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Inter-Departmental Memo

To: Hon. Judith Jacobs, Chairperson, Budget Review Committee
All Members of the Budget Review Committee

From: Eric C. Naughton, Director
Legislative Budget Review

Date: July 22, 2008

Re: July 2008 Staffing and Salary Analysis

Attached please find the 1) July Staffing and Salary Analysis with 2008 projected salaries (Attachment A) and 2) New Hires and Separations report (Attachments B and B-1). Attachment B reports the year to date additions to and separations from the County as of July 1, 2008. As of the second quarter of 2008, the County has hired 433 employees in the major funds worth \$17.6 million in annualized salaries. This has been offset by 294 terminations worth \$20.0 million in annualized salaries for a net addition 139 full-time employees, but a net reduction of \$2.5 million in salaries.

The Police Department (the District Fund) has experienced the greatest number of hires, followed by the Correctional Center. The Police District added 115 full-time positions which include the class of 45 Police Officer recruits hired in January, 26 recruits hired in March and 42 recruits hired in May. These additions along with the net change of transfers in and out of the Police Department have been offset by 42 terminations which result in a net gain of 73 officers. The Correctional Center's 85 additions include 49 Correction Officers who started in January and 26 officers hired in May. Also included in the new hires are Deputy Sheriffs, Stock Assistants and clerical positions. These additions along with the net change of transfers into and out of the Correctional Center have been offset by a loss of 32 full-time positions since the start of the year. Other departments that have filled more positions than have separated include the County Clerk, the Department of Health and the Board of Elections each filling 6 full-time positions and the Legislature filling 7 positions. Departments that have lost more full-time positions than been filled include the County Attorney with a net loss of 5, and the District

Attorney, the Probation Department and the Department of Public Works each losing 7 full-time positions. Also included in Attachment B are transfers with the same title between the General and Grant fund.

On May 16, 2008, through Executive Order, Information Technology (IT) functions in Social Services, the Health Department and Public Works were consolidated within the Department of Information Technology department (DoIT). DoIT is now overseeing an additional 36 positions from Social Services, 4 positions from the Health Department and 1 position from Public Works for a total gain of 41 positions. However, the Administration has yet to put forth a budget transfer to move the salaries of these employees. With the additional 41 positions the IT department is 28 positions over budget. The Department of Social Service's reported gain of five full-time positions in Attachment B is not an accurate variance due to the 36 positions that have been transferred into Information Technology. Before the transfer occurred the Department of Social Services experienced a net gain of 41 positions which include caseworkers, clerks, and social welfare examiners.

Attachment A reports the FY 08 budgeted full-time headcount compared to the actual on board full-time headcount as of July 1, 2008 and the FY 08 budgeted salaries compared to the Office of Legislative Budget Review (OLBR) FY 08 projected salaries. The July 2008 projected salaries in Attachment A include current salaries and step increases. OLBR has also included attrition savings for the Police Department, the Correctional Center and the Department of Probation. The FY 08 projected salaries include costs for classes of 34 Correction Officers planned to be hired in September and 23 Probation Officers planned for August 1, 2008. In the Police Department, the Administration plans to hire two smaller classes for the remainder of 2008, approximately 45 are scheduled for a mid-August class, the second class has yet to be determined and one in early January 2009. An estimate in the projected salaries has been included for the two classes planned for 2008.

The attached highlights the Department of Information Technology as well as departments with significant vacancies. Other departments included in the following analysis are the Department of Public Works with 49 vacancies, the Office of the County Clerk with 8 vacancies, and the Police Department with 64 vacancies.

The review of the headcount, funding, and service level of Public Works requires further examination. As demonstrated in the **Staffing and Salary Analysis** this department consistently has a significant surplus in its salary budget. If it is the result of properly managing the budget then this should be lauded, but the level of surplus suggests that the budgets have been excessive. This department performs vital functions to the citizens of Nassau so it is important that they receive sufficient funding. DPW has a great deal of work both underway and planned as they try to improve building infrastructure Countywide. With over 800 buildings, many of which have suffered from neglect, they have many County employees working in areas that are in desperate need of improvement. However, if the Administration has determined that the service level is sufficient and consistently does not fill most of the budgeted vacancies then the amount of the Public Works salary budget is unwarranted. Considering the County's on-going budget constraints and the recurring needs of the various youth group agencies and other important organizations the funding for Public Works in 2009 should be thoroughly reviewed.

Status of Unions

The status of unions have not changed since OLBR's last headcount report issued on June 26, 2008. According to the Office of Management and Budget's (OMB) July status report, arbitration dates have been scheduled for both CSEA and SOA. CSEA arbitration dates have been scheduled for August 13, 2008 and September 4, 2008. SOA arbitration dates are scheduled for August 18, 2008, September 15, 2008 and September 22, 2008.

cc: Hon. Howard Weitzman, County Comptroller
Martha Wong, Acting Director, OMB
Evan Cohen, Director, NIFA
Dan McCloy, Special Assistant Minority
Tom Stokes, Deputy County Executive
Charo Ezdrin, Director of Legislative Affairs
Roseann D'Alleva, Majority Finance
Edgar Campbell, Chief of Staff



Staffing and Salary Analysis

OFFICE OF LEGISLATIVE BUDGET REVIEW

JULY 2008 ISSUE

As of July 1, 2008, the Office of Legislative Budget Review (OLBR) is projecting a salary deficit of \$1.9 million in the major funds. This deficit results from a significant \$8.7 million deficit in the Police Department offset by a surplus of \$6.6 million in the General fund. The Police Department deficit results largely from overtime costs projected to be over budget and higher than budgeted average actual police officer salaries. Departments that are contributing to the significant surplus in the General fund include the Parks with \$710,000, Social Services with \$2.7 million, the Department of Public Works (DPW) with \$2.1 million, the Department of Probation at \$1.5 million, the Health Department at \$1.1 million and the Department of Assessment at \$626,000. The General fund surplus would have been much higher had it not been for the projected deficit in the Correctional Center which has 60 vacancies but a projected shortfall of \$7.4 million due mostly to overtime. It should be noted that funding will be available to offset the Correctional Center deficit from the 2005, 2006 and 2007 accruals, which exceeds the actual cost of the award by approximately \$12.3 million. This is shown at the bottom of Attachment A under Other Available Funding.

Information Technology

The current OLBR projected salary for DoIT is \$710,505 over budget. DoIT's year to date net gain of 41 positions results from the consolidation of Information Technology (IT) services from the Department of Social Services, the Health Department and the Department of Public Works into DoIT. The 41 transferred IT positions include but are not limited to Multi-Keyboard Operators, Programmer Analysts, and Social Service Data Center Specialists. The following chart details the transferred IT positions:

Department	Title	Transfer In	Transfer In Salaries	Transfer Out	Transfer Out Salaries
IT	Mgr Of Soc Svcs Sys	1	132,840		
	Multi-Keyboard Oper. I*	17	686,132		
	Multi-Keyboard Oper. II	15	652,325		
	Multi-Keyboard Super. I	2	99,436		
	Programmer Analyst I	2	134,975		
	Programmer Analyst II	1	66,500		
	Sc Svc Data Ct Sp II	1	56,876		
	Wel Mgt Sys Splst	2	156,484		
IT Total		41	1,985,568		
Health	Multi-Keyboard Oper. I*			(3)	(119,329)
	Multi-Keyboard Oper. II			(1)	(46,815)
Health Total				(4)	(166,144)
Public Works	Programmer Analyst I			(1)	(68,205)
Public Works Total				(1)	(68,205)
Social Service:	Mgr Of Soc Svcs Sys			(1)	(132,840)
	Multi-Keyboard Oper. I			(14)	(566,272)
	Multi-Keyboard Oper. II			(14)	(605,510)
	Multi-Keyboard Super. I			(2)	(99,436)
	Programmer Analyst I			(1)	(66,770)
	Programmer Analyst II			(1)	(66,500)
	Soc Svc Data CT SP II			(1)	(56,876)
	Wel Mgt Sys Splst			(2)	(156,484)
Social Services Total				(36)	(1,750,688)
Grand Total		41	1,985,568	(41)	(1,985,037)

* The transferred salaries for the Multi-Keyboard Operator I results in a difference of \$531 due to a step increase for one Operator.

The County Clerk

As of the end of June the Office of the County Clerk had eight vacant full-time positions: Accountant I, Archivist, Attorney Assistant, Labor Supervisor I, Messenger and three Clerk's. Based on the current headcount, the Office will end the year with a salary surplus of \$602,481. The Office has stated that they have been actively seeking to fill its open positions. The lists for Accountant I and Attorney Assistant have been canvassed and interviews are currently set up with candidates for those positions. The new list for Clerk I became available on June 24, 2008 and will be reviewed and canvassed for three clerical employees. Hiring for the Messenger, Archivist, and Labor Supervisor positions is being held up due to Civil Service issues.

The Police Department

Police Department uniform personnel have increased to 2,722 which is 74 over the same time period as in the prior year but is 28 below the budgeted headcount of 2,750.

Police Department			
FY08			
Union	Budgeted Headcount	July 08 Headcount	Vacant Positions
Sworn			
PBA	1,903	1,872	(31)
DAI	425	424	(1)
SOA	422	421	(1)
Ordinance*	0	5	5
Subtotal	2,750	2,722	(28)
Civilian			
CSEA	845	809	(36)
Ordinance	4	4	0
Subtotal	849	813	(36)
Total	3,599	3,535	(64)
* July 08 Headcount includes five former members of the SOA bargaining unit reclassified due to the January 24, 2005 interest arbitration award.			

A group of 80 new officers graduated on May 19, 2008, most of who have been deployed to patrol. Depending on levels on attrition, the Administration plans to hire two smaller classes for the remainder of 2008, approximately 45 or so are scheduled for a mid-August class, the second has yet to be determined and one in early January 2009 to reach and maintain the goal of 2,750. The number of retirements as of July 1 is 76 with an additional 15 members filing papers of intent. The January 2008 class of approximately 40 recruits is graduating this month and will be deployed to patrol, the March class should graduate sometime in the fall. Although the added personnel should cut down on overtime costs, OLBR is projecting an overall salary deficit of approximately \$8.7 million for PD.

It should be noted that the Administration had included 100 retirements in the 2008 budget and although the aforementioned separations include recruits who have dropped out of the Academy (25) and some members who have left due to disabilities

(4) or other reasons (7), the number of true retirements may exceed the budget. Out of a terminal leave budget of \$22 million, \$12.3 million has been spent through June (\$5.2 million in District and \$7.1 million in Headquarters). While a slight deficit in termination expense in Headquarters is not improbable or alarming, when combined with a shortfall in overtime (\$4.2 million in Headquarters and \$1.1 million in District) and escalating fuel prices, there is some cause for concern, particularly when it is unclear how these deficits will be funded. If necessary, the Administration may utilize some of the contingency funds to cover any shortfall from underachieved labor savings. Additionally, there is a fund balance of \$12.1 million in District should the need arise.

Department of Public Works

Through the first six months of 2008, DPW has hired 6 employees and 13 have left. The Department's current headcount of 492 full-time positions is 19 positions below the 511 positions on board at the same time last year. With 49 vacant positions, the current payroll is projected to produce a budgetary surplus of \$2.1 million.

Department of Public Works				
Responsibility Name	June 07 Headcount	FY08 Budget	June 08 Headcount	'08 Vacant Positions
Road Maint. Unit	120	122	120	2
Facil. Mgmt. Unit	101	105	100	5
Construction Mgmt. Unit	52	57	48	9
Administration Unit	39	46	40	6
Fleet Management	36	36	32	4
Traffic Engineering Unit	27	31	24	7
Water/Wastewater Engr. Unit	28	28	26	2
Drain Maint./Strm Wtr Maint.	26	26	24	2
Civil/Site Engineering Unit	19	20	17	3
Facil. Mgmt. Unit-Pools & Rinks	17	17	13	4
Traffic Maintenance Section	15	15	14	1
Architect./Building Design	10	13	10	3
Bridge Operations	11	11	11	0
Mosquito Control	5	5	5	0
Capital Management Office	2	4	3	1
Groundwater Remediation	3	3	3	0
Traffic Safety Board	0	2	2	0
Total	511	541	492	49

The vacant positions include 6 of the 19 budgeted clerks in the Administration Unit, 5 of the 5 Construction Inspector Trainees in the Construction Management Unit, 4 of the 9 traffic engineers in the Traffic Engineering Unit, and 2 of 14 Auto Mechanics in Fleet Management. Other vacant positions, which appear in more than one unit,

include 4 of the 115 equipment operators, 4 of the 43 laborers, 4 of the 35 civil engineers. DPW has reiterated its commitment to filling its critical vacancies, and is in the process of consolidating in-house services and updating the organizational charts for each unit. However, the department has generated significant payroll surpluses over the last several years, and as previously mentioned, is projected to do so again in FY 08:

Department of Public Works					
Responsibility Name	FY 04	FY 05	FY 06	FY 07	FY 08
Salaries Adopted Budget	\$34.77	\$37.20	\$36.31	\$36.05	\$36.30
Salaries Actual Expense	33.18	35.02	32.14	34.76	34.22 *
Variance	\$1.59	\$2.18	\$4.17	\$1.29	\$2.07
Figures in millions					
* Projected total					

As demonstrated in the chart, Public Works has been under budget by between \$1.3 and \$4.2 million in each of the past five years. The current year's budget may be too much and these variances should be considered when looking at the 2009 budget.

FY 08 Salary Analysis										
Department	2008 Budgeted		Change			2008 Budgeted Salaries	June 2008 Projected Salaries	July 2008 Projected Salaries	Projection vs.	
	Full-Time Headcount	July 1st Headcount	Since January 1	Budget - July 1	% +/-				Budget	% +/-
Assessment	261	249	(3)	12	4.6%	\$14,087,831	\$13,382,968	\$13,461,503	\$626,328	4.4%
Assessment Review Commission ¹	48	46	2	2	4.2%	3,613,231	3,463,831	3,456,124	157,107	4.3%
Behavioral Services	88	83	(2)	5	5.7%	6,552,020	6,182,799	6,234,907	317,113	4.8%
Board of Elections	110	113	6	(3)	-2.7%	10,403,642	9,665,710	9,809,462	594,180	5.7%
C.A.S.A.	8	8	0	0	0.0%	448,884	450,603	435,582	13,302	3.0%
Civil Service ²	65	60	(2)	5	7.7%	5,078,278	4,630,081	4,611,933	466,345	9.2%
Comptroller	100	91	(4)	9	9.0%	7,460,923	6,914,785	6,801,775	659,148	8.8%
Constituent Affairs	57	49	(2)	8	14.0%	3,145,942	2,711,967	2,718,411	427,531	13.6%
Consumer Affairs	43	42	0	1	2.3%	2,578,583	2,486,576	2,485,379	93,204	3.6%
Correctional Center ³	1,329	1,269	53	60	4.5%	117,252,222	125,213,733	124,696,415	(7,444,193)	-6.3%
County Attorney	155	151	(5)	4	2.6%	12,166,627	12,029,509	11,857,773	308,854	2.5%
County Clerk	106	98	6	8	7.5%	5,758,517	5,011,656	5,156,036	602,481	10.5%
County Executive	38	34	(4)	4	10.5%	3,738,144	3,255,258	3,252,031	486,113	13.0%
District Attorney ⁴	385	378	(7)	7	1.8%	29,050,832	29,653,110	29,582,010	(531,178)	-1.8%
Emergency Management	7	6	(1)	1	14.3%	570,573	517,149	517,149	53,424	9.4%
Health	240	228	6	12	5.0%	17,635,231	16,677,292	16,490,782	1,144,449	6.5%
Housing and Intergovernmental Affairs	10	6	(3)	4	40.0%	1,004,101	653,473	653,588	350,513	34.9%
Human Resources	15	16	1	(1)	-6.7%	978,381	1,037,167	1,038,512	(60,131)	-6.1%
Human Rights	10	9	(1)	1	10.0%	827,470	623,047	658,206	169,264	20.5%
Information Technology	112	140	41	(28)	-25.0%	9,592,614	9,269,408	10,303,119	(710,505)	-7.4%
Investigations	3	2	0	1	33.3%	276,685	187,808	187,808	88,877	32.1%
Labor Relations	7	7	1	0	0.0%	519,012	563,787	563,787	(44,775)	-8.6%
Legislature	98	93	7	5	5.1%	6,323,981	5,713,641	5,835,672	488,309	7.7%
Medical Examiner	51	53	(2)	(2)	-3.9%	5,163,181	5,099,545	5,098,870	64,311	1.2%
Minority Affairs, Office of	9	8	0	1	11.1%	657,838	601,018	601,018	56,820	8.6%
Office of Management and Budget	44	42	2	2	4.5%	3,726,015	3,609,550	3,645,816	80,199	2.2%
Parks, Recreation and Museums	265	257	0	8	3.0%	21,352,623	20,003,891	20,642,768	709,855	3.3%
Physically Challenged	7	7	0	0	0.0%	392,226	374,226	374,226	18,000	4.6%
Planning	24	20	0	4	16.7%	1,965,941	1,692,909	1,710,814	255,127	13.0%
Probation	240	214	(7)	26	10.8%	19,496,465	18,009,639	18,010,632	1,485,833	7.6%
Public Administrator	7	7	0	0	0.0%	489,020	495,188	489,562	(542)	-0.1%
Public Works Department	541	492	(7)	49	9.1%	36,296,031	33,592,398	33,876,856	2,419,175	6.7%
Purchasing	25	23	1	2	8.0%	1,659,123	1,545,977	1,545,988	113,135	6.8%
Real Estate	9	9	1	0	0.0%	819,313	818,934	820,899	(1,586)	-0.2%
Records Management	13	12	3	1	7.7%	822,518	723,567	720,226	102,292	12.4%
Senior Citizens Affairs	39	37	1	2	5.1%	2,598,099	2,400,482	2,371,620	226,479	8.7%
Social Services	897	856	5	41	4.6%	54,190,862	52,468,175	51,481,618	2,709,244	5.0%
Traffic & Parking Violations	41	38	1	3	7.3%	3,051,593	2,741,987	2,745,389	306,204	10.0%
Treasurer	41	42	1	(1)	-2.4%	2,520,154	2,368,419	2,426,905	93,249	3.7%
Veterans' Services Agency	9	9	0	0	0.0%	623,045	623,045	623,045	0	0.0%
Youth Board	7	6	(1)	1	14.3%	539,811	510,179	503,008	36,803	6.8%
General Fund Total	5,564	5,310	87	254	4.6%	415,427,582	407,974,485	408,497,224	6,930,358	1.7%
Fire Commission (FCF)	115	107	3	8	7.0%	10,300,116	10,082,213	10,067,961	232,155	2.3%
Police District Fund (PDD)	1,827	1,845	73	(18)	-1.0%	220,323,426	223,241,648	223,928,456	(3,605,030)	-1.6%
Police Headquarters (PDH)	1,772	1,690	(24)	82	4.6%	200,938,069	205,566,591	206,022,061	(5,083,992)	-2.5%
Subtotal Major Funds	9,278	8,952	139	326	3.5%	846,989,193	846,864,936	848,515,701	(1,526,508)	-0.2%
Sewer & StormWater (SSW)	348	287	0	61	17.5%	22,178,977	19,926,185	19,837,942	2,341,035	10.6%
Grand Total	9,626	9,239	139	387	4.0%	\$869,168,170	\$866,791,121	\$868,353,644	\$814,526	0.1%

COLA Increases and Salary Savings

Budgeted COLA Increases for CSEA, & SOA ⁵	\$13,510,368
Contractual Savings SOA- (located in Police District Salaries)	(3,200,000)
Contractual Savings for SOA - (located in Police Headquarters) ⁶	(3,667,066)
Subtotal FY 08 Salaries	\$875,811,472

Other Available Funding

Miscellaneous Budget - Other Payments for Elected Official Salaries	\$271,750
ShOA accrual booked in FY 05, FY 06 & FY 07 Correctional Center Budget (available to offset deficit).	\$12,300,000

1) Assessment Review Commission - The full-time budget has been adjusted for 6 additional heads for Board Members. These positions have been labeled part-time in the Budget Book.

2) Civil Service - The full-time budget has been adjusted for an additional 3 full time positions for Civil Service Board Members.

3) Correctional Center - 55 new recruits have been added to the January headcount.

4) District Attorney - The full-time budget has been adjusted for 35 additional positions for Temporary District Attorney Law Assistants.

New Hires & Separations		1st Quarter (2008)				2nd Quarter (2008)				Year To Date					
Department	Fund	Additions	Separations	Additional Salaries	Separation Salaries	Additions	Separations	Additional Salaries	Separation Salaries	Additions	Separations	Variance	Additional Salaries	Separation Salaries	Variance
Assessment Review	General	3	(4)	163,525	(209,510)	3	0	149,903	0	6	(4)	2	312,828	(209,510)	103,318
Assessment	General	0	(4)	0	(206,450)	5	(4)	253,801	(145,182)	5	(8)	(3)	253,801	(351,632)	(97,831)
County Attorney	General	5	(5)	358,013	(429,103)	1	(6)	85,000	(441,591)	6	(11)	(5)	443,013	(870,694)	(427,681)
Behavioral Services	General	0	(1)	0	(101,181)	2	(3)	83,395	(141,094)	2	(4)	(2)	83,395	(242,275)	(158,880)
Office of Management and Budget	General	1	(2)	75,000	(131,327)	5	(2)	343,883	(120,088)	6	(4)	2	418,883	(251,415)	167,468
Consumer Affairs	General	0	(3)	0	(144,477)	3	0	122,556	0	3	(3)	0	122,556	(144,477)	(21,921)
Correctional Center	General	57	(19)	1,513,594	(1,276,613)	28	(13)	840,000	(818,594)	85	(32)	53	2,353,594	(2,095,207)	258,387
County Executive	General	0	(3)	0	(312,593)	1	(2)	67,500	(226,472)	1	(5)	(4)	67,500	(539,065)	(471,565)
Constituent Affairs	General	2	(1)	137,500	(75,000)	0	(3)	0	(160,195)	2	(4)	(2)	137,500	(235,195)	(97,695)
County Clerk	General	1	0	88,697	0	6	(1)	296,724	(88,697)	7	(1)	6	385,421	(88,697)	296,724
Comptroller	General	0	(1)	0	(65,881)	0	(3)	0	(211,203)	0	(4)	(4)	0	(277,084)	(277,084)
Civil Service	General	0	0	0	0	0	(2)	0	(95,251)	0	(2)	(2)	0	(95,251)	(95,251)
District Attorney	General	7	(9)	438,455	(676,294)	5	(10)	216,388	(496,734)	12	(19)	(7)	654,843	(1,173,028)	(518,185)
Board of Elections	General	6	(4)	298,900	(267,015)	5	(1)	222,000	(42,435)	11	(5)	6	520,900	(309,450)	211,450
Emergency Management	General	0	(1)	0	(88,883)	1	(1)	60,322	(45,000)	1	(2)	(1)	60,322	(133,883)	(73,561)
Health Department	General	4	(1)	412,971	(31,350)	11	(8)	395,450	(384,969)	15	(9)	6	808,421	(416,319)	392,102
Housing & Intergovernmental Affairs	General	0	(3)	0	(292,293)	0	0	0	0	0	(3)	(3)	0	(292,293)	(292,293)
Human Rights	General	0	0	0	0	0	(1)	0	(99,279)	0	(1)	(1)	0	(99,279)	(99,279)
Information Technology	General	4	(2)	312,581	(175,183)	41	(2)	1,985,568	(121,813)	45	(4)	41	2,298,149	(296,996)	2,001,153
Legislature	General	12	(2)	847,033	(98,857)	2	(5)	130,096	(292,551)	14	(7)	7	977,129	(391,408)	585,721
Labor Relations	General	1	0	60,000	0	0	0	0	0	1	0	1	60,000	0	60,000
Minority Affairs	General	1	(1)	73,150	(65,208)	0	0	0	0	1	(1)	0	73,150	(65,208)	7,942
Medical Examiner	General	0	(1)	0	(132,840)	1	(2)	69,138	(162,375)	1	(3)	(2)	69,138	(295,215)	(226,077)
Public Administrator	General	1	(1)	134,000	(134,000)	0	0	0	0	1	(1)	0	134,000	(134,000)	0
Probation	General	0	(3)	0	(166,221)	0	(4)	0	(260,874)	0	(7)	(7)	0	(427,095)	(427,095)
Human Resources	General	0	0	0	0	1	0	71,060	0	1	0	1	71,060	0	71,060
Parks, Recreation And Museums	General	2	(4)	55,913	(263,567)	7	(5)	258,844	(315,359)	9	(9)	0	314,757	(578,926)	(264,169)
Planning	General	2	(2)	210,000	(154,487)	1	(1)	50,584	(92,981)	3	(3)	0	260,584	(247,468)	13,116
Purchasing	General	0	0	0	0	1	0	40,000	0	1	0	1	40,000	0	40,000
Public Works	General	4	(7)	177,829	(412,248)	2	(6)	72,615	(396,404)	6	(13)	(7)	250,444	(808,652)	(558,208)
Real Estate	General	1	0	80,000	0	0	0	0	0	1	0	1	80,000	0	80,000
Records Management	General	0	0	0	0	3	0	132,591	0	3	0	3	132,591	0	132,591
Senior Citizens	General	0	0	0	0	1	0	49,682	0	1	0	1	49,682	0	49,682
Social Services	General	22	(6)	682,371	(219,061)	31	(42)	1,022,106	(2,051,688)	53	(48)	5	1,704,477	(2,270,749)	(566,272)
Treasurer	General	0	0	0	0	1	0	31,350	0	1	0	1	31,350	0	31,350
Traffic & Parking Violations Agency	General	1	0	22,675	0	0	0	0	0	1	0	1	22,675	0	22,675
Youth Board	General	0	(1)	0	(35,381)	0	0	0	0	0	(1)	(1)	0	(35,381)	(35,381)
Behavioral Services	Grant	0	0	0	0	0	(1)	0	(61,564)	0	(1)	(1)	0	(61,564)	(61,564)
Health Department	Grant	3	(3)	157,085	(178,089)	2	(1)	111,772	(59,597)	5	(4)	1	268,857	(237,686)	31,171
Housing & Intergovernmental Affairs	Grant	10	(5)	525,000	(274,127)	2	0	93,000	0	12	(5)	7	618,000	(274,127)	343,873
Social Services	Grant	5	(1)	186,436	(52,784)	0	(1)	0	(25,800)	5	(2)	3	186,436	(78,584)	107,852
Parks, Recreation And Museums	Grant	0	0	0	0	1	0	22,675	0	1	0	1	22,675	0	22,675
Fire Commission	Fire Commission	3	0	\$123,903	\$0	0	0	0	0	3	0	3	123,903	0	123,903
Police Department 1	Police District	72	(12)	2,466,070	(1,035,375)	43	(30)	1,474,510	(2,363,308)	115	(42)	73	3,940,580	(3,398,683)	541,897
Police Department 2	Police Headquarters	9	(17)	266,749	(1,630,953)	1	(17)	27,380	(1,598,874)	10	(34)	(24)	294,129	(3,229,827)	(2,935,698)
Public Works	Sewer & Storm Water	12	(10)	352,319	(558,444)	3	(5)	73,758	(279,515)	15	(15)	0	426,077	(837,959)	(411,882)
Total		251	(139)	\$10,219,769	(\$9,894,795)	220	(182)	\$8,853,051	(\$11,599,487)	471	(321)	150	\$19,072,820	(\$21,494,282)	(\$2,421,462)

FUND SUMMARY															
General Fund		137	(91)	\$6,142,207	(\$6,165,023)	168	(127)	\$7,049,956	(\$7,210,829)	305	(218)	87	\$13,192,163	(\$13,375,852)	(\$183,689)
Fire Commission		3	0	123,903	0	0	0	0	0	3	0	3	123,903	0	123,903
Police District Fund		72	(12)	2,466,070	(1,035,375)	43	(30)	1,474,510	(2,363,308)	115	(42)	73	3,940,580	(3,398,683)	541,897
Police Headquarters Fund		9	(17)	266,749	(1,630,953)	1	(17)	27,380	(1,598,874)	10	(34)	(24)	294,129	(3,229,827)	(2,935,698)
Major Funds Total		221	(120)	\$8,998,929	(\$8,831,351)	212	(174)	\$8,551,846	(\$11,173,011)	433	(294)	139	\$17,550,775	(\$20,004,362)	(\$2,453,587)
Grant Fund		18	(9)	868,521	(505,000)	5	(3)	227,447	(146,961)	23	(12)	11	1,095,968	(651,961)	444,007
Sewer & Stormwater Fund		12	(10)	352,319	(558,444)	3	(5)	73,758	(279,515)	15	(15)	0	426,077	(837,959)	(411,882)
Grand Total		251	(139)	\$10,219,769	(\$9,894,795)	220	(182)	\$8,853,051	(\$11,599,487)	471	(321)	150	\$19,072,820	(\$21,494,282)	(\$2,421,462)

Year To Date Transfers Between General and Grant Funds							
Department	Fund	Additions	Separations	Variance	Additional Salaries	Separation Salaries	Variance
Behavioral Services 1	General	1	(1)	0	\$65,339	(\$72,168)	(\$6,829)
	Grant	1	(1)	0	78,242	(62,898)	15,344
Health Department 2	General	3	(1)	2	204,941	(78,242)	126,699
	Grant	1	(3)	(2)	78,242	(198,325)	(120,083)
Parks Recreation and Museums 3	General	1	0	1	49,985	0	49,985
	Grant	0	(1)	(1)	0	(47,615)	(47,615)
Probation 4	General	2	(1)	1	123,504	(85,183)	38,321
	Grant	1	(2)	(1)	85,183	(123,504)	(38,321)
Social Services 5	General	6	(6)	0	249,806	(307,744)	(57,938)
	Grant	6	(6)	0	311,445	(248,966)	62,479
Total		22	(22)	0	\$1,246,687	(\$1,224,645)	\$22,042

1 Two Psych Social Workers transferred positions between General and Grant Fund as a result of reorganizing the department.

2 A Social Health Investigator has been transferred to the Grant Fund as a result of reduced grant funding. Two of the three grant transfers are due to offsetting assignments. The third transfer from the Grant Fund was reassigned to regular (General fund)

3 The total difference in salaries from the transfers does not equate to \$0 due to promotions in the Parks Department and Behavioral Services.

4 An employee transferred out of Grant Fund to General Fund is working in the criminal division. An employee transferred to Grant Fund is performing the grant work for the juvenile accountability grant. Work assignment transfers occur continually because of short staffing. DWI grant from the Nassau County Traffic Safety Board was reduced from \$250,000 to \$200,000. The employee still works in the DWI unit but no longer funded with the grant.

5 Case Worker was promoted to a supervisor position and transferred to grant fund under a CPS (child protective services) grant.