniors Foundation	245,625	270,160	270,161	100%
Transfer to Reserves	240,666	436,500	234,949	54%
Grants/ Donations to organizations	175,877	272,075	283,418	104%
CARLS, Library	47,286	38,000	38,899	102%
Bank Charges, Interest	39,006	39,350	34,139	87%
Tax rebates, bad debts, penalties	285,583	58,500	34,413	59%
Total Expenditures	20,124,533	15,812,100	19,655,962	124%
Net Revenue/(Expenditure)	(1,192,447)	831,900	1,603,108	193%

Variance Highlights

Cost recoveries

2014 Actual Includes \$5 million in DRP revenue (2012 and 2013 flood events), offset by \$4 million in DRP expenses (2013 and 2014 flood expenses and mitigation)

Department - General

Target Spending to Date By Type	100%	2013 Actual	2014 Budget	2014 Dec YTD	% of Budget
Revenues					
Property Taxes		9,573,819	9,704,523	9,654,473	99%
Grants		0	131,924	1	0%
Cost recoveries, permits		776,636	776,000	535,053	69%
Total Revenues		10,350,455	10,612,447	10,189,527	96%
Expenditures					
Alberta School Foundation		2,700,547	2,504,668	2,504,667	100%
Seniors Foundation		245,625	270,160	270,161	100%
Bank Charges, Interest		0	550	0	0%
Tax rebates, bad debts, penalties		18,446	27,500	104	0%
Total Expenditures		2,964,618	2,802,878	2,774,932	99%
Net Revenue/(Expenditure)		7,385,837	7,809,569	7,414,595	95%

Variance Highlights

Property Taxes

Property taxes for 2014 lower than budget (\$50,000)

Grants

Budgeted MSI Operating grant, applied to Operations and IT (\$131,924)

Cost Recoveries

Reduced revenue for penalties (\$190,000) did not reflect the updated policy

December 2014 Gas Franchise fees not yet processed (\$70,000)

Department - Council

Target Spending to Date 100%	2013	2014	2014	% of
By Type	Actual	Budget	Dec YTD	Budget
Revenues				
Cost recoveries, permits	0	1,750	150	9%
Total Revenues	0	1,750	150	9%
Expenditures				
Salaries, Wages, and Benefits	162,317	138,600	147,980	107%
General Purchases	56,055	46,200	35,494	77%
Contract Services	290	1,300	0	0%
Total Expenditures	218,662	186,100	183,473	99%
Net Revenue/(Expenditure)	(218,662)	(184,350)	(183,323)	99%

Variance Highlights

Council stipends for meetings attended higher than budget (\$9,000), offset by saving in telephone expenses (\$3,500) and legal fees (\$2,000)

Department - Finance and Corporate Services

Target Spending to Date 100% By Department	2013 Actual	2014 Budget	2014 Dec YTD	% of Budget
Revenues				
Administrative Services	164,035	96,891	215,810	223%
Information Technology	41,509	0	0	0%
Health and Safety	18,590	0	24,829	0%
Total Revenues	224,134	96,891	240,639	248%

Expenditures				
Administrative Services	1,960,413	1,682,111	1,743,294	104%
Information Technology	166,754	157,750	115,547	73%
Health and Safety	37,634	89,500	61,799	69%
Total Expenditures	2,164,800	1,929,361	1,920,640	100%

By Type	2013 Actual	2014 Budget	2014 Dec YTD	% of Budget
Revenues				
Grants	58,737	0	36,924	0%
Sales of Goods and Services	8,547	4,691	7,220	154%
Cost recoveries, permits	146,850	92,200	196,495	213%
Reserve transfers	10,000	0	0	0%
Total Revenues	224,134	96,891	240,639	248%

Expenditures				
Salaries, Wages, and Benefits	991,268	1,090,500	1,056,735	97%
General Purchases	756,885	423,311	458,869	108%
Contract Services	359,090	415,550	380,010	91%
Transfer to Reserves	2,957	0	21,949	0%
Bank Charges, Interest	2,188	0	2,614	0%
Tax rebates, bad debts, penalties	52,412	0	464	0%
Total Expenditures	2,164,800	1,929,361	1,920,640	100%

Net Revenue/(Expenditure)	(1,940,666)	(1,832,470)	(1,680,001)	92%
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Variance Highlights

Grants

MSI Operating grant (\$36,924) budgeted under General

Cost Recoveries

Cost Recoveries (\$80,000) higher than budget - legal fees incurred on legal matters billed to relevant property owners

WCB rebate revenue (\$21,949) not budgeted, transferred to reserves

Salaries, Wages and Benefits

Positions filled later in the year, compared to budgeted expense

Department - Community Services

Target Spending to Date By Department	100%	2013 Actual	2014 Budget	2014 Dec YTD	% of Budget
Revenues					
Community Services Admin		407,865	0	112,635	
Community Services Operations		1,499,618	218,050	219,457	101%
Community Services FCSS		200,247	201,086	201,304	100%
Community Services Rec Programs		65,870	42,936	48,484	113%
Community Services Town Rounder		10,319	17,300	17,323	100%
Community Services Pool		44,695	45,950	43,460	95%
Community Services Ski Hill		187,418	195,150	167,560	86%
Total Revenues		2,416,032	720,472	810,222	112%

Expenditures					
Community Services Admin		597,414	629,835	732,722	116%
Community Services Operations		1,870,051	1,177,035	1,213,774	103%
Community Services FCSS		250,611	251,999	251,167	100%
Community Services Rec Programs		118,024	106,356	109,259	103%
Community Services Town Rounder		86,340	98,450	102,026	104%
Community Services Pool		194,866	174,895	152,585	87%
Community Services Ski Hill		515,035	460,480	474,228	103%
Total Expenditures		3,632,340	2,899,050	3,035,762	105%

By Type	2013 Actual	2014 Budget	2014 Dec YTD	% of Budget
Revenues				
Grants	700,655	170,422	188,471	111%
Sales of Goods and Services	316,046	300,750	394,379	131%
Cost recoveries, permits	1,001,463	247,400	220,092	89%
Donations and Sponsorships	397,868	1,900	7,280	383%
Total Revenues	2,416,032	720,472	810,222	112%

Expenditures				
Salaries, Wages, and Benefits	1,473,998	1,266,400	1,513,698	120%
General Purchases	947,914	1,212,825	1,117,110	92%
Contract Services	626,283	109,750	82,637	75%
Transfer to Reserves	360,982	0	0	
Grants/ Donations to organizations	175,877	272,075	283,418	104%
CARLS, Library	47,286	38,000	38,899	102%
Total Expenditures	3,632,340	2,899,050	3,035,762	105%

Net Revenue/(Expenditure)	(1,216,308)	(2,178,578)	(2,225,540)	102%
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Department - Community Services

Variance Highlights

Salaries, Wages, and Benefits (approximately \$247,000 over budget)

\$112,000 in library wages unbudgeted, but offset by unbudgeted revenue for the service

\$100,000 in public works staffing is showing up here vs. where it was budgeted in PW areas

\$25,000 did not budget for acting leadhand, shift differential, on call, and similar items

minor cost increases for casuals and overtime related to demand for facilities and services

(e.g. events)

Ski Hill

\$10,000 unbudgeted snow max installation and product

\$27,000 late opening due to weather resulted in revenue shortfall

Department - Protective Services

Target Spending to Date 100% By Department	2013 Actual	2014 Budget	2014 Dec YTD	% of Budget
Revenues				
Protective Services- Enforcement	167,725	94,000	145,038	154%
Protective Services -Agriculture Services	245,260	193,635	215,139	111%
Protective Services- Fire/ Rescue	163,947	174,505	145,397	83%
Total Revenues	576,932	462,140	505,574	109%

Expenditures				
Protective Services- Enforcement	377,873	232,115	194,014	84%
Protective Services -Agriculture Services	398,557	323,950	297,492	92%
Protective Services- Fire/ Rescue	701,370	572,996	588,705	103%
Total Expenditures	1,477,800	1,129,061	1,080,211	96%

By Type	2013 Actual	2014 Budget	2014 Dec YTD	% of Budget
Revenues				
Grants	225,671	257,140	214,301	83%
Sales of Goods and Services	99,628	60,200	69,673	116%
Cost recoveries, permits	250,634	144,300	220,900	153%
Donations and Sponsorships	1,000	500	700	140%
Total Revenues	576,932	462,140	505,574	109%

Expenditures				
Salaries, Wages, and Benefits	629,682	476,050	460,933	97%
General Purchases	475,460	386,465	312,871	81%
Contract Services	372,659	266,546	306,407	115%
Total Expenditures	1,477,800	1,129,061	1,080,211	96%

Net Revenue/(Expenditure)	(900,868)	(666,921)	(574,637)	86%
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Variance Highlights

Grants

Budgeted Fire Smart grant revenue (\$50,000), but the funds had already been received in 2012

Agriculture and Env Services grants (\$20,000) higher than budget, offset by contract services

Cost Recoveries

Tickets and Fines Revenue (\$50,000) higher than budget

Expenditures

Agriculture and Env Services wages (\$20,000) lower than budget, timing of filling position

Utilities lower than budget (\$13,400)

Legal Fees lower than budget (\$11,000)

Department - Planning, Engineering and Operations

Target Spending to Date 100%	2013	2014	2014	% of
By Department	Actual	Budget	Dec YTD	Budget
Revenues				
Planning and Land Development	441,935	270,200	176,306	65%
Planning, Engineering, Ops- Transportation	476,621	10,000	5,183,517	51835%
Planning, Engineering, Ops- Utilities	4,445,976	4,350,100	4,153,136	95%
Total Revenues	5,364,532	4,630,300	9,512,958	205%

Expenditures				
Planning and Land Development	580,481	445,450	384,995	86%
Planning, Engineering, Ops- Transportation	4,782,078	3,200,200	7,102,167	222%
Planning, Engineering, Ops- Utilities	4,056,123	3,100,000	3,085,357	100%
Total Expenditures	9,418,682	6,745,650	10,572,519	157%

By Type	2013	2014	2014	% of
	Actual	Budget	Dec YTD	Budget
Revenues				
Grants	1,009,656	24,000	137,200	572%
Sales of Goods and Services	3,568,082	3,806,600	3,575,074	94%
Cost recoveries, permits	727,794	769,700	5,770,685	750%
Transfers from Reserves	59,000	30,000	30,000	100%
Total Revenues	5,364,532	4,630,300	9,512,958	205%

Expenditures				
Salaries, Wages, and Benefits	2,277,282	2,684,100	2,583,735	96%
General Purchases	3,127,914	2,973,050	7,160,761	241%
Contract Services	555,199	598,500	562,247	94%
Transfer to Reserves	3,398,688	436,500	213,983	49%
Tax rebates, bad debts, penalties	59,599	53,500	51,792	97%
Total Expenditures	9,418,682	6,745,650	10,572,519	157%

Net Revenue/(Expenditure)	(4,054,150)	(2,115,350)	(1,059,560)	50%
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Net variance to Budget 1,055,790

Variance Highlights

Cost recoveries

2014 Actual Includes \$5 million in DRP revenue (2012 and 2013 flood events), offset by \$4 million in DRP expenses (2013 and 2014 flood expenses and mitigation)

Department - Economic Development

Target Spending to Date 100%	2013 Actual	2014 Budget	2014 Dec YTD	% of Budget
By Type				
Revenues				
Grants	0	120,000	0	0%
Total Revenues	0	120,000	0	0%
Expenditures				
Salaries, Wages, and Benefits	761	0	0	0%
General Purchases	12,399	30,000	24,742	82%
Contract Services	52,636	90,000	63,682	71%
Total Expenditures	65,795	120,000	88,424	74%
Net Revenue/(Expenditure)	(65,795)	0	(88,424)	0%

Variance Highlights

The municipality did not apply for or receive any grants towards economic development

Capital Projects

Project	Status	Complete %	Comments	Sep 2014 YTD Spending	Budget 2014
Engineered Structures					
Frank Wastewater Treatment Plant Upgrade-Scoping	Completed	100%	2013 Project carried over to 2014, not budgeted	27,894	-
Frank Wastewater Treatment Plant Upgrade-Clarifier Design	Completed	100%	2013 Project carried over to 2014, not budgeted	36,828	-
Frank Wastewater Treatment Plant Upgrade-New Clarifier Construction	Not started	0%	Awaiting approval for funding from AMWIP (project has been approved). If project is started before receiving funding approval, the municipality will be ineligible to receive funding	-	5,000,000
Sentinel Water Treatment Plant Operational Upgrade	In progress	10%	Design and tender package underway. Work will continue into 2015	-	495,000
Sentinel Bridge	In progress	15%	Tender evaluation underway, funded through grants	13,587	-
SCADA Upgrades	In progress	20%	Tender awarded, work to commence in Spring 2015	16,791	797,500
Bellevue Hillcrest Lagoons- Swamp Drain Restoration	In progress	15%	Tender exceeds budget significantly, alternatives are being explored along with additional funding sources	83,711	575,000
Wastewater Collection System Video Inspection	In progress	50%	Field work to resume Spring 2015	13,278	39,500
22 Ave Sanitary Water Main Extension	In progress	20%	Tender awarded, work to commence in Spring 2015	22,517	-
Bellevue Inverted Siphons	In progress	15%	Project tendered with swamp drain repair, on hold	13,712	-
Infrastructure Study	Completed	100%	2013 Project carried over to 2014, not budgeted	6,572	-

Capital Projects

Project	Status	Complete %	Comments	Sep 2014 YTD Spending	Budget 2014
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Fleet

Light Trucks (2)	Completed	100%	Trucks are operational	75,003	68,000
Fire Department-Vehicles	Completed	100%	Payout lease for Fire Chief truck	26,242	-

Machinery and Equipment

Wheel Loader (1)	Completed	100%	Loader is operational	238,084	200,000
Inspection camera	In progress	100%	Completed	13,072	11,700

Facilities

Recreation Facilities and Services Feasibility Study	Completed	100%	Final Report received January 2015	48,451	41,000
Renovations Coleman Seniors Centre	Completed	100%	Completed under Community Services operating expenses, offset by grants received	7,000	7,000
Dressing Room Addition Roof- Sports Complex	In Progress	15%	Tender underway, project may be deferred in conjunction with major roof replacement	2,090	20,000
Roof Replacement- MDM Community Centre	In Progress	15%	Tender to be done in Spring 2015	2,200	260,000
Recreation- Entrance Signs	Completed	100%	2013 Project carried over to 2014, not budgeted	68,466	-
Furniture- Municipal Office	Completed	100%	Furniture for office of Director of Finance	4,900	-

Information Technology

Server upgrades and desk computer replacements	In progress	98%	Hardware installed, in process of finalizing project	57,701	60,000
Total Spending				778,099	7,574,700

Personnel Summary

	2014	Dec	% of
	Budget	2014	
	FTE	FTE	FTE
Council	0.50	0.50	-
Finance & Corporate Services			
Administration	11.00	11.00	-
Health & Safety	0.50	0.50	-
Elections	-	-	-
Economic Development	-	-	-
Protective Services			
Fire & Rescue	0.50	0.50	-
Community Peace Officer	1.00	1.00	-
Animal Control	0.25	0.25	-
Agriculture & Environment	1.25	1.25	-
Community Services			
Administration	1.65	1.65	-
Programmer - Recreation	1.00	1.00	-
Town Rounder	1.00	1.00	-
FCSS	0.90	0.90	-
Operations	5.00	5.00	-
Pool	-	-	-
Ski Hill	0.15	0.15	-
Planning, Engineering, Operations			
Transportation Public Works	22.00	21.00	1.00
Waste water/sanitary sewer	4.00	4.00	-
Electrical distribution	3.00	2.00	1.00
Development Officer	1.00	-	1.00
Total Personnel	54.70	51.70	3.00

Variance Highlights

Administration - Manager of Corporate Services Vacant until July 20
 Transportation - Manager of Operations Vacant until July 2
 Electrical - 3rd electrician position vacant, utilizing a casual
 Development Officer - Vacant October 1, 2014, contract filling in

Personnel Overtime Summary

Department	2014 Budget		December 31, 2014 Actual									
	Hours Overtime	\$ Overtime	Paid Overtime Hours (unconverted)				\$ Overtime	Banked Hours (unconverted)				
			OT 1.5	\$	OT 2.0	\$		TOTAL	Bank 1.5	\$	Bank 2.0	\$
Council	-	\$0	17	\$824	5	\$357	22	\$1,181	18	\$896	3	\$223
Finance & Corporate Services												
Administration	500	\$24,475	126	\$5,928	99	\$5,243	225	\$11,171	188	\$8,422	98	\$5,821
Health & Safety	-	\$0	-	\$0	-	\$0	-	\$0	2	\$89	3	\$178
Elections	-	\$0	-	\$0	-	\$0	-	\$0	-	\$0	-	\$0
Economic Development	-	\$0	-	\$0	-	\$0	-	\$0	-	\$0	-	\$0
Protective Services												
Fire & Rescue	-	\$0	-	\$0	-	\$0	-	\$0	-	\$0	-	\$0
Community Peace Officer	60	\$2,937	23	\$1,126	41	\$2,676	64	\$3,801	-	\$0	-	\$0
Animal Control	-	\$0	-	\$0	-	\$0	-	\$0	-	\$0	-	\$0
Agriculture & Environment	-	\$0	-	\$0	12	\$822	12	\$822	2	\$103	3	\$206
Community Services												
Administration	50	\$2,114	8	\$317	3	\$174	11	\$491	26	\$1,095	5	\$254
Programmer - Recreation	48	\$2,136	26	\$1,135	14	\$809	39	\$1,943	29	\$1,298	13	\$778
Town Rounder	130	\$5,299	20	\$1,019	-	\$0	20	\$1,019	39	\$1,594	-	\$0
FCSS	36	\$1,602	28	\$1,254	12	\$723	40	\$1,977	23	\$1,034	9	\$523
Operations	531	\$18,567	90	\$4,113	133	\$7,835	223	\$11,949	63	\$2,238	73	\$4,260
Pool	-	\$0	-	\$0	-	\$0	-	\$0	-	\$0	-	\$0
Ski Hill	50	\$2,325	-	\$0	-	\$0	-	\$0	-	\$0	-	\$0
Planning, Engineering, Operations												
Transportation Public Works	1,000	\$42,270	227	\$10,478	607	\$36,351	834	\$46,829	183	\$8,284	377	\$23,073
Waste Water/Sanitary Sewer	300	\$15,420	41	\$1,952	182	\$11,992	223	\$13,944	-	\$0	24	\$1,450
Electrical Distribution	100	\$5,655	54	\$2,826	67	\$5,139	121	\$7,965	5	\$288	15	\$1,114
Development Officer	-	\$0	65	\$3,316	29	\$1,953	93	\$5,269	34	\$1,748	10	\$651
Total Overtime	2,805	\$122,800	723	\$34,288	1,203	\$74,074	1,927	\$108,361	613	\$27,088	631	\$38,531
Flood Event								(\$18,831)				
	2,805	\$122,800	723		1,203		1,927	\$89,531	613		631	

Variance Highlights

The flood event overtime has been removed for comparison purposes.