

COUNTY BUDGET RESOLUTION



RESOLUTION NO. 09-31

A JOINT RESOLUTION OF YUMA COUNTY (COUNTY) AND THE YUMA COUNTY FLOOD CONTROL, PUBLIC HEALTH SERVICES, JAIL, FREE LIBRARY, IMPROVEMENT & SPECIAL DISTRICTS ADOPTING THE COUNTY BUDGET FOR FISCAL YEAR 2009-2010

WHEREAS: In accordance with the provisions of A.R.S. §§ 42-17101 et seq., and 48-3620, on May 20, 2009, an estimate was made of the amounts required to meet the public expenditures for the ensuing fiscal year, and

WHEREAS: Publication has been duly made, as required by A.R.S. § 42-17103, of said estimates, together with a notice that the Board of Supervisors (hereinafter "Board") will hold a public hearing for the purpose of hearing taxpayers at the designated time and place, and

WHEREAS: In accordance with A.R.S. §42-17104, the Board met on June 15, 2009, at which meeting any taxpayer was privileged to appear and be heard in favor or against any of the proposed expenditures or tax levies, including concerns regarding the primary property tax levy as addressed in the Truth in Taxation notice, and

WHEREAS: The sums to be raised by taxation, as specified in the estimates published in the manner described herein, do not in the aggregate amount exceed that amount as computed in A.R.S. § 42-17051, or in HB2876 (signed June 21, 2006), and

WHEREAS: The primary property tax levy set forth in the FY 2009-2010 budget can be achieved with a reduction in the primary property tax rate from \$1.8825 to \$1.7548, and

WHEREAS: The combined secondary tax levy set forth in the FY 2009-2010 budget can be achieved with a reduction in the combined secondary property tax rate from \$1.0849 to \$1.0394, and

WHEREAS: The assessments charged in a number of improvement districts are being changed from the FY 2008-2009 fiscal year in order to adequately cover improvement district fiscal year 2009-2010 estimated expenditures, and

WHEREAS: Salary and benefit changes that go into effect in the 2009-2010 fiscal year, subsequent to approval of a Resolution No. 09-32.

NOW, THEREFORE BE IT RESOLVED BY THE BOARD, AND THE BOARDS OF THE YUMA COUNTY FLOOD CONTROL, PUBLIC HEALTH SERVICES, JAIL, FREE LIBRARY & IMPROVEMENT & SPECIAL DISTRICTS, as follows:


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1. **Fiscal Year 2009-2010 Budget:** The statement of Revenues and Expenditures prepared for fiscal year 2009-2010, on the forms provided by the State Auditor General and presented to the Board on June 15, 2009, along with the textual and other changes to the fiscal year 2009-2010 Recommended Budget required as a result of the Board's actions subsequent to the Recommended Budget's presentation, and hereby adopted as the fiscal year 2009-2010 final budget.
2. **Capital Improvement Plan (CIP):** The CIP document prepared for fiscal year 2009-2010, along with textual, project, and other changes to the fiscal year 2009-2010 CIP as a result of the Board's actions subsequent to the Recommended CIP's presentation, are hereby adopted as the fiscal year 2009-2010 CIP.


Adopted the 15th day of June, 2009.

AYES: 5
NAYS: 0
ABSTAIN: 0
ABSENT: 0


GREGORY S. FERGUSON, CHAIRMAN
Yuma County Board of Supervisors
Yuma County Flood Control District
Yuma County Public Health Services District
Yuma County Jail District
Yuma County Free Library District
Improvement & Special Districts

ATTEST:

SUE STALLWORTH REYNOLDS
Clerk of the Board

APPROVED AS TO FORM:

JON R. SMITH
County Attorney
Edward Feheley, Deputy County Attorney

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YUMA COUNTY BOARD OF SUPERVISORS RESOLUTION NO. 09-32

A JOINT RESOLUTION OF YUMA COUNTY, THE JAIL DISTRICT, FREE LIBRARY DISTRICT, FLOOD CONTROL DISTRICT, AND PUBLIC HEALTH DISTRICT ADJUSTING EMPLOYEE COMPENSATION; FUNDING A LOAN REPAYMENT ASSISTANCE PROGRAM; FUNDING THE ON-CALL POLICY; AND ESTABLISHING THE ASSESSOR PROPERTY INFORMATION STORAGE & RETRIEVAL CONVERSION AND MAINTENANCE FUND AND FEES.

ADJUSTING EMPLOYEE COMPENSATION

WHEREAS: Chapter III, section D, of the County's Personnel Rules sets forth the Board of Supervisors' responsibility to adopt a salary schedule listing all classifications and their pay ranges and to approve market based adjustments, and

WHEREAS: The Board of Supervisors is required to determine the level of budget authority that will be provided for implementation of the compensation plan,

NOW, THEREFORE, BE IT RESOLVED that the following changes to the County's compensation plans are hereby approved:

I. Employee Pay Plan Allocations

A. Regular County Step Pay Plan:

1. Reclassifications:

- a) Funds are provided for 19 reclassifications.
- b) The effective date is the first day of the fiscal year (beginning July 1, 2009).

All reclassifications for all pay plans shall be in accordance with the policies and guidelines as set forth in the County Personnel Rules.

No further changes in compensation are provided for the Regular County Step Pay Plan.

2. Vacant Position Reconciliation:

- a) Three vacant positions (Clerk II, Health Educator, and Public Health Nurse) have been identified within the Health District that have not been utilized in prior years. The Clerk II position was never filled, the Health Educator position lost grant funding in fiscal year 2008, and the Public Health Nurse position has not been filled in several fiscal years.
- b) Because of these circumstances, the three positions have already been operationally eliminated in prior years. Therefore, the elimination of these positions will not have an impact on the Tentative Budget funding allocation or the Tentative Budget count of Full Time Equivalents (FTEs).

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- c) Board approval is required to eliminate positions: 1102.005 - Clerk II, 7021.008 - Health Educator, and 7020.014 - Public Health Nurse.
- d) Effective date is the first day of the fiscal year (beginning July 1, 2008).

B. Attorney's Step Pay Plan

No changes in compensation are provided for the Attorney's Step Pay Plan.

C. Judicial Merit Pay Plan

- 1. Reclassifications, Market Adjustments, and Title Changes:
 - a) Of the 219 Market Adjustments, funds are provided for 33 of the Market Adjustments. 186 of the Market Adjustments do not require a change in funding.
 - b) Of the 81 Reclassifications, funds are provided for 12 of the Reclassifications. 69 of the Reclassifications do not require a change in funding.
 - c) Title changes are authorized and require no additional funding.
 - d) The effective date is the first day of the fiscal year (beginning July 1, 2009).

All reclassifications for all pay plans shall be in accordance with the policies and guidelines as set forth in the County Personnel Rules.

No further changes in compensation are provided for the Judicial Merit Pay Plan.

D. Elected Officials Pay Plan

Elected Official pay is in conformity with A.R.S. §§11-4199.

BE IT FURTHER RESOLVED, that the Medical Insurance Increase Offsets will be as follows for all Pay Plans:

- A. The premium rate increase will be 9% for both employee and employer contributions.
- B. Funds are provided for 8% of the employer contribution.
- C. The remaining 1% for employer contributions and 9% required for employee contributions will be offset by utilizing Employee Health Benefit Trust reserve funds.
- D. Effective Date is the first day of the calendar year (beginning January 1, 2010).

BE IT FURTHER RESOLVED, that within any Pay Plan, if adjustments occur on the same date, the adjustments shall be applied in the sequence the adjustments are presented herein, and

AND, IT IS RESOLVED FURTHER that no compensation changes shall be granted which would have the effect of increasing the fiscal year 2010/11 base cost for

compensation above this amount for any of the pay plans, and further clarified as follows:

- A. Assume the compensation resolution provides sufficient funds to provide a pay plan group of employees with a 2% salary increase effective July 1, the cost of the increase can be determined to be the cost of salaries before the increase (the salary base) times 2%. For purposes of this example, assume the base is \$1,000,000; the cost of the increase would be \$20,000. The requirements of this resolution are that the salary base for fiscal year 2010/11 will not exceed the base for fiscal year 2009/10 plus the fiscal year 2009/10 increase, or \$1,020,000.
- B. The baseline for fiscal year 2010/11 may be exceeded to the extent that the Personnel Rules allow the County to hire new employees up to the midpoint of the salary range. If the salary that is offered to the new employee does not exceed the midpoint, but does exceed the position of the employee formerly holding the position, the baseline amount can be exceeded.
1. To comply with the County Personnel Rule Chapter III, section G, requirement that an employee receiving a promotion shall receive the greater of a 5% increase, or the amount necessary to reach step 1 of the new grade (excluding agency heads). The Human Resources Director may approve promotional increases above 5% and up to the midpoint based on an appointee's qualifications and the needs of the department.
 2. To comply with the County Personnel Rule Chapter II, PR-212, allowing a retention adjustment to be made to increase an employee's salary up to 10% in order to retain employees that possess knowledge and skills that would be difficult to replace in Yuma County.
 3. To comply with state or federal mandates.
 4. To administer normal step increases in the existing Attorney, Regular, and Judicial Merit plans, or
 5. To accommodate the annualized salaries of new positions added during the fiscal year specifically by the Board of Supervisors.

LOAN REPAYMENT ASSISTANCE PROGRAM (LRAP)

WHEREAS: The Loan Repayment Assistance Program is established to provide retention incentives for attorneys, and

WHEREAS: The effectiveness of the program will be reviewed by the Board of Supervisors after (3) three years to determine, if the program should be continued, adjusted or terminated, and;

NOW THEREFORE BE IT FURTHER RESOLVED to fund the LRAP in the amount of \$125,000 for Fiscal Year 2009-2009, retroactive to July 1, 2009, and subsequent to revision of the Yuma County Employee Personnel Rules and Regulations to include the authorizing program establishing eligibility and administration procedures, and

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IT IS FURTHER RESOLVED that any applications submitted shall be considered and funded as if the program w in existence on that date.

ON-CALL PAY PLAN

WHEREAS: Personnel Rule (PR) 307 defines the On-Call Duty program;

NOW, THEREFORE, BE IT FURTHER RESOLVED to fund the on-call rate of pay at \$0.625 per hour, effective July 1, 2009, with eligibility and administration in accordance with PR 307 as set forth in the County's Personnel Rules and Regulations.

ASSESSOR PROPERTY INFORMATION STORAGE & RETRIEVAL CONVERSION AND MAINTENANCE FUND AND FEES

WHEREAS: The Assessor Property Information Storage & Retrieval Conversion and Maintenance Fund is established pursuant to Arizona Revised Statutes, Title 11, Chapter 2, Article 4, Section 11-269.06, and

WHEREAS: The total amount of monies required to implement the property information storage and retrieval system and the estimated time for implementation is set forth in Exhibit A attached hereto, and

WHEREAS: The County Recorder shall collect all monies for the Assessor Property Information Storage and Retrieval Conversion And Maintenance Fund and all monies received shall be transmitted to the County Treasurer and deposited in the County Assessor Property Information Storage And Retrieval Conversion And Maintenance Fund, and

NOW, THEREFORE, BE IT RESOLVED, the Yuma County Board of Supervisors establishes the Assessor Property Information Storage & Retrieval Conversion and Maintenance Fund, effective July 1, 2009, and sets the special recording surcharge fee in the amount of four dollars (\$4.00) to be assessed for each instrument, paper or notice filed with the County Recorder, unless the document is exempt from recording fees or surcharges by law, and

BE IT FURTHER RESOLVED, Fees authorized by this resolution shall be repealed from and after December 31, 2011;



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NOW, THEREFORE, BE IT RESOLVED, THE YUMA COUNTY BOARD OF SUPERVISORS, AND THE BOARDS OF DIRECTORS OF ALL SPECIAL TAXING DISTRICTS HEREBY ADOPT THIS JOINT RESOLUTION NO. 09-32 ADJUSTING EMPLOYEE COMPENSATION; FUNDING A LOAN REPAYMENT ASSISTANCE PROGRAM; FUNDING THE ON-CALL POLICY; AND ESTABLISHING THE ASSESSOR PROPERTY INFORMATION STORAGE & RETRIEVAL CONVERSION AND MAINTENANCE FUND AND FEES AS SET FORTH ABOVE.

Adopted this 15th day of June, 2009.

VOTE RECORD:

AYES: 5 NAYS: 0 ABSTAIN: 0 ABSENT: 0

GREGORY S. FERGUSON
Chairman of the Board

ATTEST:

Sue Steilworth Reynolds
Clerk of the Board

APPROVED AS TO FORM:

JON R. SMITH
County Attorney
Edward Fehleley, Deputy County Attorney

/DF/ssr

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