

# Central Coventry Fire District Regular Board of Directors Meeting

Pursuant to Governor's Executive Order 20-05, This Meeting is Convened Telephonically and using Zoom Video Conferencing Technology to Allow Timely and Effective Public Access to Deliberations of the Board.

[All Participation will be remote until further notice]

June 23, 2020 at 6:30 PM

#### **Board of Directors**

Fred Gralinski-President, Vice President Cynthia Fagan-Perry, Daniel Lantz, Jr., Richard Polselli, Ronald Flynn, Carl Mattson, James Kuipers

### Agenda

[The public may watch the meeting via <a href="https://us02web.zoom.us/j/84604441777?pwd=MFE2SWhaTzIHbFlqcXNsaViCMEhHQT09">https://us02web.zoom.us/j/84604441777?pwd=MFE2SWhaTzIHbFlqcXNsaViCMEhHQT09</a>

Call to Order
Pledge of Allegiance
Roll Call – Quorum Determination
Safety Instructions

Fred Gralinski, President Fred Gralinski, President Fred Gralinski, President Fred Gralinski, President

#### APPROVAL OF MEETING MINUTES

May 21, 2020.

#### **DEPARTMENT REPORTS:**

- 1. District Manager's Report.
- 2. Fire Chief's Report.
- 3. Finance Manager's Report.
- 4. District Administrator's Report

#### **NEW BUSINESS:**

- 1. Ratification of timeline waiver under RI Firefighters' Arbitration Act for contract negotiations with IAFF Local 3372. (Discussion/Action/Vote)
- 2. Discussion of DRAFT letter from Board Member Kuipers to Coventry Town Manager Warzycha regarding COVID-19 funding/recovery. (Discussion/Action/Vote)
- 3. Presentation by Chief Brown concerning merger; next steps; process; legislation; voter authorization/approval/etc. (Discussion/Action/Vote)

4. Request by taxpayer, Mr. Huffman, to have a hearing on the abatement of penalties and interest from past years. (Discussion/Action/Vote)

#### **PUBLIC COMMENT**

#### **NEXT SCHEDULED MEETING**

Next Regular Board of Directors Meeting, August 20, 2020.

#### **ADJOURNMENT**

President Fred Gralinski

https://us02web.zoom.us/j/84604441777?pwd=MFE2SWhaTzlHbFlqcXNsaVlCMEhHQT09

Meeting ID: 846 0444 1777

Password: 443655 One tap mobile

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+13017158592,,84604441777#,,,,0#,,443655# US (Germantown)

#### Dial by your location

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Germantown)

+1 312 626 6799 US (Chicago)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 846 0444 1777

Password: 443655

Find your local number: https://us02web.zoom.us/u/kelWZQAUQW

# CENTRAL COVENTRY FIRE DISTRICT Regular Meeting of the Board of Directors May 21, 2020 @ 6:30 PM Telephonically and using Zoom Video Conferencing Technology

The meeting was called to order by President Gralinski at 6:33 PM. A quorum was present consisting of: President Fred Gralinski, Vice President Cindy Fagan-Perry, Ron Flynn, Carl Mattson, James Kuipers and Dan Lantz. District Manager Gayle Corrigan, Finance Manager Linda Dykeman, Chief Brown, Legal Counsel David M. D'Agostino, Esq., of Gorham & Gorham, Inc., and District Administrator Daniel Kaplan were also present. Richard Polselli was excused. After the pledge, the President asked individuals to review safety instructions for exiting their room.

A motion to accept the meeting minutes from February 26<sup>th</sup>, 2020 was made by Director Flynn, seconded by Director Mattson and approved with Director Kuipers abstaining as he was not at that meeting. A motion to accept the meeting minutes from April 16<sup>th</sup>, 2020 was made by Director Kuipers, seconded by Director Lantz and unanimously approved.

The Chief's Report was read by Chief Brown. He noted that the number of Rescue runs were down due to Covid 19. See the full report on the CCFD website. A motion to accept the Chief's Report was made by Vice President Fagan-Perry, seconded by Director Flynn and unanimously approved.

The Finance Manager's Report was read by Linda Dykeman. Chief Brown noted that a check for \$3,089.90 was received from the State for unclaimed funds. See the full report on the CCFD website. A motion to accept the Finance Manager's Report was made by Vice President Fagan-Perry, seconded by Director Kuipers and unanimously approved.

The District Administrator's Report was read by Daniel Kaplan. The bulk of the uncollected funds from previous years were from mobile home owners. Legal Counsel David D'Agostino said it might be possible to collect these taxes from the mobile home park owners. See the full report on the CCFD website. A motion to accept the Finance Manager's Report was made by Vice President Fagan-Perry, seconded by Director Flynn and unanimously approved.

Under New Business, District Manager Gayle Corrigan said that insurance proposals were out to bid, to include Injured on Duty insurance. A refund was expected from Provident (the IOD insurance company) from an audit. See the full report on the CCFD website. A motion to accept the District Manager's

Report was made by Vice President Fagan-Perry, seconded by Director Kuipers and unanimously approved.

Chief Brown read the Covid 19 Update. Both firefighters who were out due to Covid 19 have returned to duty. 37 vehicles belonging to the town of Coventry, as well as the fire districts, have been decontaminated. See the full report on the CCFD website. A motion to accept the Covid 19 Update was made by Director Flynn, seconded by Director Mattson and unanimously approved.

A motion to approve abatements was made by Director Kuipers, seconded by Director Lantz and unanimously approved.

An update on the streetlights and status of National Grid litigation was discussed. Monies have been set aside for the payment to National Grid in the event that the case is lost by the CCFD.

Review and approval of Board Press Release to inform the public and taxpayers concerning district's finances and 2020-2021 budget pressures was read by President Gralinski. Director Kuipers would like to add an addendum to the Press Release and will forward his written thoughts to the Board. A motion to approve the press release was made by Vice President Fagan-Perry, seconded by Director Flynn and approved. Director Kuipers voted "nay". He will circulate an addendum to the release for the Board to approve at a future meeting.

A motion to approve the Ratification of Conditional Employment Agreement for Nicholas Hodson was made by Director Kuipers, seconded by Director Lantz and unanimously approved.

A motion to adjourn was made by Director Mattson, seconded by Director Lantz and unanimously approved. The meeting was adjourned at 8:02 P.M.

Respectfully submitted, Daniel Kaplan, District Administrator



# CENTRAL COVENTRY FIRE DISTRICT

Chief Frank Brown 240 Arnold Rd Coventry, RI 02816 (401) 825-7800

FIRE - RESCUE - EMS - FIRE PREVENTION

OFFICE of the CHIEF of DEPARTMENT

June 18, 2020

Summary of Operation activities:

## PERSONNEL

Currently we have 26 members on staff. 3 members out on injury.

\*Probationary Firefighter Hobson started his 12 weeks of training at the Rhode Island Fire Academy on April 13<sup>th</sup>. Graduation is scheduled for July 3<sup>rd</sup>.

TOTAL PERSONNEL - 30

# **EMERGENCY INCIDENTS**

\* Incidents from January 31, 2020 to May 31, 2020 were 1739 for a call volume of 11 calls per day.

# <u>APPARATUS</u>

\*All apparatus is operating properly at this time.

# **EQUIPMENT**

\*All portable equipment is up and running properly at this time.

# **STATIONS**

\*Station 4 RISE lighting upgrade project has been completed. Station 4 boiler replacement project is about 80% completed.



# CENTRAL COVENTRY FIRE DISTRICT

Chief Frank Brown 240 Arnold Rd Coventry, RI 02816 (401) 825-7800

FIRE - RESCUE - EMS - FIRE PREVENTION

OFFICE of the CHIEF of DEPARTMENT

# FIRE MARSHAL'S OFFICE

\*Department Fire Marshals continue to work despite the Covid 19 Pandemic on Smoke Detector Inspections, Plan Reviews, Fire Alarm Reviews, Fire Investigations and follow-up inspections on issued violations.

# COVID 19

Department members continue to remain highly vigilant on all calls for the possibility of Covid 19. We have sufficient PPE on hand and more on order.

# TRAINING

\*Training continues on Marine 7's side scan sonar.

Thanks again to all personnel as we work thru this National Emergency COVID 19 Pandemic!

Respectfully submitted,

Frank M. Brown

Chief



# **CENTRAL COVENTRY FIRE DISTRICT**

# TAX COLLECTORS REPORT

The following is the activity for the month of May 2020

Taxes Collected	Ma	y-2020	Apr	^-2020
2019	\$	527,839.04	\$	109,030.87
2018	\$	7,831.18	\$	6,484.40
2017	\$_	374.50	\$_	327.91
Prior Years	\$	512.99	\$	67.04
Interest/Penalty Collected	\$	5,745.91	\$	5,723.35
Total	\$	542,303.62	\$	121,633.57
Outstanding Taxes				
2019	\$	957,192.95	\$	1,500,263.82
2018	\$	59,392.81	\$	67,377.75
2017	\$	24,931.40	\$	25,305.90
Prior Years	\$	146,147.77	\$	146,683.36
Total	\$	1,187,664.93	\$	1,739,630.83

are 15,000 10,952 4,000	5.000	0,000	cts 8,000 7,185 815	C/C // // // // // // // // // // // //	7750 7177	605 (455) 40376	150 605 (1454) 403%	500 1,874 (1,374)	VENUE S 5,206,522 S 4,138,745 S 1,067,777 79%	151,000 109,736 41,264	1,000 18,696 (17,696) 18/0%	20,001 (4) 510,02 0,007 (4) 18,007 18,009 18	11 (2xCs) 12 (2xCs) 13 (2xCs) 11 (2xCs) 11 (2xCs) 11 (2xCs) 12 (2xCs) 11 (2xCs) 12 (2x	120 000 21 027 58 073		20,000 4,045	83% 82% 82% 44% 50% 65% 65% 65% 67% 70% federal stimulus funds 73% 73% Annual meeting expenses 70% 71% Annual maintenance feel paid 74% 71% 71% 72% Vision annual maintenance feel paid 74% 75% 75% 75% 76% 77% 76% 77% 77% 78% 78% 79% 79% 79% 79% 79% 79%			1   1		39100 Tax Levy - Current Year 39201 Tax Levy - Prior Years  Total 39000 Tax Revenue 39600 Rescue Run Recovery 39700 Fire Marshal Services 39800 Detail Reimbursement Total 39500 Department Revenue 39930 Interest & Penaltics on Taxes 39930 Interest & Penaltics on Taxes 39930 Interest & Penaltics on Taxes 39930 Other Revenue Total 39900 Other Revenue Total 39900 Other Revenue  TOTAL DISTRICT REVENUE  40000 Administrative 40100 Audit/CPA Services 40200 Board Meetings 40210 Board Meetings 40210 Board Member Stipends 40230 Administrative Insurance and HR Initiatives 40300 Tax Collecting Expense 40400 Legal - Labor Negotiations 40500 Office/Miscellaneous 40500 Office/Miscellaneous 40500 Dues and Subscriptions 40600 Dues and Subscriptions 40700 Accounting and Payroll Costs 40800 Administrative Service Contracts
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ations 15,000 6,980 8,020 47% 500 1,874 (1,374) 375% 500 1,874 (1,374) 375% onl Costs 2,000 7,185 8,000 7,185 815 90% are 15,000 10,932 4,068 73%	15,000 6,980 8,020 47% 500 1,874 (1,374) 375% 150 605 (455) 403% 2,000 782 1,218 39% sts 2,750 2,177 573 79% tracts 8,000 7,185 815 90% 15,000 10,932 4,068 73%	ts 8,000 6,980 8,020 47% 500 1,874 (1,374) 375% 500 1,874 (1,374) 375% 500 2,000 782 1,218 39% 515 8,000 7,185 815 90%	15,000 6,980 8,020 47% 500 1,874 (1,374) 375% 150 605 (455) 403% 2,000 782 1,218 39% sts 2,750 2,177 5,73	15,000     6,980     8,020     47%       500     1,874     (1,374)     375%       150     605     (455)     403%       2,000     782     1,218     39%       750     750     777     77%	15,000     6,980     8,020     47%       500     1,874     (1,374)     375%       150     605     (455)     403%       2,000     782     1,218     39%	15,000 6,980 8,020 47% 500 1,874 (1,374) 375%	15,000 6,980 8,020 500 1.874 (1.374)	15,000 6,980 8,020	rvices 15.750 15.750 . 0% 1.500 2.209 (709) 147% 14.000 9.817 4.183 70% 17.000 87.750 29.250 75% 5.1 insurance and HR Initiatives 15.000 10.840 4.160 72%	s 5,206,522 S 4,138,745 S 1,067,777 79%  15,750 15,750 - 0%  1,500 2,209 (709) 147%  117,000 87,750 29,250 75%  ce and HR Initiatives 550 274 276 50%  15,000 10,840 4,160 72%	S 5,206,522 S 4,138,745 S 1,067,777 79%.  S 15,750 15,750 - 0% 1,090 87,750 29,250 75% and HR Initiatives 550 27% 4,100 10,840 4,160 72%	151,000 109,736 41,264 73% 151,000 109,736 41,264 73% 151,000 109,736 1,367,777 79% 15,750 15,750 15,750 14,183 70% 117,000 87,750 29,250 75% 50% 15,000 10,840 4,160 72% 12.89	nue 151,000 20,013 (15) 100% 18,696 (17,696) 1870% 18,100% 18,696 (17,696) 1870% 18,100% 19,736 41,264 73% 73% 15,206,522 S 4,138,745 S 1,067,777 79% 15,750 15,750 15,750 (709) 147% 117,000 87,750 29,250 75% ce and HR Initiatives 550 274 4,160 72% 50% 15,900 10,840 4,160 72%	nue 151,000 1,027 20,075 20,000 20,013 (13) 100% 18,696 (17,696) 1870% 18,696 (17,696) 1870% 18,696 (17,696) 1870% 18,696 (17,696) 1870% 18,696 (17,696) 1870% 19,736 (17,696)	Taxes       130,000       71,027       58,973       55%         nue       20,000       20,013       (13)       100%         1,000       18,696       (17,696)       1870%         151,000       109,736       41,264       73%         151,000       109,736       41,264       73%         15,000       15,750       15,750       0%         1,500       2,209       (709)       147%         see and HR Initiatives       550       274       4,183       70%         see and HR Initiatives       550       274       4,160       72%	nue         130,000         477,406         257,594         65%           Taxes         130,000         71,027         58,973         55%           Taxes         20,000         20,013         (13)         100%           nue         1,000         18,696         (17,696)         1870%           nue         151,000         109,736         41,264         73%           s         5,206,522         8,138,745         1,067,777         79%           s         15,750         15,750         (709)         147%           s         1,500         9,817         4,183         70%           ce and HR Initiatives         550         274         4,160         72%           s         15,000         10,840         4,160         72%	74%	11,579	32,921	44,500		י ביו
ations ations 15,000 6,980 8,020 47% 500 1,874 (1,374) 375% 500 1,874 (1,374) 375% 500 1,874 (1,374) 375% 605 (455) 403% 500 782 1,218 39% 5000 7,185 815 90% are 15,000 10,932 4,068 73% 51,770 51,700 10,932 4,068 73% 51,700 10,932 6,1604 76%	15.79 74% 44,500 52,921 11,579 74% 15,000 6,980 8,020 47% 500 1,874 (1,374) 375% 150 605 (455) 403% 2,000 782 11,218 39% 15,000 7,185 815 90% 115,000 10,932 4,068 73%	sts 8,000 7,185 815 90% 11,579 74% 14,500 32,921 11,579 74% 14,500 6,980 8,020 47% 1,874 (1,374) 375% 1,874 (1,374) 375% 1,875 1,218 39% 1435 90% 1,185 8,000 7,185 815 90%	44,500     32,921     11,579     74%       15,000     6,980     8,020     47%       500     1,874     (1,374)     375%       150     605     (455)     403%       2,000     782     1,218     39%       sts     2,750     2,177     573     79%	44,500     32,921     11,579     74%       15,000     6,980     8,020     47%       500     1,874     (1,374)     375%       150     605     (455)     403%       2,000     782     1,218     39%       750     2,77     577     70%	44,500     32,921     11,579     74%       15,000     6,980     8,020     47%       500     1,874     (1,374)     375%       150     605     (455)     403%       2,000     782     1,218     39%	44,500     32,921     11,579     74%       15,000     6,980     8,020     47%       500     1,874     (1,374)     375%       50     6,65     7,854     7,854	44,500     32,921     11,579       15,000     6,980     8,020       500     1,874     (1,374)	44,500     32,921     11,579       15,000     6,980     8,020	rvices 15.750 15,750 - 0% (709) 147% sstandards 14,000 9,817 4,183 70% 17,000 87,750 2,250 75% 17,000 87,750 2,250 75% 17,000 1,000	S 5,206,522 S 4,138,745 S 1,067,777 79%  15,750 15,750 - 0%  1,500 2,209 (709) 147%  s 14,000 9,817 4,183 70%  ce and HR Initiatives 15,500 2,74 276 50%	S 5,206,522 S 4,138,745 S 1,067,777 79%.  S 15,750 15,750 . 0% 1,700 1,500 9,817 4,183 70% oc and HR Initiatives 15,000 1,500	s	S 5,206,522 S 4,138,745 S 1,067,777 79% c and HR Initiatives 1,000 8,100 10,000	laxes  130,000  20,013  (13)  100%  18,696  (17,696)  1870%  1870	Taxes 130,000 71,027 58,973 55% 20,000 20,013 (1B) 100% 1000% 1,000 18,696 (17,696) 1870% 151,000 109,736 41,264 73% 73% 25,206,522 S 4,138,745 S 1,067,777 79% 15,750 15,750 2,209 (709) 147% 276 50% 20,000 100,000	nue         735,000         477,406         257,594         65%           Taxes         130,000         71,027         58,973         55%           Taxes         20,000         20,013         (13)         100%           nue         1,000         18,696         (17,695)         1870%           151,000         109,736         41,264         73%           151,000         109,736         41,264         73%           15,750         15,750         15,750         (709)         147%           15,500         2,209         (709)         147%           15,000         2,209         (709)         75%           15,000         27,50         27,50         75%           15,000         27,6         20%           15,000         27,6         20%           15,000         27,6         20%           15,000         27,6         20%           15,000         27,6         20%           15,000         20,250         73%           15,000         20,250         73%           10,000         20,250         73%           10,000         117,000         11,000		4,100	10,840	15,000		ng Expense
ations	15,000 10,840 4,100 72.0 44,500 32,921 11,579 74% 15,000 6,980 8,020 47% 1,874 1,374 1,375% 150 605 (455) 403% 2,000 782 1,218 39% 15,000 7,185 815 90% 15,000 10,932 4,068 73%	ts by the contracts of the contract of the contracts of the contract of the c	15,000 10,840 4,100 12,700 12,700 12,700 12,700 13,579 14% 15,000 6,980 8,020 47% 500 1,874 (1,374) 375% 150 605 (455) 403% 2,700 782 1,218 39% sts	15,000 10,840 4,100 72.78 15,000 6,980 8,020 47% 500 1,874 (1,374) 375% 150 605 (455) 403% 2,000 782 1,218 39%	15,000 10,840 4,100 782 12.79 74% 15,000 6,980 8,020 47% 500 1,874 (1,374) 375% 150 605 (455) 403% 2,000 782 1,218 39%	15,000 10,840 4,100 72/0 44,500 32,921 11,579 74% 15,000 6,980 8,020 47% 500 1,874 (1,374) 375%	15,000 10,840 4,100 72% 44,500 32,921 11,579 74% 15,000 6,980 8,020 47% 500 1,874 (1,374) 375%	15,000 10,840 4,100 12.79 44,500 32,921 11,579 74% 15,000 6,980 8,020 47%	rvices 15.750 15.750 - 0% 1.500 2.209 (709) 147% 1.500 2.209 (709) 147% 1.500 0.7Treasurer 117,000 87,750 29,250 75% 5.00 2.74 2.76 5.0%	S 5,206,522 S 4,138,745 S 1,067,777 79%  15.750 15,750 - 0%  1,500 2,209 (709) 147%  s 14,000 9,817 4,185 70%  urer  117,000 87,750 29,250 75%  5,00 2,74 2,76 50%	151,000 109,736 41,264 73%   5,206,522 S 4,138,745 S 1,067,777 79%   15,750 15,750   1,500 2,209 (709) 147%   14,000 9,817 4,183 70%   17,000 87,750 29,250 75%   5,000 117,000 87,750 29,250 75%   5,000 118 Initiatives 550 274 2,76 50%	151,000 109,736 41,264 73% 151,000 109,736 41,264 73% 151,000 109,736 1,138,745 \$ 1,067,777 79% 15,750 15,750 15,750 1709) 147% 14,100 87,750 29,250 75% 50% 274 2,76 50%	To be and UR Initiatives  LU,000  LU,010  LU,010  LU,010  LE,696  LE,696  LE,696  LE,696  LE,696  LE,696  LE,696  LE,606  LE,606  LE,750  LE,7	laxes  130,000  11,027  20,000  20,013  (15)  100%  18,696  41,264  73%  15,100  15,750  15,750  15,750  15,750  14,000  11,750  11,700  11,700  11,700  11,700  11,700  11,700  11,700  11,700  12,750  12,750  12,750  12,750  13,750  14,000  14,000  15,750  15,750  17,75	Taxes 130,000 71,027 58,973 55% 20,000 20,013 (1B) 100% 100% 1,000 18,696 (17,696) 1870% 151,000 109,736 41,264 73% 73% 2,206,522 S 4,138,745 S 1,067,777 79% 15,750 15,750 (709) 147% 14,000 9,817 4,183 70% 2,209 (709) 147% 117,000 87,750 29,250 75% 50% 2,206 2,206 2,206 50%	nue         735,000         477,406         257,594         65%           Taxes         130,000         71,027         58,975         55%           20,000         20,013         (13)         100%           ne         1,000         18,696         (17,696)         1870%           ne         151,000         109,736         41,264         73%           s         5,206,522         4,138,745         1,067,777         79%           s         15,750         15,750         -         0%           list         14,000         9,817         4,185         70%           s         14,000         9,817         4,185         75%           s         117,000         87,750         29,250         75%           s         560         274         276         50%		177	10010	2000		VE INSULATIVE AUTO THE DIRECTOR
ations 15,000 10,840 4,160 72% at 15,000 15,000 6,980 8,020 47% 74% 15,000 6,980 8,020 47% 15,000 1,874 (1,374) 375% 150 605 (455) 403% 150 605 (455) 403% 150 605 (1,374) 39% 2,000 782 1,218 39% 150 605 (1,374) 39% 150 605 (1,374) 39% 150 605 (1,374) 39% 150 605 (1,374) 39% 150 605 (1,374) 39% 150 605 (1,374) 375% 17,185 8,000 7,185 815 90% 150 605 (1,504) 76%	15,000     10,840     41,60     72%       44,500     32,921     11,579     74%       15,000     6,980     8,020     47%       500     1,874     (1,374)     375%       150     605     (455)     403%       2,000     782     1,218     39%       2,750     2,177     573     79%       8,000     7,185     815     90%       15,000     10,932     4,068     73%	15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       15,000     6,980     8,020     47%       500     1,874     (1,374)     375%       2,000     782     1,218     39%       2,750     2,177     573     79%       8,000     7,185     815     90%	15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       15,000     6,980     8,020     47%       500     1,874     (1,374)     37.5%       150     605     (455)     403%       2,000     782     1,218     39%       2,750     2,177     573     79%	15,000 10,840 4,160 72% 44,500 32,921 11,579 74% 15,000 6,980 8,020 47% 500 1,874 (1,374) 375% 150 605 (455) 403% 2,000 782 1,218 39%	15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       15,000     6,980     8,020     47%       500     1,874     (1,374)     375%       150     605     (455)     403%       2,000     782     1,218     39%	15,000 10,840 4,160 72% 44,500 32,921 11,579 74% 15,000 6,980 8,020 47% 500 1,874 (1,374) 375%	15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       15,000     6,980     8,020     47%       5,000     1,874     (1,374)     375%	15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       15,000     6,980     8,020     47%	rvices 15.750 15,750 - 0%  15.00 2,209 (709) 147%  r Stipends 14,000 9,817 4,183 70% on/Treasurer 117,000 87,750 29,250 75%	S 5,206,522 S 4,138,745 S 1,067,777 79%  15.750 15,750 . 0%  1,500 2,209 (709) 147%  114,000 9,817 4,183 70%  urer 117,000 87,750 29,250 75%	S 5,206,522 S 4,138,745 S 1,067,777 79%  S 15,750 15,750 - 0%  1,500 2,209 (709) 147%  s 14,000 9,817 4,183 70%  urer 117,000 87,750 29,250 75%	151,000 109,736 41,204 73% 151,000 109,736 41,204 73% 151,000 109,736 41,204 73% 151,000 109,736 15,750 . 0% 15,750 15,750 2,209 (709) 147% 117,000 87,750 29,250 75% 15%	nue 1500 20,000 20,013 (15) 100% 18,696 (17,696) 1870% 151,000 109,736 41,264 73% 73% 25,206,522 S 4,138,745 S 1,067,777 79% 15,750 15,750 - 0% 14,000 9,817 4,183 70% 117,000 87,750 29,259 75%	Taxes  130,000  20,013  (13)  100%  18,696  (17,696)  1870%  151,000  109,736  41,264  73%  73%  15,760  15,750  15,750  14,000  9,817  4,183  70%  1709  1709  1709  1709  1709  1709  1709  1709  1709  1750  1709  1709  1750  1709  1750  1709  1709  1709  1709  1709  1709  1750  1709  1709  1750  1709  1709  1750  1709  1709	Taxes 130,000 71,027 58,973 55% 20,000 20,013 (13) 100% 100% 1,000 18,696 (17,696) 1870% 1871,000 109,736 41,264 73% 73% 15,006,522 \$ 4,138,745 \$ 1,067,777 79% 15,750 15,750 2,209 (709) 147% 11,500 2,209 (709) 147% 11,000 87,750 29,250 75% 15% 11,000 87,750 29,250 75%	nue         735,000         477,406         257,594         65%           Taxes         130,000         71,027         58,973         559%           nue         1,000         20,013         (13)         100%           nue         1,000         18,696         (17,696)         1870%           151,000         109,736         41,264         73%           151,000         109,736         41,264         73%           15,750         15,750         15,750         (709)         147%           15,000         2,209         (709)         147%         70%           14,000         9,817         4,183         70%           117,000         87,750         29,250         75%	50%	276	274	550		Transposer of HR Initiatives
ations 15,000 10,840 4,160 72% 50% 274 276 50% 50% 185e 15,000 10,840 4,160 72% 74,160 72% 24,160 72% 24,160 72% 24,160 6,980 8,020 47% 500 11,874 (1,374) 375% 150 605 (1,374) 375% 24,000 7,185 8,000 10,932 4,068 73% 25,170 10,900 10,932 4,068 73% 25,170 10,900 10,932 4,068 73% 25,170 10,900 10,	550     274     276     50%       15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       15,000     6,980     8,020     47%       500     1,874     (1,374)     375%       2,000     782     1,218     39%       2,750     2,177     573     79%       8,000     7,185     815     90%       15,000     10,932     4,068     73%	550     274     276     50%       15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       500     6,980     8,020     47%       500     1,874     (1,374)     375%       2,000     782     1,218     39%       2,750     2,177     573     79%       8,000     7,185     815     90%	550     274     276     50%       15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       500     6,980     8,020     47%       500     1,874     (1,374)     375%       2,000     782     1,218     39%       2,750     2,177     573     79%	550     274     276     50%       15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       15,000     6,980     8,020     47%       500     1,874     (1,374)     375%       150     605     (455)     403%       2,000     782     1,218     39%       750     2,750     7,77     7,78	550     274     276     50%       15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       15,000     6,980     8,020     47%       500     1,874     (1,374)     375%       150     605     (455)     403%       2,000     782     1,218     39%	550     274     276     50%       15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       15,000     6,980     8,020     47%       500     1,874     (1,374)     375%       50     6,680     6,020     47%       60     1,874     (1,374)     375%	550     274     276     50%       15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       15,000     6,980     8,020     47%       500     1,874     (1,374)     375%	550     274     276     50%       15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       15,000     6,980     8,020     47%	rvices 15.750 15,750 . 0% 1,500 2,209 (709) 147% r. Stipends	\$ 5,206,522 \$ 4,138,745 \$ 1,067,777 79%    15,750 15,750 - 0%    1,500 2,209 (709) 147%    1,4,000 9,817 4,183 70%	151,000 109,736 41,264 73%   5 5,206,522 S 4,138,745 S 1,067,777 79%   15,750 15,750 - 0%   1,500 2,209 (709) 14,7%   14,000 9,817 4,183 70%	151,000 109,736 41,264 73%  S 5,206,522 S 4,138,745 S 1,067,777 79%  15,750 15,750 . 0%  1,500 2,209 (709) 14,7%  s 1,000 9,817 4,185 70%	Tue 15,000 20,013 (15) 100% 18,696 (17,696) 1870% 151,000 109,736 41,264 73% 73% 15,206,522 \$ 4,138,745 \$ 1,667,777 79% 15,750 15,750 - 60% 1,500 2,209 (709) 14,7% 10,000 9,817 4,183 70%	Taxes  130,000  20,013  (13)  1000  18,696  (17,696)  1870%  151,000  109,736  41,264  73%  5 5,206,522 \$ 4,138,745 \$ 1,067,777  79%  15,750  1,500  2,209  (709)  14,700  9,817  4,183	Taxes 130,000 71,027 58,973 55% 20,000 20,013 (13) 100% 100% 1,000 18,696 (17,696) 1870% 151,000 109,736 41,264 73% 73% 15.206,522 \$ 4,138,745 \$ 1,067,777 79% 15,750 15,750 2,209 (709) 147% 14,000 9,817 4,183 770%	Taxes 130,000 477,406 257,594 65% 25% 20,000 20,013 (13) 100% 100% 1,000 18,696 (17,696) 1870% 151,000 109,736 41,264 73% 15.06,522 \$ 4,138,745 \$ 1,067,777 79% 15.750 15.750 2,209 (709) 147% 14,183 770% 5	/5%	29.250	87,750	117,000		ctor/Treasurer
asurer 117,000 87,750 29,220 72% and and HR Initiatives 550 274 276 50% 278	117,000     87,750     29,250     75%       550     274     276     50%       15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       15,000     6,980     8,020     47%       500     1,874     (1,374)     375%       2,000     782     1,218     39%       2,750     2,177     573     79%       8,000     7,185     815     90%       15,000     10,932     4,068     73%	117,000     87,750     29,250     75%       550     274     276     50%       15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       500     6,980     8,020     47%       150     605     (1,374)     375%       2,000     782     1,218     39%       2,750     2,177     573     79%       8,000     7,185     815     90%	117,000     87,750     29,250     75%       550     274     276     50%       15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       500     6,980     8,020     47%       500     1,874     (1,374)     375%       150     605     (455)     403%       2,000     782     1,218     39%       2,750     2,177     573     79%	117,000     87,750     29,250     75%       550     274     276     50%       15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       500     1,874     (1,374)     375%       150     605     (455)     403%       2,000     782     1,218     39%       782     1,218     39%       782     772     776	117,000     87,750     29,250     75%       550     274     276     50%       15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       15,000     6,980     8,020     47%       500     1,874     (1,374)     375%       150     605     (455)     403%       2 000     782     1.218     39%	117,000 87,750 224,250 75% 55% 55% 574 276 50% 55% 674 44,500 10,840 44,160 72% 15,000 6,980 8,020 47% 500 1,874 (1,374) 375% 50% 1,874 (1,374) 375%	117,000 87,750 29,250 75% 550 274 276 50% 15,000 10,840 4,160 72% 44,500 32,921 11,579 74% 500 6,980 8,020 47% 500 1,874 (1,374) 375%	117,000     87,750     29,250     75%       550     274     276     50%       15,000     10,840     4,160     72%       44,500     32,921     11,579     74%       15,000     6,980     8,020     47%	rvices 15.750 15,750 - 0% 1,500 2,209 (709) 147% 1,500 0,917 4.181 7,000	\$ 5,206,522 \$ 4,138,745 \$ 1,067,777 79%  15,750 15,750 . 0%  1,500 2,209 (709) 147%	151,000 109,736 41,264 73% 5,206,522 S 4,138,745 S 1,067,777 79% 79% 15,750 15,750 . 09% 1,500 2,209 (709) 147% 100,0017 4 1873 700%	151,000 109,736 41,264 73%	20,000 20,015 (15) 100%  1,000 18,696 (17,696) 1870%  151,000 109,736 41,264 73%  \$ 5,206,522 \$ 4,138,745 \$ 1,067,777 79%  15.750 15,750 . 00%  1,500 2,209 (709) 147%	Taxes  130,000  20,013  (13)  100%  18,696  (17,696)  1870%  18,696  11,264  73%  5 5,206,522 \$ 4,138,745 \$ 1,067,777  79%  15,750  15,000  20,000  18,696  11,500  20,000  11,500  20,000  11,500  20,000  11,500  11	Taxes 130,000 71,027 58,973 55% 20,000 20,013 (1B) 100% 100% 1,000 18,696 (17,696) 1870% 151,000 109,736 41,264 73% 73% 15,206,522 \$ 4,138,745 \$ 1,067,777 79% 15,500 2,209 (709) 147% 100%	Taxes 130,000 477,406 257,594 65% 25% 20,000 20,013 (13) 100% 100% 10,000 18,696 (17,696) 1870% 151,000 109,736 41,264 73% 25,206,522 \$ 4,138,745 \$ 1,067,777 79% 15,500 2,209 (709) 147% 14,000 15,000 2,209 (709) 147%	10.00	7,100	2,017	14,000		er Stipends
asurer 117,000 87,750 29,250 75% asurer 550 117,000 87,750 29,250 75% ance and HR Initiatives 15,000 10,840 4,160 72% 12% ations 15,000 6,980 8,020 47% 17,874 (1,374) 375% 150 605 (455) 403% 150 605 (455) 403% 150 605 (455) 403% are 15,000 10,932 4,068 73% 150 are 15,000 10,932 4,068 73% 150 10,932 10,	ear HR Initiatives 117,000 87,750 29,250 75% 50% 15,000 10,840 4,160 72% 17,879 75% 50% 15,000 10,840 4,160 72% 17,879 74% 17,879 17,800 6,980 8,020 4,180 17,874 17,878 15,000 7,185 815 90% 15,000 10,932 4,068 73% 73%	er HR Initiatives 117,000 87,750 29,250 75% 50% 274 276 50% 20,250 75% 20,250 75% 20,250 15,000 10,840 4,160 72% 44,500 32,921 11,579 74% 11,579 74% 20,000 782 11,218 39% 20,000 782 11,218 39% 20,000 7,185 815 90%	er 117,000 87,750 29,250 75% 50% 550 274 276 50% 15,000 10,840 4,160 72% 15,000 6,980 8,020 47% 500 1,874 (1,374) 375% 500 1,874 (1,374) 375% 500 2,177 5750 2,177 579 79% 573 79%	er 117,000 87,750 29,250 75% 5.00 117,000 87,750 29,250 75% 5.00 10,840 4,160 72% 15,000 6,980 8,020 47% 5.00 1,874 (1,374) 375% 5.00 1,874 (1,374) 375% 150 605 (455) 403% 2,000 782 1,218 39% 7.00%	er 117,000 87,750 29,250 75% 5.0   3.0	er 117,000 87,750 29,250 75% 550 274 20,250 75% 15,000 10,840 4,160 72% 74% 74% 115,000 6,980 8,020 47% 500 1,874 (1,374) 375% 500 1,874 (1,374) 375%	er 117,000 87,750 29,250 75% 550 274 20,250 75% 15,000 10,840 4,160 72% 74% 75% 32,921 11,579 74% 15,000 6,980 8,020 47% 51,874 (1,374) 375%	er 117,000 87,750 29,250 75% 5.00 274 276 50% 15,000 10,840 4,160 72% 44,500 32,921 11,579 74% and 47% 15,000 6,980 8,020 47%	rvices 15.750 15,750 - 0% 1.500 2,209 (709) 147%	\$ 5,206,522 \$ 4,138,745 \$ 1,067,777 79% 15,750 15,750 - 0% 1,500 2,209 (709) 147%	151,006     109,736     41,264     73%       S     5,206,522     S     4,138,745     S     1,067,777     79%       15,750     15,750     15,750     0%       1,500     2,209     (709)     147%	15.750 17.09)	To the state of th	laxes 150,000 11,027 50,775 53.00 13,000 115,750 53.00 53.00 100% 115,750 155.000 20,0013 (11) 100% 18,696 (17,696) 1870% 1870% 15,750 5,206,522 \$ 4,138,745 \$ 1,067,777 79% 15,750 15,750 15,750 (709) 147%	Taxes 130,000 71,027 58,973 55% 20,000 20,013 (1B) 100% 1000% 1000 100,000 18,696 (17,696) 1870% 151,000 109,736 41,264 73% 73% 15,206,522 \$ 4,138,745 \$ 1,067,777 79% 15,750 15,750 (709) 147% 147%	nue     735,000     477,406     257,594     65%       Taxes     130,000     71,027     58,978     55%       20,000     20,013     (15)     100%       nue     1,000     18,696     (17,696)     1870%       nue     151,000     109,736     41,264     73%       s     5,206,522     4,138,745     1,067,777     79%       15,750     15,750     15,750     -     0%       1,500     2,209     (709)     147%	%02	4 183	0.817	14 000		
nds         14,000         9,817         4,183         70%           asurer         117,000         87,750         29,250         75%           ance and HR Initiatives         550         274         276         50%           ance and HR Initiatives         15,000         10,840         4,160         72%           ations         15,000         6,980         8,020         47%           ations         50         1,874         11,579         47%           s         50         1,874         (1,374)         375%           onl         50         60         782         1,234         39%           onl Costs         2,000         7,185         815         90%           are         15,000         10,932         4,068         73%           are         15,000         10,932         4,068         75%	er 117,000 9,817 4,183 70%   and HR Initiatives 550 274 274 50% 50%   15,000 10,840 4,160 72% 72%   4,500 32,921 11,579 74%   15,000 6,980 8,020 47%   15,000 782 11,218 39%   2,000 782 11,218 39%   2,000 7,185 815 90%   15,000 10,932 4,068 73%	ter 117,000 9,817 4,183 70% 75% and HR Initiatives 550 274 29,250 75% 75% 75% 75% 75% 75% 75% 75% 75% 75%	rer 117,000 9,817 4,183 70% 550 29,250 75% 250,250 75% 274 2750 29,250 75% 274 276 50% 274 276 50% 274 276 50% 274 276 50% 276 50% 274 4,500 10,840 4,160 72% 2,921 11,579 74% 2,000 1,874 (1,374) 375% 2,000 782 1,218 39% 2,750 2,177 5,73	er 117,000 9,817 4,183 70% for and HR Initiatives 550 274 276 29,250 75% 15,000 10,840 4,160 72% 15,000 6,980 8,020 47% 500 1,874 (1,374) 375% 500 1,874 (1,374) 375% 2,000 785 777 777 777 75% 2,000 7,377 577 70% 70%	er 117,000 9,817 4,183 70%   550 274 29,250 75%   550 274 276 50%   560 10,840 4,160 72%   72% 44,500 32,921 11,579 74%   15,000 6,980 8,020 47%   500 1,874 (1,374) 375%   500 782 1,218 39%	ter 117,000 9,817 4,183 70% 550 29,250 75% 250,250 75% 20,250 75% 20,250 75% 20,250 75% 20,250 75% 20,250 75% 20,250 20,250 75% 20,250	er 117,000 9,817 4,183 70% 550 29,250 75% 274 20,250 75% 20,250 75% 274 276 50% 15,000 10,840 4,160 72% 44,500 6,980 8,020 47% 500 1,874 (1,374) 375%	er 117,000 9,817 4,183 70% 550 29,250 75% and HR Initiatives 15,000 10,840 4,160 72% 44,500 5,980 8,020 47% 15,000 6,980 8,020 47%	rvices 15.750 - 0%	\$ 5,206,522 \$ 4,138,745 \$ 1,067,777 79% 79% 15.750 15.750 . 0%	151,000     109,736     41,264     73%       S     5,206,522     S     4,138,745     S     1,067,777     79%       15,750     15,750     -     0%	15.750 15,750 15	Aue 1,000 20,000 20,000 1000 1000 10000 10000 10000 10000 100000 100000 10000	Taxes  130,000  20,013  (13)  100%  18,696  (17,696)  1870%  151,000  109,736  41,264  73%  2 5,206,522 S 4,138,745 S 1,067,777  79%  15.750  15.750  - 0%	Taxes 130,000 71,027 58,973 55% 20,000 20,013 (13) 100% 1000% 1,000 18,696 (17,696) 1870% 151,000 109,736 41,264 73% 73% 15,206,522 \$ 4,138,745 \$ 1,067,777 79% 15,750 15,750 0%	nue     735,000     477,406     257,594     65%       Taxes     130,000     71,027     58,973     559%       nue     1,000     18,696     (17,696)     1870%       nse     151,000     109,736     41,264     73%       s     5,206,522     8,138,745     1,067,777     79%       15,750     15,750     15,750     -     09%		_	2,209	1.500		56
nds         1,500         2,209         (709)         147%           nds         14,000         9,817         4,183         70%           asurer         117,000         87,750         29,250         75%           nse         550         274         276         50%           ations         15,000         10,840         4,160         72%           44,500         32,921         11,579         74%           5         500         1,874         (1,374)         375%           ons         500         1,874         (1,374)         375%           onl Costs         2,000         782         1,218         39%           ce Contracts         8,000         7,185         815         90%           are         15,000         10,932         4,068         75%	er 11500 2,209 (709) 147% er 117,000 87,750 29,250 75% 50% 274 276 50% 50% 15,000 10,840 4,160 72% 74% 72% 50% 15,000 6,980 8,020 47% 500 1,874 (1,374) 375% 500 1,874 (1,374) 375% 500 782 1,218 39% 5000 7,185 8,100 10,32 4,068 73% 73%	er 11,500 2,209 (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 15,000 10,840 4,160 72% (709) 15,000 6,980 8,020 47% (709) 150 605 (455) 403% (709) 2,750 2,177 573 79% (709) 7,185 815 90%	er 147% 147% 147% 147% 147% 147% 147% 147%	er 11,500 2,209 (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 147% (709) 15,000 10,840 4,160 72% (709) 15,000 (5,980 8,020 47% 700) 15,000 (782) (455) 403% (750) 7,177 71,218 39% (750) 7,177	er 1,500 2,209 (709) 147% er 14,000 87,750 29,250 75% 50% 274 276 50% 50% 15,000 10,840 4,160 72% 74,500 32,921 11,579 74% 500 15,000 6,980 8,020 47% 500 15,000 6,980 8,020 47% 500 15,000 6,05 (455) 403% 2,000 782 1,218 39%	er 147% (709) 147% (70	er 147% (709) 147% (70	er 117,000 2,209 (709) 147% (4185) 147% (1709) 147% (1		\$ 5,206,522 \$ 4,138,745 \$ 1,067,777 77	151,000 109,736 41,264 7 \$ 5,206,522 \$ 4,138,745 \$ 1,067,777 77	151,000 109,736 41,264 73% 5,206,522 S 4,138,745 S 1,067,777 79%	Tue 1,000 20,010 10,700	Taxes  130,000  11,027  20,000  20,013  (13)  100%  18,696  11,669  18,796  11,067,777  19,706  11,5,750  11,5,750	Taxes 130,000 71,027 58,975 55% 20,000 20,013 (13) 100% 1,000 18,696 (17,696) 1870% 151,000 109,736 41,264 73% 15.206,522 \$ 4,138,745 \$ 1,067,777 79%	Taxes 130,000 477,406 257,594 65% 25,000 130,000 71,027 58,973 55% 20,000 20,013 (13) 100% 15,000 18,696 (17,696) 1870% 151,000 109,736 41,264 73% 20,000 20,736 41,264 73% 20,000 20,736 41,264 73% 20,000 20,736 20,000 20,737 77 79% 20,000 2			15,750	15.750		ervices
nds asurer 1,500 15,750 1709 147% 1,500 2,209 (709) 147% asurer 117,000 87,750 29,250 75% 50% attions 15,000 6,980 8,020 47% 1,874 (1,374) 375% 500 10,000 7,185 8,000 7,185 815 90% are 15,000 10,932 1,1218 39% are 15,000 10,932 1,1218 39% are 15,000 10,932 4,068 7,35% are 15,000 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 10,0	er 15.00 15.750 1.709 1.	er 15.750 15.750 5.750 5.750 5.750 5.750 5.050 1.750 1.47% 1.4000 2.209 (709) 147% 1.4000 2.209 (709) 147% 1.4000 87.750 29.250 75% 1.500 10.840 4.160 72% 1.579 74% 1.579 74% 1.579 74% 1.579 74% 1.579 74% 1.579 74% 1.579 74% 1.579 74% 1.570 6.980 8.020 4.7% 1.500 6.980 8.020 4.7% 1.500 6.05 6.05 (4.55) 4.03% 1.50 6.05 1.218 3.9% 2.750 2.177 5.73 7.9% 2.750 7.185 815 90%	er 1500 2,209 (709) 147% 1,500 2,209 (709) 147% 14,000 87,750 29,250 75% 50% 274 276 50% 15,000 10,840 4,160 72% 47,800 6,980 8,020 47% 15,000 6,980 8,020 47% 15,000 6,980 8,020 47% 15,000 6,980 8,020 47% 15,000 6,980 8,020 47% 15,000 6,980 8,020 47% 15,000 6,980 8,020 47% 15,000 6,980 8,020 47% 15,000 6,980 8,020 47% 15,000 6,980 8,020 47% 15,000 7,82 1,218 3,9% 2,750 2,777 5,73 7,9% 2,775 2,777 5,73 7,9% 2,775 2,777 5,73 7,9% 2,775 2,777 5,73 7,9% 2,775 2,777 5,73 7,9% 2,775 2,777 5,73 7,9% 2,775 2,777 7,9% 2,775 2,777 5,777 5,777 7,9% 2,775 2,777 5,777 5,777 5,777 7,9% 2,775 2,777 5,7	er 15.00 2.209 (709) 147% 14.00 2.209 (709) 147% 14.00 2.209 (709) 147% 14.00 2.209 (709) 147% 117,000 87,750 29.250 75% 550 274 276 50% 15.000 10.840 4.160 72% 44.500 32.921 11.579 74% 500 1.874 (1.374) 375% 500 1.874 (1.374) 375% 150 605 (455) 403% 500 7.25 577 70%	er 15.00 15.750 7.750 7.750 7.709 147% 14.000 2.209 (709) 147% 14.000 87.750 29.250 75% 75% 29.250 75% 15.000 10.840 4.160 72% 74.500 72.921 11.579 74% 15.000 6.980 8.020 47% 20.00 1.874 (1.374) 375% 2.000 782 1.218 39%	er 15.00 2.209 (709) 147% 1.500 2.209 (709) 147% 14,000 87,750 29,250 75% 5.00 10,840 4,160 72% 15,000 10,840 4,160 72% 44,500 6,980 8,020 47% 15,000 6,980 8,020 47% 15,000 15,000 6,980 8,020 47% 15,000 15,000 10,840 11,579 74% 11,579 12% 15,000 15,000 10,840 11,579 12% 15,000 15,000 10,840 11,579 12% 15,000 15,000 11,574 13,55% 10,20% 12% 12% 12% 12% 12% 12% 12% 12% 12% 12	er 15.00 15.750 7.	rer 15.00 15.750 7.709 14.7% 1.500 2.209 (709) 147% 14.183 70% 14.183 70% 14.183 70% 15.00 87.750 29.250 75% 15.000 10.840 4.160 72% 44.500 32.921 11.579 74% 17.8% 15.000 6.980 8.020 47%		\$ 5,206,522 \$ 4,138,745 \$ 1,067,777	151,000 109,736 41,264 \$ 5,206,522 \$ 4,138,745 \$ 1,067,777	151,000 109,736 41,264 73% 5,206,522 S 4,138,745 S 1,067,777 79%	Aue 1,000 20,013 (15) 10076 1,000 18,696 (17,696) 1870% 151,000 109,736 41,264 73% 25,206,522 S 4,138,745 S 1,067,777 79%	Taxes 130,000 71,027 56,779 53,700 53,000 10,000 10,001 (13) 1000% 15,000 109,736 (17,696) 1870% 151,000 109,736 41,264 73% 25,206,522 \$ 4,138,745 \$ 1,067,777 79%	Taxes 130,000 71,027 58,973 55% 50,000 20,013 (13) 100% 100% 1,000 18,696 (17,696) 1870% 151,000 109,736 41,264 73% 2,206,522 \$ 4,138,745 \$ 1,067,777 79%	nue     735,000     477,406     257,594     65%       Taxes     130,000     71,027     58,973     55%       1000     20,013     (13)     100%       1,000     18,696     (17,696)     1870%       151,000     109,736     41,264     73%       5     5,206,522     8,138,745     1,067,777     79%	00/ Adis is accordant		() () () ()	\$ 8 8	•	
nds         15,750         15,750         -         0%           nds         1,500         2,209         (709)         147%           asurer         14,000         9,817         4,183         70%           ance and HR Initiatives         550         274         276         50%           nse         15,000         10,840         4,160         72%           ations         15,000         6,980         8,020         47%           stitions         15,000         6,980         8,020         47%           s         50         1,874         (1,374)         375%           oll Costs         2,000         782         1,218         39%           ce Contracts         8,000         7,185         815         90%           are         15,000         10,932         4,068         73%           are         15,000         10,932         4,068         73%	rvices  15.750 15,750 1,500 2,209 (709) 147% 14,183 70% 17,000 87,750 2,209 (709) 147% 17,000 87,750 2,209 (709) 147% 17,000 87,750 2,250 75% 17,000 10,840 4,160 72% 11,579 14,500 15,000 6,980 8,020 4,186 15,000 1,874 (1,374) 375% 15,000 782 1,218 39% 2,750 2,177 5,73 1,218 15,000 10,322 4,008 738,000 71,185 815 90% 13,000 10,322 4,008 738,000	rvices 15.750 15,750 - 0% 15.00 2,209 (709) 147% 14,000 9,817 4,183 70% 17,000 87,750 29,250 75% 17,000 87,750 29,250 75% 15,000 10,840 4,160 72% 11,579 14% 11,579 1	rvices 15.750 15,750 - 0% 15.00 2,209 (709) 147% 14,183 70% 14,000 9,817 4,183 70% 1750 2,209 (709) 147% 17,000 87,750 29,250 75% 17,000 10,840 4,160 72% 15,000 10,840 4,160 72% 16,000 6,980 8,020 47% 15,000 6,980 8,020 47% 15,000 1874 (1,374) 375% 15,000 782 1,218 39% 15,000 782 1,218 39% 15,000 782 1,218 39% 15,000 782 1,218 39% 15,000 782 1,218 39% 15,000 782 1,218 39%	rvices 15.750 15.750 15.750 15.750 15.750 15.750 15.750 15.750 14.000 9.817 4,183 70% 0.717 casurer 117,000 87,750 29,250 75% 15,000 10,840 4,160 72% 11,579 14,500 15,000 18,74 11,579 17,000 18,74 11,579 17,000 18,74 11,579 17,000 18,74 11,579 17,000 18,74 11,579 17,000 18,74 11,579 17,000 18,74 11,579 17,000 18,74 11,578 17,000 18,74 11,578 17,000 18,74 11,578 17,000 18,74 11,578 17,000 18,74 11,578 17,000 18,74 11,578 17,000 18,74 11,578 17,000 18,74 11,578 17,000 18,74 11,578 17,000 18,74 11,578 17,000 18,74 11,578 17,000 18,74 18,74	rvices 15.750 15,750 - 0% 1,500 2,209 (709) 147% 14,000 9,817 4,183 70% 175,000 175,000 87,750 2,250 75% 175,000 10,840 4,160 72% 11,579 14,800 32,921 11,579 74% 11,579 14,800 6,980 8,020 47% 11,874 (1,374) 375% aneous 150 605 (455) 403% 2,000 782 1.218 39%	rvices 15.750 15,750 - 0%  15.00 2.209 (709) 147%  15.00 2.209 (709) 147%  14.000 9.817 4.183 70%  17.000 87,750 29,250 75%  17.000 10,840 4,160 72%  15.000 10,840 4,160 72%  15.000 6,980 8,020 47%  16.000 6,980 8,020 47%  16.000 6,980 8,020 47%  16.000 6,980 8,020 47%  16.000 6,980 8,020 47%  16.000 6,980 8,020 47%	rvices 15.750 15,750 . 0% 147%    550 2,209 (709) 147% 14,183 70% 17,000 87,750 29,250 75% 17,000 87,750 29,250 75% 17,000 87,750 29,250 75% 15,000 10,840 4,160 72% 17,500 11,579 14,500 6,980 8,020 47% 17,500 1,874 (1,374) 375% 15,000 1,874 (1,374) 375%	ryices 15.750 15,750 . 0% 1,500 2,209 (709) 147% 14,000 9,817 4,183 70% 1750 oor/Treasurer 550 2,209 (709) 147% 1750 0or/Treasurer 550 2,250 75% 17,000 10,840 4,160 72% 17,000 10,840 4,160 72% 17,000 10,840 4,160 72% 17,000 6,980 8,020 47% 17,000 6,980 8,020 4,7%		\$ 5,206,522 \$ 4,138,745 \$ 1,067,777	151,000 109,736 41,264 \$ 5,206,522 \$ 4,138,745 \$ 1,067,777	151,000 109,736 41,264 73% 5,206,522 S 4,138,745 S 1,067,777 79%	nue 1,000 20,013 (15) 100% 100% 18,696 (17,696) 1870% 151,000 109,736 41,264 73% 73% 2,206,522 \$ 4,138,745 \$ 1,067,777 79%	Taxes 130,000 71,027 56,779 53.70 53.70 100% 10,000 20,013 (13) 100% 18,696 (17,696) 1870% 18,000 109,736 41,264 73% 73% 25,206,522 \$ 4,138,745 \$ 1,067,777 79%	Taxes     130,000     71,027     58,973     55%       20,000     20,013     (13)     100%       1,000     18,696     (17,696)     1870%       151,000     109,736     41,264     73%       5     5,206,522     4,138,745     1,067,777     79%	nue         735,000         477,406         257,594         65%           Taxes         130,000         71,027         58,973         55%           nue         1,000         18,696         (17,696)         1870%           151,000         109,736         41,264         73%           5         5,206,522         4,138,745         1,067,777         79%						
Taxes  Taxes  130,000  71,027  88,973  58,973  58,973  58,973  100%  100%  11,000  18,696  11,000  18,696  11,000  18,696  11,004  11,000  11,	Taxes  130,000  71,027  88,973  58,973  58,973  58,973  100%  100%  100%  11,000  11,0	Taxes 130,000 71,027 58,975 55% 130,000 1,000 18,696 (17,696) 1870% 18.00% 19,736 (17,696) 1870% 15,1000 19,736 (17,696) 1870% 15,1000 10,736 (17,696) 1870% 15,750 15,750 15,750 15,750 15,750 15,750 10,840 10,840 11,579 14,900 10,840 10,840 11,579 14,790 15,000 10,840 11,579 11,579 17,900 10,840 11,874 11,579 17,900 10,840 11,874 11,579 17,900 10,840 11,874 11,579 17,900 10,840 11,874 11,579 17,900 10,840 11,874 11,579 17,900 10,840 11,874 11,579 17,900 10,840 11,874 11,579 17,900 10,840 11,874 11,579 17,900 10,840 11,874 11,579 17,900 10,840 11,874 11,579 17,900 10,840 11,874 11,579 17,900 10,840 11,874 11,579 17,900 10,840 11,874 11,579 17,900 10,840 11,874 11,579 17,900 10,840 11,874 11,579 17,900 10,840 11,874 11,579 17,900 11,874 11,579 17,185 18,15 19,90% Contracts	Taxes 130,000 71,027 58,973 55% 100% 10,000 20,013 (15) 100% 10,000 10,000 20,013 (15) 100% 15,000 10,000 10,000 10,777 79% 15,000 10,840 4,160 7,777 79% 15,000 10,840 4,160 7,2% 15,000 1,874 (1,574) 375% 1,275% 1,27	Taxes 130,000 71,027 58,978 55% 20,000 20,013 (15) 100% 11,000 18,696 (17,696) 1870% 151,000 199,736 41,264 73% 155,000 2,209,736 41,264 73% 15,750 15,750 15,750 17,700 87,750 29,250 75% 20,209 11,500 10,840 41,160 72% 15,000 6,980 8,020 47% 15,000 18,84 (13,74) 37,75% 15,000 10,840 41,160 72% 15,000 6,980 8,020 11,579 17,500 11,874 (1,374) 37,500 11,274 (1,374) 37,500 11	Taxes 130,000 71,027 58,978 55% 150,000 20,013 (15) 100% 100% 10,000 10,736 (15) 100% 151,000 109,736 (17,696) 1870% 151,000 109,736 (17,696) 1870% 151,000 10,736 (17,696) 1870% 15,750 15,750 15,750 15,750 15,750 10,840 4,183 70% 117,000 87,750 29,250 75% 50% 15,000 10,840 4,160 72% 15,000 6,980 8,020 47% 15,000 15,000 6,980 8,020 47% 15,000 15,000 6,980 8,020 12,188 39% 12,188 39%	Taxes 130,000 71,027 58,973 55% 150,000 10,000 10,000 18,696 (17,696) 1870% 151,000 109,736 41,264 73% 151,000 10,736 10,777 79% 15,750 15,750 15,750 17,750	Taxes 130,000 71,027 58,973 55% 150,000 20,013 (17,696) 1870% 1,000 18,696 (17,696) 1870% 151,000 18,696 (17,696) 1870% 151,000 18,696 (17,696) 1870% 15,750 15,750 15,750 17,99 147% 15,000 10,840 4,160 72% 50% 50,000 5,980 8,020 47% (1,374) 375% 500 1,874 (1,374) 375%	Taxes 130,000 71,027 58,973 55% 55% 1,000 20,013 (17,696) 1870% 1,000 18,696 (17,696) 1870% 151,000 19,736 41,264 73% 1,000 15,750 15,750 15,750 15,750 20,209 (709) 147% 5 11,000 87,750 29,250 75% 55% 15,000 10,840 4,160 72% 44,500 6,980 8,020 477% 15,000 6,980 8,020 477%	es 130,000 71,027 58,973 55% 20,000 20,013 (13) 100% 18,696 (17,696) 1870% 151,000 109,736 41,264 73%	es 130,000 11,027 58,973 55% 55% 1,000 20,013 (1,3) 100% 1,000 18,696 (17,695) 1870%	es 130,000 71,400 20,013 58,975 55% 20,000 20,013 (13) 100%	53,000 477,400 257,594 es 130,000 71,027 58,973	130 000 71 000 58 973	155,000 47,1,400 45,155,155,155,155,155,155,155,155,155,1	133,000		£50%	357 508	A77 AAE	125 000		41 3011101111
135,000   4,045   15,955   20%	nue         4,045         15,955         20%           Taxes         130,000         71,027         58,973         55%           Taxes         130,000         71,027         58,973         55%           Taxes         1,000         18,696         (13)         100%           nue         1,000         18,696         (17,695)         1870%           1,000         18,696         (17,695)         1870%           1,100         18,696         (17,695)         1870%           1,500         109,736         41,264         73%           1,500         2,206,522         3,138,745         3,140%         79%           s         5,206,522         3,138,745         3,140%         75%           s         15,750         2,209         (709)         147%           s         15,00         2,209         (709)         147%           s         15,00         2,209         77%         75%           s         15,00         2,209         77%         74%           s         15,00         1,874         1,138         79%           c         1,500         1,874         1,134         79%	nuc         20,000         4,045         15,955         20%           nuc         130,000         71,027         58,973         55%           Taxes         130,000         71,027         58,973         55%           nuc         1,000         18,696         (17,696)         1870%           nuc         151,000         109,736         41,264         73%           nuc         151,000         109,736         41,264         73%           nuc         151,000         109,736         41,264         73%           nuc         151,000         18,696         (17,696)         187%           nuc         151,000         109,736         41,264         73%           s         5,206,522         4,138,745         5         1,47%           s         15,000         2,209         (709)         147%           s         14,000         9,817         4,183         70%           s         15,000         10,840         4,160         72%           s         15,000         16,840         4,160         72%           s         15,000         1,874         4,160         72%           s         1,500 </td <td>nue         4,045         15,955         20%           Taxes         130,000         71,027         58,973         55%           Taxes         130,000         71,027         58,973         55%           Taxes         130,000         71,027         58,973         55%           Inc         15,000         18,696         (17,696)         1870%           Inc         15,000         18,696         (17,696)         1870%           Inc         15,000         15,756         15,756         77%           Inc         15,750         15,750         20,209         77%           Inc         11,500         9,817         4,183         70%           Inc         15,000         9,817         4,183         70%           Inc         11,500         9,817         4,160         72%           Inc         11,570         12,000         1,874         1,160         72%           Inc         10,00</td> <td>nuc         735,000         4,045         15,955         20%           Taxes         130,000         71,027         58,973         55%           Taxes         1,000         20,013         (13)         100%           Ine         1,000         18,696         (17,696)         1870%           Ine         15,000         20,013         (13,64         73%           Ine         15,000         20,013         (17,696)         1870%           Ine         15,000         20,013         (17,696)         1870%           Ine         15,000         20,013         (17,696)         1870%           Ine         15,000         10,736         (1,674)         73%           Ine         15,000         20,013         17,644         73%           Ine         15,000         15,750         - 00%         73%           Ine         15,000         10,840         4,183         70%           Ine         15,000         10,840         11,579         74%           Ine         15,000         10,840         11,579         74%           Ine         15,000         10,874         11,579         17%           Ine</td> <td>nue         735,000         4,045         15,955         20%           Taxes         130,000         71,027         58,973         55%           Taxes         1,000         18,696         (17,695)         1870%           nue         1,000         18,696         (17,695)         1870%           nue         1,000         18,696         (17,695)         1870%           nue         151,000         109,736         41,264         73%           s         5,206,522         4,138,745         1,067,777         79%           s         1,500         2,209         (709)         147%           s         1,500         2,209         (709)         147%           ce and HR Initiatives         550         2,209         (709)         147%           s         14,000         9,817         4,183         70%           s         14,000         9,817         276         50%           s         14,500         2,209         776         276         50%           s         15,000         10,840         4,160         73%           s         16,000         1,874         1,137         1,137         1,137</td> <td>nue         735,000         4,045         15,955         20%           races         735,000         477,406         257,594         65%           Taxes         130,000         71,027         58,975         55%           Loco         16,000         20,013         18,006         18,096         1870%           nue         151,000         18,696         (17,696)         1870%         1870%           nue         151,000         109,736         41,264         73%           nue         151,000         109,736         41,264         73%           nue         151,000         15,750         15,750         14,704         14,706           s         5,206,522         5,4138,745         5         14,706         75%           s         15,750         2,209         77%         50%           s         15,000         9,817         4,188         70%           s         15,000         9,817         4,188         70%           s         15,000         9,817         4,188         70%           s         15,000         9,817         4,186         72%           s         15,000         6,980         <t< td=""><td>nue         20,000         4,045         15,955         20%           nue         735,000         477,406         257,594         65%           Taxes         130,000         71,027         58,973         55%           Taxes         1,000         18,696         (17,695)         1870%           nue         151,000         109,736         41,264         73%           s         5,206,522         5,206,522         4,138,745         73%           s         5,206,522         4,138,745         1,067,777         79%           s         1,500         2,209         (709)         147%           urer         1,500         8,1750         4,183         70%           s         1,500         8,7750         29,250         75%           ce and HR Initiatives         15,000         10,840         4,160         72%           ce and HR Initiatives         15,000         10,840</td><td>nue         20,000         4,045         15,955         20%           nue         735,000         477,406         257,594         65%           Taxes         130,000         71,027         58,975         55%           nue         1,000         18,696         (17,696)         1870%           nue         151,000         109,736         41,264         73%           nue         1,500         15,750         1,504         147%           s         5,206,522         8,138,745         1,607,777         78%           ure         15,700         2,209         (709)         147%           s         14,000         9,817         4,183         70%           ce and HR Initiatives         550         2,74         2,76         50%           ce and HR Initiatives         15,000         10,840         4,160         72%           ce and HR initiatives         15,000         10,840<!--</td--><td>20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 711,027 58,975 55% 20,000 20,013 (13) 100% 1,000 18,696 (17,695) 1870% 151,000 109,736 41,264 73%</td><td>es 20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 735,000 71,027 58,973 55% 20,000 20,013 (13) 100% 1,000 18,696 (17,696) 1870%</td><td>20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 71,027 58,975 55% 20,000 20,013 (13) 100% 1,000 1,000 1,000</td><td>20,000 4,045 15,955 735,000 477,406 257,594 es 130,000 71,027 58,975</td><td>20,000 4,045 15,955 735,000 477,406 257,594</td><td>20,000     4,045     15,955       735,000     477,406     257,594</td><td>20,000         4,045         15,955           735,000         477,406         257,594</td><td></td><td>44%</td><td>22,258</td><td>17,747</td><td>40,000</td><td></td><td>Services</td></td></t<></td>	nue         4,045         15,955         20%           Taxes         130,000         71,027         58,973         55%           Taxes         130,000         71,027         58,973         55%           Taxes         130,000         71,027         58,973         55%           Inc         15,000         18,696         (17,696)         1870%           Inc         15,000         18,696         (17,696)         1870%           Inc         15,000         15,756         15,756         77%           Inc         15,750         15,750         20,209         77%           Inc         11,500         9,817         4,183         70%           Inc         15,000         9,817         4,183         70%           Inc         11,500         9,817         4,160         72%           Inc         11,570         12,000         1,874         1,160         72%           Inc         10,00	nuc         735,000         4,045         15,955         20%           Taxes         130,000         71,027         58,973         55%           Taxes         1,000         20,013         (13)         100%           Ine         1,000         18,696         (17,696)         1870%           Ine         15,000         20,013         (13,64         73%           Ine         15,000         20,013         (17,696)         1870%           Ine         15,000         20,013         (17,696)         1870%           Ine         15,000         20,013         (17,696)         1870%           Ine         15,000         10,736         (1,674)         73%           Ine         15,000         20,013         17,644         73%           Ine         15,000         15,750         - 00%         73%           Ine         15,000         10,840         4,183         70%           Ine         15,000         10,840         11,579         74%           Ine         15,000         10,840         11,579         74%           Ine         15,000         10,874         11,579         17%           Ine	nue         735,000         4,045         15,955         20%           Taxes         130,000         71,027         58,973         55%           Taxes         1,000         18,696         (17,695)         1870%           nue         1,000         18,696         (17,695)         1870%           nue         1,000         18,696         (17,695)         1870%           nue         151,000         109,736         41,264         73%           s         5,206,522         4,138,745         1,067,777         79%           s         1,500         2,209         (709)         147%           s         1,500         2,209         (709)         147%           ce and HR Initiatives         550         2,209         (709)         147%           s         14,000         9,817         4,183         70%           s         14,000         9,817         276         50%           s         14,500         2,209         776         276         50%           s         15,000         10,840         4,160         73%           s         16,000         1,874         1,137         1,137         1,137	nue         735,000         4,045         15,955         20%           races         735,000         477,406         257,594         65%           Taxes         130,000         71,027         58,975         55%           Loco         16,000         20,013         18,006         18,096         1870%           nue         151,000         18,696         (17,696)         1870%         1870%           nue         151,000         109,736         41,264         73%           nue         151,000         109,736         41,264         73%           nue         151,000         15,750         15,750         14,704         14,706           s         5,206,522         5,4138,745         5         14,706         75%           s         15,750         2,209         77%         50%           s         15,000         9,817         4,188         70%           s         15,000         9,817         4,188         70%           s         15,000         9,817         4,188         70%           s         15,000         9,817         4,186         72%           s         15,000         6,980 <t< td=""><td>nue         20,000         4,045         15,955         20%           nue         735,000         477,406         257,594         65%           Taxes         130,000         71,027         58,973         55%           Taxes         1,000         18,696         (17,695)         1870%           nue         151,000         109,736         41,264         73%           s         5,206,522         5,206,522         4,138,745         73%           s         5,206,522         4,138,745         1,067,777         79%           s         1,500         2,209         (709)         147%           urer         1,500         8,1750         4,183         70%           s         1,500         8,7750         29,250         75%           ce and HR Initiatives         15,000         10,840         4,160         72%           ce and HR Initiatives         15,000         10,840</td><td>nue         20,000         4,045         15,955         20%           nue         735,000         477,406         257,594         65%           Taxes         130,000         71,027         58,975         55%           nue         1,000         18,696         (17,696)         1870%           nue         151,000         109,736         41,264         73%           nue         1,500         15,750         1,504         147%           s         5,206,522         8,138,745         1,607,777         78%           ure         15,700         2,209         (709)         147%           s         14,000         9,817         4,183         70%           ce and HR Initiatives         550         2,74         2,76         50%           ce and HR Initiatives         15,000         10,840         4,160         72%           ce and HR initiatives         15,000         10,840<!--</td--><td>20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 711,027 58,975 55% 20,000 20,013 (13) 100% 1,000 18,696 (17,695) 1870% 151,000 109,736 41,264 73%</td><td>es 20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 735,000 71,027 58,973 55% 20,000 20,013 (13) 100% 1,000 18,696 (17,696) 1870%</td><td>20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 71,027 58,975 55% 20,000 20,013 (13) 100% 1,000 1,000 1,000</td><td>20,000 4,045 15,955 735,000 477,406 257,594 es 130,000 71,027 58,975</td><td>20,000 4,045 15,955 735,000 477,406 257,594</td><td>20,000     4,045     15,955       735,000     477,406     257,594</td><td>20,000         4,045         15,955           735,000         477,406         257,594</td><td></td><td>44%</td><td>22,258</td><td>17,747</td><td>40,000</td><td></td><td>Services</td></td></t<>	nue         20,000         4,045         15,955         20%           nue         735,000         477,406         257,594         65%           Taxes         130,000         71,027         58,973         55%           Taxes         1,000         18,696         (17,695)         1870%           nue         151,000         109,736         41,264         73%           s         5,206,522         5,206,522         4,138,745         73%           s         5,206,522         4,138,745         1,067,777         79%           s         1,500         2,209         (709)         147%           urer         1,500         8,1750         4,183         70%           s         1,500         8,7750         29,250         75%           ce and HR Initiatives         15,000         10,840         4,160         72%           ce and HR Initiatives         15,000         10,840	nue         20,000         4,045         15,955         20%           nue         735,000         477,406         257,594         65%           Taxes         130,000         71,027         58,975         55%           nue         1,000         18,696         (17,696)         1870%           nue         151,000         109,736         41,264         73%           nue         1,500         15,750         1,504         147%           s         5,206,522         8,138,745         1,607,777         78%           ure         15,700         2,209         (709)         147%           s         14,000         9,817         4,183         70%           ce and HR Initiatives         550         2,74         2,76         50%           ce and HR Initiatives         15,000         10,840         4,160         72%           ce and HR initiatives         15,000         10,840 </td <td>20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 711,027 58,975 55% 20,000 20,013 (13) 100% 1,000 18,696 (17,695) 1870% 151,000 109,736 41,264 73%</td> <td>es 20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 735,000 71,027 58,973 55% 20,000 20,013 (13) 100% 1,000 18,696 (17,696) 1870%</td> <td>20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 71,027 58,975 55% 20,000 20,013 (13) 100% 1,000 1,000 1,000</td> <td>20,000 4,045 15,955 735,000 477,406 257,594 es 130,000 71,027 58,975</td> <td>20,000 4,045 15,955 735,000 477,406 257,594</td> <td>20,000     4,045     15,955       735,000     477,406     257,594</td> <td>20,000         4,045         15,955           735,000         477,406         257,594</td> <td></td> <td>44%</td> <td>22,258</td> <td>17,747</td> <td>40,000</td> <td></td> <td>Services</td>	20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 711,027 58,975 55% 20,000 20,013 (13) 100% 1,000 18,696 (17,695) 1870% 151,000 109,736 41,264 73%	es 20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 735,000 71,027 58,973 55% 20,000 20,013 (13) 100% 1,000 18,696 (17,696) 1870%	20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 71,027 58,975 55% 20,000 20,013 (13) 100% 1,000 1,000 1,000	20,000 4,045 15,955 735,000 477,406 257,594 es 130,000 71,027 58,975	20,000 4,045 15,955 735,000 477,406 257,594	20,000     4,045     15,955       735,000     477,406     257,594	20,000         4,045         15,955           735,000         477,406         257,594		44%	22,258	17,747	40,000		Services
17,747   22,255   44%	March   17,747   22,255   44%	nue         15,747         22.25         44%           20,000         4,045         15,955         24%           20,000         4,045         15,955         24%           Taxes         130,000         71,027         58,973         55%           20,000         20,013         (1,596)         1870%           nue         151,000         18,696         (17,696)         1870%           nue         151,000         109,756         41,264         73%           s         5,206,522         5,138,745         5         1,60%           s         15,000         15,750         -         0%           s         1,500         2,209         (709)         147%           s         1,500         8,7750         29,250         75%           ce and HR Initiatives         15,000         1,874         4,185         70%           cons         15,000         6,980         8,020         47%           cons         15,000         6,980         8,020         47%           cons         2,750         2,177         79%           contracts         8,000         7,185         815         90%	nue         15,750         4,060         17,747         22,253         44%           Taxes         130,000         4,045         15,955         20%           Taxes         130,000         71,027         58,973         55%           Taxes         130,000         71,027         58,973         55%           Taxes         130,000         71,027         58,973         55%           Ine         15,000         18,696         (17,696)         1870%           Ine         151,000         18,696         (17,696)         1870%           S         5,206,522         4,138,745         5         106,777         79%           S         1,500         15,750         1,264         73%         70%         71%           S         1,500         2,209         (709)         147%         70%         71%           S         1,500         2,209         (709)         147%         71%         71%           S         1,500         2,209         (709)         147%         71%         71%           S         1,500         2,209         (709)         147%         14         11,579         14         14	17,747   22,253   44%	nuc         15,750         40,000         17,747         22,253         44%           nuc         735,000         4,045         15,955         20%           Taxes         130,000         71,027         58,975         55%           Taxes         130,000         71,027         58,975         55%           Taxes         15,000         20,013         (15)         100%           Inc         1,000         18,696         (17,695)         1870%           151,000         109,736         41,264         73%           151,000         109,736         41,264         73%           15,000         2,209         (709)         147%           15,000         2,209         (709)         147%           15,000         274         4,186         75%           2         2,206,522         2,4138,745         1,185         70%           15,000         15,750         2,209         (709)         147%           2         15,000         2,209         776         20%           3         16,000         20,000         20,000         20,000         20,000           3         100         2,200         2,200	nue         15,750         4,045         22,255         44%           Eac         20,000         4,045         15,955         20%           Taxes         130,000         71,027         58,978         55%           Taxes         1,000         18,696         (17,696)         1870%           nue         1,500         18,696         (17,696)         1870%           nue         1,500         18,750         41,264         73%           nue         1,500         18,750         41,264         73%           s         5,206,522         4,138,750         70%           s         1,500         2,209         70%           s         1,500         9,817         4,188         70%           ce and HR Initiatives         550         274         276         50%           ce and HR Initiatives         15,000         6,980         8,020         47%           cons         15,000	runc         17,747         22,255         44%           20,000         4,045         15,955         20%           runc         735,000         4,045         15,955         20%           Taxes         130,000         71,027         58,973         55%           Taxes         1,000         18,696         (17,696)         1870%           nuc         151,000         18,750         1,067,777         79%           s         5,206,522         4,138,750         70%           urer         15,00         2,209         70%           s         14,000         9,817         4,185         70%           s         14,000         9,817         4,186         70%           s         44,500         32,921         11,509         <	nuc         4,040         17,747         22,255         44%           nuc         735,000         4,045         15,955         20%           Taxes         130,000         71,027         58,973         55%           Taxes         130,000         20,013         (13)         100%           nuc         1,000         18,696         (17,696)         1870%           nuc         151,000         109,736         41,264         73%           s         5,206,522         4,138,745         1,067,777         79%           s         1,500         2,209         (709)         147%           s         1,500         2,209         (709)         147%           s         1,500         274         276         50%           cand HR Initiatives         550         274         276         50%           s         44,500         32,921         11,579         47%           cond         45,500         32,921         11,579         47%           s         44,500         52,980         8,020         47%	es 130,000 17,747 22,255 44% 20,000 4,045 15,955 20% 735,000 4,045 15,955 20% 20,000 711,027 58,975 55% 130,000 20,013 (13) 100% 18,696 (17,696) 1870% 151,000 109,736 41,264 73%	es 130,000 17,747 22,258 44% 735,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 711,027 58,973 55% 20,000 20,013 (13) 100% 1,000 18,696 (17,696) 1870%	40,000 17,747 22,255 44% 20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 71,027 58,975 55% 20,000 20,013 (13) 100% 1,000 1,000 1,000	40,000 17,747 22,258 20,000 4,045 15,955 735,000 477,406 257,594 es 130,000 71,027 58,975	40,000     17,747     22,258       20,000     4,045     15,955       735,000     477,406     257,594       130,000     71,027     58,978	40,000     17,747     22,258       20,000     4,045     15,955       735,000     477,406     257,594	40,000     17,747     22,258       20,000     4,045     15,955       735,000     477,406     257,594	40,000 17,747 22,253	67%	219,386	455,614	675,000		ecovery
15,000	17,000	15,000   455,614   219,336   67%	15,750   455,614   219,386   67%	15,000   455,614   219,386   67%	15,000   455,614   219,386   67%	Color	March   Marc	March   Marc	es 130,000 455,614 219,386 67% 40,000 17,747 22,255 44% 20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 20,000 20,013 (13) 100% 18,696 (17,696) 1870% 151,000 109,736 41,264 73%	es 130,000 455,614 219,386 67% 40,000 17,747 22,253 44% 20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 71,027 58,973 55% 20,000 20,013 (13) 100% 18,696 (17,696) 1870%	es 130,000 71,027 58,975 55% 67% 67% 67% 67% 67% 67% 67% 67% 67% 67	es 130,000 71,027 58,975 185 20,000 17,747 22,258 15,955 15,955 15,955 130,000 71,027 58,975 1	675,000     455,614     219,386       40,000     17,747     22,253       20,000     4,045     15,955       735,000     477,406     257,594       130,000     71,027     58,978	675,000     455,614     219,386       40,000     17,747     22,253       20,000     4,045     15,955       735,000     477,406     257,594	675,000     455,614     219,386       40,000     17,747     22,253       20,000     4,045     15,955       735,000     477,406     257,594	675,000 455,614 219,386 40,000 17,747 22,253			,			evenue
Contracts   Cont	Costs   Contracts   Contract	nue         45.5614         219.386         67%           nue         735,000         4,045         15,955         20%           races         130,000         4,045         15,955         20%           races         130,000         71,027         58,975         55%           races         1,000         71,027         58,975         55%           races         1,000         18,696         (17,696)         1870%           race         15,000         20,013         (17,696)         1870%           race         15,000         109,736         41,264         73%           race         15,000         20,013         (17,696)         1870%           race         115,000         20,013         41,83         70%           race         117,000         87,750         20,250         77%           race	nue         735,040         455,614         219,386         67%           nue         735,000         4,045         15,955         20%           Taxes         130,000         4,77,406         257,594         65%           Taxes         130,000         71,027         58,973         55%           Taxes         1,000         18,696         (17,699)         1870%           nue         1,100         18,696         (17,699)         1870%           nue         1,51,000         20,013         (17,699)         1870%           nue         1,51,000         18,696         (17,699)         1870%           nue         1,51,000         18,696         (17,699)         1870%           nue         1,51,000         18,696         (17,699)         1870%           s         5,206,522         4,138,745         5         1470%           s         1,500         2,209         77%         79%           ce and HR Initiatives         5,50         2,209         77%         77%           ce and HR Initiatives         15,000         10,840         4,160         72%           ce and HR Initiatives         5,50         2,44         2,50	Taxes 135,000 455,614 219,386 67% 1000 17,747 22,255 44% 20,000 4,045 15,955 20% 135,000 4,045 15,955 20% 130,000 71,027 58,975 55% 1,000 20,013 (13) 100% 18,696 109,736 41,264 73% 151,000 10,736 11,264 73% 15,000 2,000 10,736 11,264 73% 15,000 1,500 10,840 41,85 70% 15,000 10,840 41,85 70% 15,000 10,840 41,169 72% 15,000 10,840 41,169 72% 15,000 6,980 8,020 47% 15,000 6,980 8,020 47% 15,000 1,874 (1,374) 375% 150 7,177 7,177 7,177 7,177 7,178 39% 15,000 7,177 7,177 7,177 7,178 3,99% 15,000 7,177 7,177 7,177 7,178 3,99% 15,000 7,177 7,177 7,177 7,178 7,178 7,178 7,175 7,177 7,177 7,177 7,178 7	Companies	Faxes 130,000 455,614 219,386 67% 44% 20,000 17,747 22,255 20% 20,000 4,045 15,955 20% 20,000 4,045 15,955 20% 20,000 171,027 58,973 55% 130,000 18,696 (17,695) 1870% 15,100 109,736 41,264 73% 15,206,522 \$ 4,138,745 \$ 1,067,777 79% are and HR Initiatives 15,000 10,840 41,160 72% 15,000 6,980 8,200 11,579 11,579 14,500 10,840 11,579 11,579 15,000 6,980 8,200 1,35% 15,000 10,840 11,579 11,579 15,000 10,840 11,574 11,579 17,560 15,000 10,840 11,574 11,579 17,560 15,000 10,840 11,574 11,574 11,575 15,000 10,840 11,574 11,574 11,575 15,000 10,840 11,874 (1,157)	nue         15,750         455,614         219,386         67%           nue         735,000         4,045         22,255         20%           Taxes         130,000         4,744         22,255         20%           Taxes         130,000         71,027         58,975         55%           Taxes         130,000         71,027         58,975         55%           nue         1,000         18,696         (17,696)         1870%           nue         151,000         18,736         (17,696)         1870%           s         5,206,522         4,138,745         5         1,067,777         79%           s         15,750         2,209         (709)         147%           s         14,000         9,817         4,183         70%           ce and HR Initiatives         550         274         275         29	nue         15.750         455,614         219,386         67%           nue         735,000         4,045         15,955         20%           res         130,000         477,406         257,594         65%           Taxes         130,000         71,027         58,975         55%           re         1,000         18,696         (17,696)         1870%           re         1,000         18,696         (17,696)         1870%           re         15,000         109,736         41,264         73%           s         5,206,522         4,138,745         1,067,777         79%           re         15,000         2,209         (709)         147%           s         1,400         9,817         4,183         70%           re         14,000         9,817         4,183         70%           re         15,000         10,840         4,160         72%           re         44,500         22,921         11,579         47%           re         44,500         22,921         47%           re         44,500         6,980         8,020         47%	675,000 455,614 219,386 67% 40,000 17,747 22,253 44% 20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 711,027 58,973 55% 20,000 20,013 (13) 100% 1,000 18,696 (17,695) 1870% 151,000 109,736 41,264 73%	675,000 455,614 219,386 67% 40,000 17,747 22,255 44% 20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 71,027 58,973 55% 20,000 20,013 (13) 100% 1,000 18,696 (17,695) 1870%	675,000 455,614 219,386 67% 40,000 17,747 22,253 44% 20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 71,027 58,973 55% 20,000 20,013 (13) 100%	675,000 455,614 219,386 40,000 17,747 22,253 20,000 4,045 15,955 735,000 477,406 257,594 130,000 71,027 58,973	675,000     455,614     219,386       40,000     17,747     22,253       20,000     4,045     15,955       735,000     477,406     257,594       130,000     71,027     58,978	675,000     455,614     219,386       40,000     17,747     22,253       20,000     4,045     15,955       735,000     477,406     257,594	675,000     455,614     219,386       40,000     17,747     22,253       20,000     4,045     15,955       735,000     477,406     257,594	y 675,000 455,614 219,386 s 40,000 17,747 22,253		****				
Contracts   C75,000   455,614   219,386   67%	Costs   Cost	Costs   Cost	Costs   Cost	Company	Compared by the compared by	C75,000   455,614   219,386   67%	C75,000   455,614   219,386   67%	C75,000   455,614   219,386   67%	es 130,000 17,747 22,253 44% 20,000 4,045 15,955 20% 735,000 711,027 58,975 55% 55% 50,000 20,013 (17,945 17,695) 1870% 151,000 109,736 41,264 73%	675,000 455,614 219,386 67% 40,000 17,747 22,255 44% 20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 71,027 58,973 55% 20,000 20,013 (13) 100% 1,000 18,696 (17,696) 1870%	675,000 455,614 219,386 67% 40,000 17,747 22,255 44% 20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 71,027 58,975 55% 20,000 20,013 (13) 100%	675,000 455,614 219,386 40,000 17,747 22,255 20,000 4,045 15,955 735,000 477,406 257,594 130,000 71,027 58,975	675,000     455,614     219,386       40,000     17,747     22,253       20,000     4,045     15,955       735,000     477,406     257,594       130,000     71,027     58,978	675,000     455,614     219,386       40,000     17,747     22,253       20,000     4,045     15,955       735,000     477,406     257,594	675,000     455,614     219,386       40,000     17,747     22,253       20,000     4,045     15,955       735,000     477,406     257,594	y 675,000 455,614 219,386 s 49,000 17,747 22,253	82%	768,919	3,551,603	4,320,522		япс
### 4,30,522 3,551,003 768,919 82%    675,000	### 4,30,522 3,551,603 768,919 82%  ### 6,000 4,55,614 219,386 67%  ### 6,000 1,7,47 22,55 20%  Taxes 130,000 4,77,406 257,594 65%  Taxes 20,000 20,013 (13) 100%  Inc 151,000 18,696 (17,696) 1870%  Inc 151,000 18,696 (17,696) 147%  S 5,206,522 S 4,138,745 S 1,067,777 79%  I 5,000 2,209 (709) 147%  S 5,206,522 S 4,138,745 S 1,067,777 79%  I 6,000 8,87,750 2,220 775%  I 6,000 10,840 4,160 72%  I 6,000 10,840 4,160 72%  I 6,000 10,840 4,160 72%  I 7,000 10,840 10,740 11,579 179%  I 7,000 10,840 11,579 179%  I 7,000 11,840 11,579 179%  I 6,000 7,185 815 90%  I 6,000 7,185 815 90%  I 6,000 10,932 4,068 77%  I 6,000 10,932 4,068 77%	4,30,522         3,551,603         768,919         82%           nue         675,000         455,614         219,386         67%           40,000         17,747         22,253         44%           20,000         4,045         15,995         20%           Taxes         130,000         71,027         58,973         55%           Locot         1,000         18,696         (17,696)         1870%           nue         1,51,000         18,696         (17,696)         1870%           nue         1,51,000         18,696         (17,696)         1870%           nue         1,51,000         1,697,736         41,264         73%           s         5,206,522         4,138,745         5         1,607,777         79%           s         1,500         2,209         (709)         147%         147%           s         1,500         2,209         77%         20,250         77%           s         1,500         2,209         77%         20,250         77%           s         1,500         2,209         7,76         27%         27%           s         1,500         1,874         4,185         27%	#4.30.52 5.551.603	#320,522 5,551,603 768,919 82%  4,320,500 455,614 219,386 67% 40,000 17,747 22,255 44% 20,000 4,045 15,554 65%  Taxes 130,000 71,027 88,973 55% 1,000 18,696 (17,696) 1870% 1,500 2,209 (17,696) 1870% 1,500 2,209 (17,696) 147% 5 5,206,522 \$ 4,138,745 \$ 1,067,777 79% 1,500 2,209 (7,09) 147% 5 5,206,522 \$ 4,138,745 \$ 1,067,777 79% 1,500 10,840 44,183 74% 5 6,008 8,0020 47% 5 6,008 6,880 8,020 47% 5 6,000 1,874 (1,374) 375% 5 7,00 7,777 777 79% 5 7,00 7,777 777 79% 5 7,00 7,777 777 79% 5 7,00 7,777 777 79% 5 7,00 7,777 777 79% 5 7,00 7,777 777 79% 5 7,00 7,777 777 79% 5 7,00 7,777 777 79% 5 7,00 7,777 777 79% 5 7,00 7,777 777 79% 5 7,00 7,777 777 79% 5 7,00 7,777 79% 5 7,00 7,777 79% 5 7,00 7,777 7,00% 5 7,00 7,777 7,00% 5 7,00 7,777 7,00% 5 7,00 7,777 7,00% 5 7,00 7,777 7,00% 5 7,00 7,777 7,00% 5 7,00 7,777 7,00% 5 7,00 7,777 7,00% 5 7,00 7,777 7,00% 5 7,00 7,777 7,00% 5 7,00 7,777 7,00% 5 7,00 7,777 7,00% 5 7,00 7,777 7,00% 5 7,00 7,777 7,00% 5 7,00 7,777 7,00% 5 7,00 7,777 7,00% 5 7,00 7,777 7,00% 5 7,00 7,00% 5 7,00 7,00% 5	#324,522 3,551,603 768,919 82%  675,000 455,614 219,386 67% 40,000 17,747 22,255 44% 20,000 4,045 15,955 20%  Taxes 130,000 711,027 58,975 55% 20,000 20,013 (17,695) 1870%  IEVER 151,000 18,696 (17,695) 1870%  s 5,206,522 S 4,138,745 S 1,067,777 79% s 14,000 82,209 (709) 147% s 14,000 9,817 4,185 70% 15,000 10,840 4,160 72% cc and HR Initiatives 15,000 6,980 8,020 147% 15,000 6,980 8,020 11,579 147% 15,000 6,980 8,020 11,579 11,579 17% 15,000 6,980 8,020 11,579 11,579 17% 15,000 6,980 8,020 11,579 10,579 15,000 10,840 11,579 11,579 17% 15,000 6,980 8,020 11,579 10,579 15,000 12,000 11,579 1	4,304,522         3,551,603         768,919         82%           nuc         675,000         455,614         219,386         67%           40,000         17,747         22,255         44%           20,000         477,406         25,7,594         65%           Taxes         130,000         71,027         58,975         55%           Taxes         1,000         18,696         (17,696)         1870%           nuc         151,000         19,736         41,504         73%           nuc         151,000         18,696         (17,696)         1870%           nuc         151,000         109,736         41,504         73%           s         5,206,522         4,138,745         1,667,777         79%           s         15,00         2,209         (709)         147%           s         5,206,522         4,138,745         1,667,777         79%           s         5,206,522         4,138,745         1,667,777         79%           s         5,206,522         4,138,745         1,667,777         79%           c         1,500         2,209         70%         20,239           s         1,500	### 1520,522 5,551,603 (68,919) 82%  ### 675,000 455,614 219,386 67%  ### 676,000 4,045 15,955 20%  ### 77,406 25,534 65%  Taxes 130,000 71,027 58,973 55%  ### 1,000 18,696 (17,695) 1870%  ### 151,000 109,736 41,264 73%  ### 15,000 109,736 41,264 73%  ### 15,000 2,209 (709) 147%  ### 15,000 8,750 2,230 75%  ### 17,000 87,750 2,230 75%  ### 17,000 87,750 2,230 77%  ### 17,000 87,750 2,230 77%  ### 14,000 87,750 2,230 77%  ### 15,000 10,840 41,60 77%  ### 15,000 6,38,00 8,00 47%  ### 15,000 6,38,00 8,00 8,00 47%  ### 15,000 6,38,00 8,00 8,00 18,00	#320,522 3,551,603 768,919 82%    675,000	es 130,000 17,007 58,975 5594 6596 67%  151,000 109,736 (17,694) 82%  4,320,522 3,551,603 67%  4,045 22,253 44%  20,000 4,045 15,955 20%  130,000 711,027 58,975 55%  130,000 20,013 (13) 100%  151,000 109,736 41,264 73%	es 130,000 17,007 58,975 55% 65% 65% 65% 65% 65% 65% 65% 65% 65	675,000 455,614 219,386 67% 40,000 17,747 22,255 44% 20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 20,000 71,027 58,975 55% 20,000 20,013 (13) 100%	675,000 455,614 219,386 40,000 17,747 22,255 20,000 4,045 15,955 735,000 477,406 257,594 735,000 71,027 58,975	4,320,522       3,551,603       768,919         675,000       455,614       219,386         40,000       17,747       22,253         20,000       4,045       15,955         735,000       477,406       257,594         130,000       71,027       58,978	4,320,522       3,551,603       768,919         675,000       455,614       219,386         40,000       17,747       22,253         20,000       4,045       15,955         735,000       477,406       257,594	4,320,522       3,551,603       768,919         675,000       455,614       219,386         40,000       17,747       22,253         20,000       4,045       15,955         735,000       477,406       257,594	ue 675,000 455,614 22,253 768,919 ces 40,000 17,747 22,253	9/0/9	20,02	101,703	240,000		or rears
15.750	Costs   Cost	nue         4,320,522         3,551,603         768,919         82%           nue         733,000         455,614         219,386         67%           nue         733,000         4,045         15,955         20%           Taxes         130,000         71,027         58,973         55%           1,000         18,696         (17,696)         1870%           1,000         18,696         (17,696)         1870%           1,000         18,736         41,264         73%           1,000         1,134,45         1,1067         94,17%           1,000         1,575         1,138,74         4,183         70%           1,500         1,274         4,183         70%           2,000         2,209         (7,34)         4,183         70%           2,000         1,240         2,240         7,26         7,26	A,320,522	4,320,522 3,551,603 768,919 82%	A,320,522 3,551,603	15.750	4,320,522 3,551,603 768,919 82%	4,320,522         3,551,603         768,919         82%           675,000         455,614         219,386         67%           40,000         17,747         22,253         44%           20,000         4,045         15,955         20%           Taxes         130,000         4,045         257,394         65%           Taxes         130,000         4,77,406         257,394         65%           Taxes         130,000         4,77,406         257,394         65%           nue         1,000         18,696         (17,695)         1870%           nue         1,000         18,696         (17,695)         1870%           s         5,206,522         4,138,745         1,067,777         79%           s         5,206,522         4,138,745         1,067,777         79%           s         5,206,522         4,138,745         1,067,777         79%           s         1,500         2,209         (709)         147%           cc and HR Initiatives         550         2,209         (709)         72%           s         44,500         2,291         11,579         47%           cons         15,000         10,840 <td>es 130,000 110,077 58,978 55% 180% 151,000 109,736 (17,696) 187,000 171,027 58,975 55% 180% 151,000 109,736 (17,696) 1870%</td> <td>es 130,000 17,027 58,975 58,975 68,975 82%  4,320,522 3,551,603 768,919 82%  675,000 455,614 219,386 67%  40,000 17,747 22,253 44%  20,000 477,406 257,594 65%  58,975 55%  20,000 20,013 (17,695) 1870%</td> <td>675,000 455,614 219,386 67% 40,000 17,747 22,253 44% 20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 711,027 58,975 55% 20,000 20,013 (13) 100% 10,000 17,000 10,000</td> <td>4,320,522 3,551,603 768,919  675,000 455,614 219,386  40,000 17,747 22,253  20,000 4,045 15,955  735,000 477,406 257,594</td> <td>4,320,522       3,551,603       768,919         675,000       455,614       219,386         40,000       17,747       22,253         20,000       4,045       15,955         735,000       477,406       257,594</td> <td>4,320,522       3,551,603       768,919         675,000       455,614       219,386         40,000       17,747       22,253         20,000       4,045       15,955         735,000       477,406       257,594</td> <td>4,320,522       3,551,603       768,919         675,000       455,614       219,386         40,000       17,747       22,253         20,000       4,045       15,955         735,000       477,406       257,594</td> <td>ue     4,320,522     3,551,603     768,919       erry     675,000     455,614     219,386       ces     40,000     17,747     22,253</td> <td>76%</td> <td>58.097</td> <td>181.903</td> <td>240.000</td> <td></td> <td>itcht I cai</td>	es 130,000 110,077 58,978 55% 180% 151,000 109,736 (17,696) 187,000 171,027 58,975 55% 180% 151,000 109,736 (17,696) 1870%	es 130,000 17,027 58,975 58,975 68,975 82%  4,320,522 3,551,603 768,919 82%  675,000 455,614 219,386 67%  40,000 17,747 22,253 44%  20,000 477,406 257,594 65%  58,975 55%  20,000 20,013 (17,695) 1870%	675,000 455,614 219,386 67% 40,000 17,747 22,253 44% 20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 130,000 711,027 58,975 55% 20,000 20,013 (13) 100% 10,000 17,000 10,000	4,320,522 3,551,603 768,919  675,000 455,614 219,386  40,000 17,747 22,253  20,000 4,045 15,955  735,000 477,406 257,594	4,320,522       3,551,603       768,919         675,000       455,614       219,386         40,000       17,747       22,253         20,000       4,045       15,955         735,000       477,406       257,594	4,320,522       3,551,603       768,919         675,000       455,614       219,386         40,000       17,747       22,253         20,000       4,045       15,955         735,000       477,406       257,594	4,320,522       3,551,603       768,919         675,000       455,614       219,386         40,000       17,747       22,253         20,000       4,045       15,955         735,000       477,406       257,594	ue     4,320,522     3,551,603     768,919       erry     675,000     455,614     219,386       ces     40,000     17,747     22,253	76%	58.097	181.903	240.000		itcht I cai
1,000	Taxes    130,000	15,750   15,750   15,750   17,747   17,955   17,956   1	Taxes   130,000   181,903   58,907   76%	Taxes 130,000 15,000 16,500 16,919 82% 10,000 17,747 22,255 44% 20,000 4,000 4,77,406 22,255 44% 20,000 17,747 22,255 44% 20,000 17,747 22,255 44% 20,000 17,747 22,255 44% 20,000 17,747 22,255 44% 20,000 17,000 18,696 (17,696) 18,70% 20,000 20,013 (13) 100% 20,013 (13) 100% 20,000 20,013 (13) 100% 20,000 20,013 (13) 100% 20,000 20,013 (13) 100% 20,000 20,00	Taxes   15,750   15,750   15,750   15,750   15,750   15,750   15,750   15,750   15,750   15,750   15,750   15,750   15,750   10,747   10,000   10,747   10,000   10,747   10,000   10,747   10,000   10,0	Taxes  Ta	Taxes  Ta	Taxes  15.200  181,903	240,000 181,903 58,097 76% 4,320,522 3,551,603 768,919 82% 675,000 455,614 219,386 67% 20,000 4,045 15,955 20% 735,000 771,027 58,975 55% 20,000 20,013 (13) 100% 151,000 109,736 41,264 73%	cs 130,000 18,1903 58,977 76% 74,320,522 3,551,603 768,919 82% 76% 75,000 455,614 219,386 67% 74,000 17,747 22,255 44% 735,000 477,406 257,594 65% 20,000 20,013 (13) 100% 1,000 18,696 (17,695) 1870%	4,320,522 3,551,603 768,919 82% 4,320,522 3,551,603 768,919 82% 675,000 455,614 219,386 67% 40,000 17,747 22,253 44% 20,000 4,045 15,955 20% 735,000 477,406 257,594 65% 20,000 20,013 (13) 100% 1,000	4,320,522 3,551,603 768,919 4,320,522 3,551,603 768,919 675,000 455,614 219,386 40,000 17,747 22,253 20,000 4,045 15,955 735,000 477,406 257,594	4,320,522 3,551,603 768,919 4,320,522 3,551,603 768,919 675,000 455,614 219,386 40,000 17,747 22,253 20,000 4,045 15,955 735,000 477,406 257,594	4,320,522     3,551,603     58,097       4,320,522     3,551,603     768,919       675,000     455,614     219,386       40,000     17,747     22,253       20,000     4,045     15,955       735,000     477,406     257,594	4,320,522 3,551,603 768,919 4,320,522 3,551,603 768,919 675,000 455,614 219,386 40,000 17,747 22,253 20,000 4,045 15,955 735,000 477,406 257,594	rears 240,000 181,903 58,097 768,919 768,919 rears 675,000 455,614 219,386 res 40,000 17,747 22,253	%58	710.825	3 369 700	A 080 577		Trant Van
Takes	Takes	Takes	Taxes	Taxes	Taxes	Taxes 13.69,700 710,822 83% 700 710,822 83% 76% 919 82% 76% 919 82% 76% 919 82% 755,000 455,614 219,386 67% 675,000 17,477 22,555 20% 755,000 40,455 15,955 20% 710,000 711,027 88,975 25% 20,000 20,013 (13) 100% 118,696 (17,696) 1870% 115,000 109,736 41,264 73% 1500 22,009 (709) 147% 8 7,500 15,000 22,009 (709) 147% 8 7,500 22,009 (709) 147% 8 7,500 22,009 (709) 147% 8 7,500 22,009 (709) 147% 8 7,500 10,840 41,600 72% 15,000 10,840 41,600 72% 15,000 10,840 41,600 10,874 41,83 74% 115,000 6,980 8,020 447% 1374 115,000 6,980 8,020 11,874 11,874 11,374 11,374 11,374	Taxes	Taxes	es       4,080,522       3,369,700       710,822       83%         240,000       181,903       58,097       768,919       76%         4,320,522       3,551,603       768,919       82%         675,000       455,614       219,386       67%         40,000       17,747       22,253       44%         20,000       4,045       15,955       20%         735,000       477,406       257,594       65%         130,000       71,027       58,973       55%         20,000       20,013       (13)       100%         1,000       18,696       (17,696)       1870%         151,000       169,736       41,264       73%	es     4,080,522     3,369,700     710,822     83%       240,000     181,903     58,097     76%,919     76%,919     82%       4,320,522     3,551,603     768,919     82%       675,000     455,614     219,386     67%       40,000     17,747     22,253     44%       20,000     4,045     15,955     20%       735,000     477,406     257,594     65%       130,000     71,027     58,975     55%       20,000     20,013     (17,695)     1870%       1,000     18,696     (17,695)     1870%	4,080,522     3,369,700     710,822     83%       240,000     181,903     58,097     76%       4,320,522     3,551,603     768,919     82%       675,000     455,614     219,386     67%       40,000     17,747     22,253     44%       20,000     4,045     15,955     20%       735,000     477,406     257,594     65%       20,000     20,013     (13)     100%       10,000     10,000     10,000       10,000     10,000     10,000	4,080,522     3,369,700     710,822       240,000     181,903     58,097       4,320,522     3,551,603     768,919       675,000     455,614     219,386       40,000     17,747     22,253       20,000     4,045     15,955       735,000     477,406     257,594       130,000     71,027     58,973       130,000     71,027     58,973	4,080,522     3,369,700     710,822       240,000     181,903     58,097       4,320,522     3,551,603     768,919       675,000     455,614     219,386       40,000     17,747     22,253       20,000     4,045     15,955       735,000     477,406     257,594       130,000     71,077     58,978	4,080,522     3,369,700     710,822       240,000     181,903     58,097       4,320,522     3,551,603     768,919       675,000     455,614     219,386       40,000     17,747     22,253       20,000     4,045     15,955       735,000     477,406     257,594	4,080,522     3,369,700     710,822       240,000     181,903     58,097       4,320,522     3,551,603     768,919       675,000     455,614     219,386       40,000     17,747     22,255       20,000     4,045     15,955       735,000     477,406     257,594	t Year 4,080,522 3,369,700 710,822 240,000 181,903 58,097 28,097 240,000 181,903 58,097 28,097 24,320,522 3,551,603 768,919 219,386 255 255 255 255 255 255 255 255 255 25		· · · · · · · · · · · · · · · · · · ·			_	
Takes	Taxes	Costs	Taxes  Ta	Taxes	18,1903   18,1	Taxes	Tile	Taxes  15.750	4,080,522       3,369,700       710,822       83%         240,000       181,903       58,097       76%,919       76%,919         4,320,522       3,551,603       768,919       82%         675,000       455,614       219,386       67%         40,000       17,747       22,253       44%         20,000       4,045       15,955       20%         735,000       477,406       257,594       65%         20,000       20,013       (13)       100%         1,000       18,696       (17,695)       1870%         151,000       169,736       41,264       73%	4,080,522       3,369,700       710,822       83%         240,000       181,903       58,097       76%         4,320,522       3,551,603       768,919       82%         675,000       455,614       219,386       67%         40,000       17,747       22,255       44%         20,000       4,045       15,955       20%         735,000       477,406       257,594       65%         130,000       71,027       58,975       55%         20,000       20,013       (17,695)       1870%         1,000       18,696       (17,695)       1870%	4,080,522       3,369,700       710,822       83%         240,000       181,903       58,097       76%,919       82%         4,320,522       3,551,603       768,919       82%         675,000       455,614       219,386       67%         40,000       17,747       22,253       44%         20,000       4,045       15,955       20%         735,000       4,746       257,594       65%         130,000       71,027       58,975       55%         20,000       20,013       (13)       100%         100%       100%       100%	4,080,522       3,369,700       710,822         240,000       181,903       58,097         4,320,522       3,551,603       768,919         675,000       455,614       219,386         40,000       17,747       22,253         20,000       4,045       15,955         735,000       477,406       257,594         735,000       71,027       58,973         70,000       71,027       58,973	4,080,522       3,369,700       710,822         240,000       181,903       58,097         4,320,522       3,551,603       768,919         675,000       455,614       219,386         40,000       17,747       22,253         20,000       4,045       15,955         735,000       477,406       257,594         735,000       71,077       58,978	4,080,522       3,369,700       710,822         240,000       181,903       58,097         4,320,522       3,551,603       768,919         675,000       455,614       219,386         40,000       17,747       22,253         20,000       4,045       15,955         735,000       477,406       257,594	4,080,522       3,369,700       710,822         240,000       181,903       58,097         4,320,522       3,551,603       768,919         675,000       455,614       219,386         40,000       17,747       22,255         20,000       4,045       15,955         735,000       477,406       257,594	t Year 4,080,522 3,369,700 710,822 2,40,000 181,903 58,097 (6.2) 2,40,000 181,903 58,097 (6.2) 4,320,522 3,551,603 768,919 (6.2) (6.2) 6,500 455,614 219,386 (6.2) 6,500 17,747 22,253				4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4		

% VID Notes		~			(64) 100% Board approved maintenance	76 74%	81 61% Received \$2000 grant for body armor	111 62%	(496) 107%	100% Annual Payment	24 88%	21) 205%	15 37%		263 62%	11 76%		07 72%	44 81%	35 57%	20%	26 20%	993) 144%	00 74% Payments made on the FF anniversary date	00 Payments made at the end of the fiscal year	64%			_			%001 4			_		(/		%69 <u>61</u> %
Remaining				12,042		19,476	15,581	10,41		,	1,22	(5,521)		ŕ	2	110,08		521,107	6,84	213,736			(1,098)	4,900	20,000	71,43		_	9		4,552			35,335	4	<b>'</b> 0			1,192,319
May, 2020 YTD					25,064	55,524		17,089				10,771	1,285	00 11,018	10 437	0 249,939		1.341,317			.2 58,685	4,074	0 3,593	00 14,000	· 0	5 127,228			23	0 8,045	(4	0 2,493			0 89,773				16 2,647,987
FY20 (Approved)		25,000	43,000	000,02	25,000	us 75,000	40,000	27,500	7,500	2,500	10,000	5,250	3,500	15,000	007	329,950	<del></del>	1,862,424	36,000	500,000	84,072	20,000	2,500	18,900	20,000	198,665	<del></del>	564,162	297,056	10,000	27,734	2,500	5,208	35,335	137,500	15,000	1,750	1,500	3,840,306
	50000 Operations	50200 Rescue Recovery Fees	50250 Fuel	50300 Insurance - General Liability and Property	50720 Repairs and Maintenance - Station	50730 Repairs and Maintenance - Vehicles and Apparatus	50810 Supplies - Fire and Gear	50830 Supplies - Rescue	50840 Supplies - Station	50845 Telecommunication System	50850 Telecommunications	50920 Electric - Stations	50930 Gas - Stations	50940 Oil - Stations	50960 Water - Stations	Total 50000 Operations	60000 Personnel Costs-Union	60105 Salaries	60110 Collateral (Fire Marshal)	60120 Overtime	60130 Holiday	60150 Detail	60170 Out of Rank	60180 Clothing Allowance	60190 Health Opt-out	60200 Payroli Tax		60210 Municipal State Pension	61000 Medical Insurance - Union	61100 HRA Medical Costs	61200 Dental Insurance - Union	61300 HR/SA Account Fees	61400 Life Insurance	61500 PEHP	62000 Injured On Duty Insurance	63000 Training/Academy	63100 Promotional Exams	63200 Recruitment	Total 60000 Personnel Costs-Union

% YTD Notes	4 75%		1 91% Includes settlement payments	<ul><li>4) 104% Includes settlement payments</li><li>3 0%</li></ul>	0 61%	9 75% Quarterly payments	2 0%	0% Moved to separate fund		10070 pain - this was that ballet upicy ciallit	0 68%	
Remaining	41,084	41,407	8,861	(264)	61,630	62,729	102,265	I	73,894	243,888	1,680,860	
May, 2020 MTD	123,253	125,901	90,543	7,011	97,554	203,185	1	ı	1 1 000	214,185	3,525,662 \$	613,083 (309,309) (20,000) (35,335) (53,033) (102,265) (73,894)
Y 20 (Approved) Max	164,337	167,308	99,404	6,747	159,184	270,914	102,265	ı	73,894	458,073	5,206,522 \$	S
	70100 Administrative Salaries/Compensation	Total 70000 Personnel Costs - Administrative	80000 Retirees/Separation Costs 80100 Medical Insurance - Retiree	80200 Dental Insurance - Retiree 80700 Separation Pavouts	Total 80000 Retirees/Separation Costs	90000 Other Expenditures 90100 Hydrants	90200 Street Lights	91000 Capital Purchases	92000 Lease/Interest Payment	Total 90000 Other Expenditures		SURPLUS/(DEFICIT)  Adjustment Timing Tax Collection (75%)  Adjustment Timing Health Opt-out  Adjustment Timing PEHP  Adjustment Timing Separation Payout  Adjustment Timing Street Lights  Adjustment Timing Lease Interest Payments  Advusted Surplus/(Deficit)

# FY2020 Central Coventry Fire District Capital Fund

# May, 2020

### Revenue

Initial funding	10,000
Sale of Rescue	5,000
Transfer approved by Board	75,000
Sale of Station 2	363,000
Interest	5,246
Refund of deposit	(5,000)

Total Revenue 05/31/2020 453,246

# Expenditures

Fire Marshall Vehicle	31,190
Engineering for septic system	2,031
Work on septic system	17,700
State permit for septic system	500
Software update	11,200

Total Expenditures 05/31/2020 62,621

Total Surplus (Deficit) 390,625

Mr. Edward Warzycha Interim Town Manager Town of Coventry 1670 Flat River Rd. Coventry, RI 02816

As you are well aware, our town has seen and will continue to see a significant impact from the COVID-19 pandemic as have communities across the country. One of the most significant impacts we are seeing is related to our First Responders including Police, EMS and Healthcare workers who are on the 'front lines' of this crisis day and night and, more than ever, are critical to our safety.

As an organization overseeing and responsible for these First Responders including their readiness, availability and safety, the Central Coventry Fire District is faced with meaningful and unexpected challenges much like the Town of Coventry. This includes additional, unanticipated costs as well a loss of expected revenue. To attempt to mitigate these issues, we are actively reviewing any options for reimbursement or 'stimulus' money and aggressively pursuing those opportunities as we will continue to do.

There is talk of, and hope for, additional stimulus measures from the federal government, including direct assistance to States and Municipalities to provide relief from the aforementioned impacts. On behalf of the Central Coventry Fire District as well as our partners in Hopkins Hill, Anthony and Western Coventry we want to ensure that any such stimulus funding that may be approved and may be distributed to the Town of Coventry is distributed in an equitable fashion to include our districts given our position as essential service providers to the residents and taxpayers. Our concern is ensuring that, as independent entities, the fair share of any funds provided by the federal government to the Town of Coventry either implicitly or explicitly intended to include Fire and/or EMS services make their way to our Districts. We strongly urge you and the members of the Town Council to consider the vital services provided to residents when allocating any funds received and to keep us informed and included in any information, discussions and decisions related to any such funding that is received.

On behalf of our entire Board of Directors, we look forward to continuing to work with town leaders and staff to assist and support in COVID-19 efforts. Please stay safe and feel free to reach out to me with any questions you may have or further discussion that may be necessary.

Sincerely,