

AGENDA
NOTICE OF MEETING OF THE CITY COUNCIL OF
SHAVANO PARK, TEXAS

This notice is posted pursuant to the Texas Open Meetings Act. Notice hereby given that the City Council of the CoSP, Texas will conduct Workshop Meeting on Thursday, July 13, 2017 immediately following the Special City Council meeting scheduled at 6:00 p.m. at 900 Saddletree Court, Shavano Park City Council Chambers for the purpose of considering the following agenda:

1. CALL MEETING TO ORDER

2. PLEDGE OF ALLEGIANCE AND INVOCATION

3. CITIZENS TO BE HEARD

The City Council welcomes “Citizens to be Heard.” If you wish to speak, you must follow these guidelines. **As a courtesy to your fellow citizens and out of respect to our fellow citizens, we request that if you wish to speak that you follow these guidelines.**

- Pursuant to Resolution No. 04-11 citizens are given three minutes (3:00) to speak during “Citizens to be Heard.”
- Only citizens may speak.
- Each citizen may only speak once, and no citizen may pass his/her time allotment to another person.
- Direct your comments to the entire Council, not to an individual member.
- Show the Council members the same respect and courtesy that you expect to be shown to you.

The Mayor will rule any disruptive behavior, including shouting or derogatory statements or comments, out of order. Continuation of this type of behavior could result in a request by the Mayor that the individual leave the meeting, and if refused, an order of removal. In compliance with the Texas Open Meetings Act, no member of City Council may deliberate on citizen comments. (Attorney General Opinion – JC 0169)

4. CITY COUNCIL COMMENTS

Pursuant to TEX. GOV'T CODE §551.0415(b), the Mayor and each City Council member may announce city events/community interests and request that items be placed on future City Council agendas. “Items of Community Interest” include:

- expressions of thanks, congratulations, or condolences;
- information regarding holiday schedules;
- an honorary or salutary recognition of a public official, public employee, or other citizen, except that a discussion regarding a change in status of a person’s public office or public employment is not honorary or salutary recognition for purposes of this subdivision;
- a reminder about an upcoming event organized or sponsored by the governing body;
- information regarding a social, ceremonial, or community event organized or sponsored by an entity other than the governing body that was attended or is scheduled

- to be attended by a member of the governing body or an official or employee of the municipality or county; and
- announcements involving an imminent threat to the public health and safety of people in the municipality or county that has arisen after posting of the agenda

5. AGENDA ITEMS

- 5.1. Review / discussion - Annual update to Compensation Survey Results and City of Shavano Park 2017-18 compensation - City Manager / Steve Werling, Werling Associates**
- 5.2. Review / discussion - Capital Replacement Fund and Schedules - City Manager / Finance Director**
- 5.3. Review / discussion - Department Requirements**
- 5.3.1 - Fire Department**
 - 5.3.2 - Police Department**
 - 5.3.3 - Public Works**

6. ADJOURNMENT

Executive Sessions Authorized: This agenda has been reviewed and approved by the City's legal counsel and the presence of any subject in any Executive Session portion of the agenda constitutes a written interpretation of TEX. GOV'T CODE CHAPTER 551 by legal counsel for the governmental body and constitutes an opinion by the attorney that the items discussed therein may be legally discussed in the closed portion of the meeting considering available opinions of a court of record and opinions of the Texas Attorney General known to the attorney. This provision has been added to this agenda with the intent to meet all elements necessary to satisfy TEX. GOV'T CODE §551.144(c) and the meeting is conducted by all participants in reliance on this opinion.

Attendance by Other Elected or Appointed Officials:

It is anticipated that members of City Council or other city board, commissions and/or committees may attend the meeting in numbers that may constitute a quorum of the other city boards, commissions and/or committees. Notice is hereby given that the meeting, to the extent required by law, is also noticed as a meeting of the other boards, commissions and/or committees of the City, whose members may be in attendance. The members of the boards, commissions and/or committees may participate in discussions on the same items listed on the agenda, which occur at the meeting, but no action will be taken by such in attendance unless such item and action is specifically provided for on an agenda for that board, commission or committee subject to the Texas Open Meetings Act.

The facility is wheelchair accessible and accessible parking spaces are also available in the front and sides of the building. The entry ramp is located in the front of the building. Sign interpretative services for meetings must be made 48 hours in advance of the meeting. Call the City Secretary at 210-493-3478 x240 or TDD 1-800-735-2989.

CERTIFICATION:

I, the undersigned authority, do hereby certify that the above Notice of Meeting was posted at Shavano City Hall, 900 Saddletree Court, a place convenient and readily accessible to the general public at all times, and said Notice was posted on the 3rd day of July 2017 at 12:30 p.m.

Zina Tedford
City Secretary

CITY COUNCIL STAFF SUMMARY

Meeting Date: July 13, 2017

Agenda item: 5.1

Prepared by: Lara Feagins

Reviewed by: Bill Hill

AGENDA ITEM DESCRIPTION:

Review / discussion - Annual update to Compensation Survey Results and City of Shavano Park 2017-18 compensation - City Manager / Steve Werling, Werling Associates

X

Attachments for Reference:

- 1) CoSP Employee Compensation Pay Plan Update
- 2)

BACKGROUND / HISTORY:

The City updated their base pay plan in Fall 2016. The updated plan included a revised pay structure, market and internal based pay grade assignments, and an Individual Pay Model to compute the pay for each employee. The plan included a process to conduct annual updates.

DISCUSSION:

Staff met with Steve Werling regarding this year's salary study on June 20 and 23

- Nine Cities participated (including San Antonio); San Antonio not used for Police and Fire
- Increase in wages 2016-17 was 2.87%; increase anticipated in 2017-18 at 3.13%
- Note: our compensation study was based upon 2016-17 data and adjusted 2015-16 data
- Three lowest paying cities (Shavano Park, Converse, Balcony Heights) all adjusted wages up considerably
- Wages for bottom earning employees either going up or cities have hard time filling
- Re-evaluated Public Works positions
- Re-evaluated no credit given for internal experience related to promotion from Fire Lieutenant to Captain and Police Corporal to Sergeant
- Working with City Staff on the latest updated individual pay model worksheets for the 2017-18 pay rate for each employee.

COURSES OF ACTION: Provide feedback for 2017-18 Budget.

FINANCIAL IMPACT: To be determined

MOTION REQUESTED: N/A

Compensation Pay Plan Update

City of Shavano Park

July 13, 2017

Presented by:
Stephen Werling, DBA, SPHR



Purpose of the Seminar

Provide City Council with information concerning the update for the compensation pay plan

- Update Objectives
- Salary Survey and Market Update
- Pay Grade Assignments
- Individual Pay Analysis
- Individual Pay Model

Update Objectives

Ensure the City's compensation strategy for its labor force is competitive.

Attract a competent workforce as the City continues to grow.

Minimize and control attrition through competitive wages.

Meet all legal requirements related to base pay.

Maintain pay equity for employees.

Plan Update Process

Collect market survey data

Update pay structure and pay grade assignments

- Conduct a market based job evaluation to re-assign pay grades.

Evaluate individual pay rates.

- Individual Pay Model changes.
- Annual increase.

Evaluate costs and recommend implementation strategy.

Market Survey Data

2017 San Antonio Area Wage and Benefit Survey

Area City Survey

City
Alamo Heights
Balcones Heights
Castle Hills
Castroville
Converse
Fair Oaks Ranch
Leon Valley
Live Oak
Olmos Park
Selma
Shavano Park

Adjusted 2016 survey data by 3% for cities that did not respond to the 2017 Survey.

2017 Pay Grade Assignments

Assign Jobs Based on Market Data

- Assign jobs to the pay grade with the closest match between market estimate and midpoint of pay range.
- Ensures competitive pay ranges that are within 2.5% or less from the market estimate.

Assign jobs with high turnover and entry level based on the average minimum pay in the survey compared to the minimum of the pay grade.

- Using the midpoint causes the starting pay to fall below the starting pay in the marketplace.

Assign jobs based on internal considerations.

Focus on market sensitive jobs, lower paying jobs, and jobs with changes in duties.

Recommended Pay Grades

Job Title	Current Pay Grade	Pay Grade	Pay Grade Min	Pay Grade Mid	Pay Grade Max
City Manager	41	41	102,006	124,958	147,909
Fire Chief	34	34	72,494	88,805	105,116
Police Chief	34	34	72,494	88,805	105,116
Dir. Public Works	32	33	69,042	84,577	100,111
Finance Director	32	32	65,754	80,549	95,343
Police Lieutenant (CAPTAIN)	31	31	62,623	76,713	90,803
City Secretary	29	29	56,801	69,581	82,361
Fire Captain	28	28	54,096	66,268	78,439
Police Investigator	28	28	54,096	66,268	78,439
Police Sergeant	28	28	54,096	66,268	78,439
Fire Lieutenant	26	26	49,067	60,107	71,147
Fire Administration/Lieutenant	26	26	49,067	60,107	71,147
Police Corporal	24	24	44,505	54,519	64,532
Firefighter/EMT	23	23	42,386	51,923	61,460
Firefighter	23	23	42,386	51,923	61,460
Planner/Information Systems	23	23	42,386	51,923	61,460
PW/Water Superintendent	19	23	42,386	51,923	61,460
Police Officer	22	22	40,368	49,451	58,534
Police Officer/Code Compliance	22	22	40,368	49,451	58,534
Court Clerk	20	20	36,615	44,854	53,092
Water Crew Leader	16	20	36,615	44,854	53,092
PW Office Manager	18	18	33,210	40,683	48,155
AP/HR Asst.	16	18	33,210	40,683	48,155
Police Secretary	17	17	31,629	38,746	45,862
PW Foreman	16	16	30,123	36,901	43,678
Permits Clerk	16	16	30,123	36,901	43,678
PW Water Serviceman	13	14	27,323	33,471	39,618
PW Serviceman	13	14	27,323	33,471	39,618

Individual Pay Analysis

Competitive Compa Ratio - Market

- Current Competitive Compa Ratio: 0.92 (0.86)
- 2017-18 Competitive Compa Ratio: 0.96
- The current wages are on average 8% below the **market averages**.

Internal Compa Ratio - Midpoint

- Current Internal Compa Ratio: 0.94 (0.83)
- 2017 - 18 Internal Compa Ratio: 0.96
- The current wages are on average 6% below the new **pay grade midpoint**.

Individual Pay Model

Establish a policy driven model based multiple job related factors

- Fix inequities over time
- Break the link to past decisions by computing pay using the grade minimum and job related factors rather than current pay
- Increase efficiency of pay decisions
- Re-compute each year
- May reduce EEO liability to one year depending on factors

Target Pay =

[Minimum of the pay grade * (1+
(w) Previous experience +
(w) Tenure in the job] *
(\$ Addl. education] *
(3.1%) 2017 increase

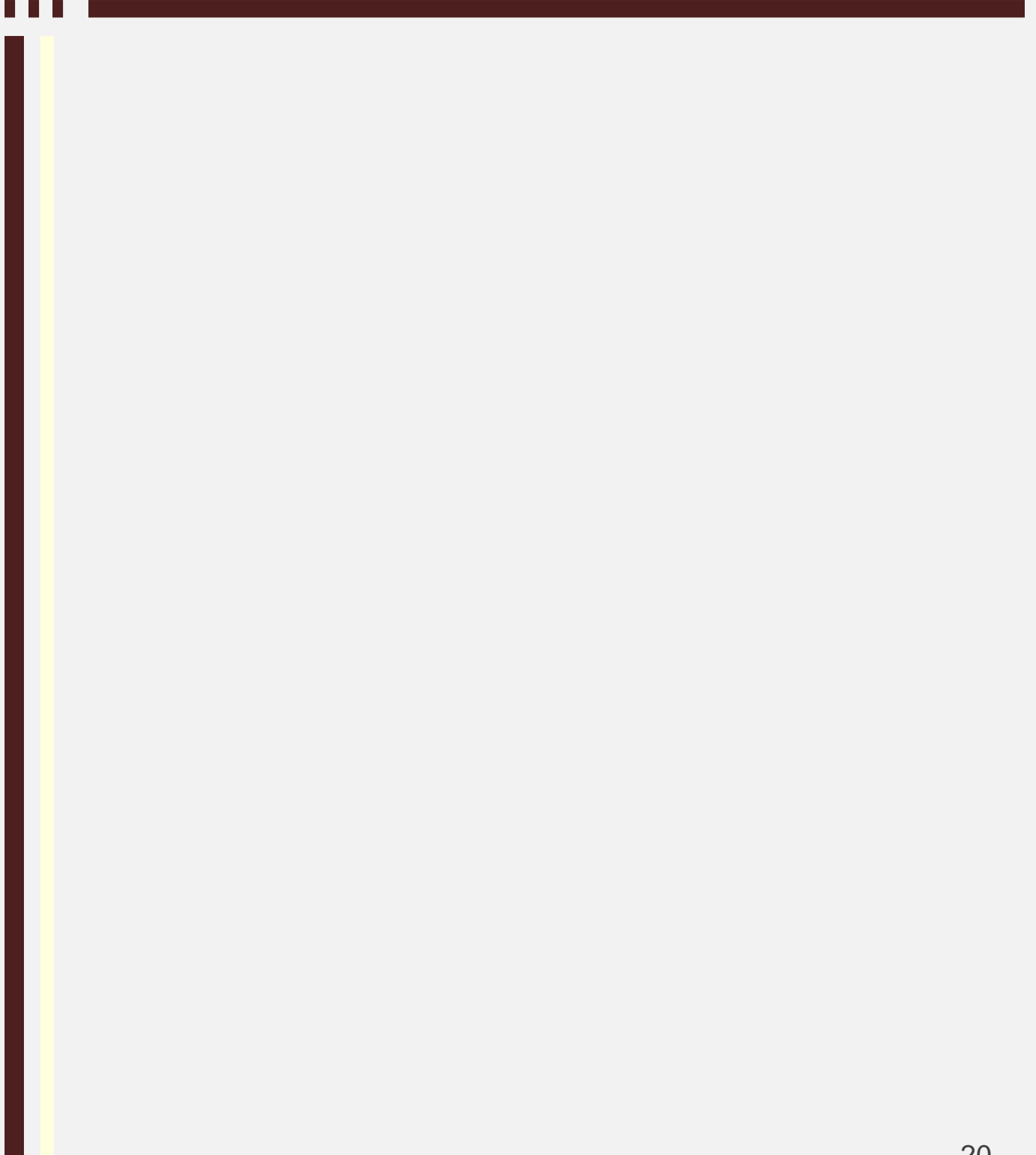
Please note: (w) = weights either dollars or percentage

Individual Pay Model

Adjustment

Provide up to 3 years of credit for previous internal experience for Fire Captains and Police Sergeant.

Questions





City of Shavano Park



Together We Can!

FY 2017-18 Budget Workshop July 13, 2017

5.2 Review / discussion – **Capital Replacement Fund and Schedules** – City Manager/Finance Director



Background History

- **2006/2007 and prior, the City has maintained a capital improvement fund (Staff review of old budget documents)**
- **2010/2011 Adopted Budget the capital improvement fund began with a Zero fund balance as projects had been completed**
 - **Funds were set aside for new/future projects**
 - **Began implementation of setting aside reserves in greater detail for equipment**
- **2011/2012 Adopted Budget included funds being set aside based on an Equipment Inventory and Replacement Schedule which was located in the budget document**
- **2012/2013 and 2013/2014 Budget included continued funding but no expenditures**



City of Shavano Park



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CAPITAL REPLACEMENT FUND					
		FY 2010-2011 ACTUAL	FY 2011-12 ACTUAL	FY 2012-2103 ACTUAL	FY 2013-2014 ACTUAL
ENDING FUND BALANCE BREAKDOWN					
Reserve for Equipment Replacement Fund					
	Administration - Equipment		\$ 40,000	\$ 52,000	\$ 64,000
	Public Works - Equipment		\$ 45,275	\$ 50,692	\$ 83,050
	Police Department -Equipment		\$ 30,650	\$ 79,950	\$ 111,541
	Fire Department - Equipment	\$ 75,000	\$ 189,900	\$ 270,400	\$ 385,550
	Development Services Equipment		\$ 6,700	\$ 6,700	\$ 20,000
	Reserve for Street Reconstruction	\$ 100,000	\$ 140,000	\$ 170,000	\$ 210,000
	Reserve for Drainage Projects	\$ 100,000	\$ 140,000	\$ 170,000	\$ 210,000
	Reserve Communication (800 MHZ System)	\$ 72,052	\$ -	\$ -	\$ -
	Reserve for CH Sprinkler System & Emergency Lighting		\$ 8,000	\$ 8,000	\$ 8,000
	Reserve for Emergency Generator				
	Reserve for Emergency Management Infrastructure		\$ 7,000	\$ 7,000	\$ 7,000
	Reserve for Town Plan Items				
	N.W. Military Hwy Expansion		\$ 15,000	\$ 25,000	\$ 25,000
	Municipal Tract Development		\$ 10,000	\$ 26,030	\$ 26,030
	Sidewalk Pathways		\$ 10,000	\$ 25,000	\$ 25,000
	Unreserved Fund Balance	\$ 29,955	\$ 38,811	\$ 38,879	\$ 38,963
	TOTAL ENDING FUND BALANCE	\$ 377,007	\$ 681,336	\$ 929,657	\$ 1,214,140



- **2014/2015 Adopted Budget (Current City Manger/Finance Director first budget process) continued funding with a small expenditure**
- **2015/2016 Adopted Budget continued funding and increased with an amendment**
 - **February 22, 2016 amendment approved to transfer from Unreserved General Fund Balance \$1,623,749***
 - **Drainage \$1,020,445**
 - **Sidewalk Pathways (Hike and Bike) \$10,000**
 - **Fire Equipment \$593,304**
- *** Oct 2011 thru June 2014 (33 months) the City collected approximately \$1,668,808 in sales tax from a business no longer located in the City and the budgets for those years did not include the unexpected Increase for day to day operations.**
- **In addition, Council decided to maintain the Police Equipment Replacement schedule in the Crime Control Fund and \$148,782 was transferred back**
- **2016/2017 Adopted Budget continued funding and \$323,000 in expenditures**



City of Shavano Park



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CAPITAL REPLACEMENT FUND				
		FY 2014-2015 ACTUAL	FY 2015-2016 ACTUAL	FY 2016-2017 COUNCIL ADOPTED
ENDING FUND BALANCE BREAKDOWN				
Reserve for Equipment Replacement Fund				
	Administration - Equipment	\$ 64,000	\$ 88,000	\$ 78,000
	Public Works - Equipment	\$ 101,418	\$ 118,973	\$ 135,452
	Police Department -Equipment	\$ 148,782	\$ -	\$ -
	Fire Department - Equipment	\$ 480,356	\$ 1,235,770	\$ 1,184,970
	Development Services Equipment	\$ -	\$ -	\$ -
	Reserve for Street Reconstruction	\$ 250,000	\$ 250,000	\$ 250,000
	Reserve for Drainage Projects	\$ 408,232	\$ 1,481,649	\$ 1,456,649
	Reserve Communication (800 MHZ System)	\$ -	\$ -	\$ -
	Reserve for CH Sprinkler System & Emergency Lighting	\$ 8,000	\$ 8,000	\$ 8,000
	Reserve for Emergency Generator			
	Reserve for Emergency Management Infrastructure	\$ 7,000	\$ 7,000	\$ 7,000
	Reserve for Town Plan Items			
	N.W. Military Hwy Expansion	\$ 25,000	\$ 25,000	\$ 25,000
	Municipal Tract Development	\$ 26,030	\$ 26,030	\$ 26,030
	Sidewalk Pathways	\$ 25,000	\$ 35,000	\$ 35,000
	Unreserved Fund Balance	\$ 39,079	\$ 39,293	\$ 100
	TOTAL ENDING FUND BALANCE	\$ 1,582,897	\$ 3,314,714	\$ 3,206,201



City of Shavano Park



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CAPITAL REPLACEMENT FUND (70)		
2017-2018 Beginning Fund Balance		
		FY 2017-2018 Beginning Fund Balance
FUND BALANCE BREAKDOWN		
Reserve for Equipment Replacement Fund		
Administration - Equipment		\$ 78,000
Public Works - Equipment		\$ 135,452
Fire Department - Equipment		\$ 1,184,969
Reserve for Street Reconstruction		\$ 250,000
Reserve for Drainage Projects		\$ 1,456,649
Reserve for CH Sprinkler System & Emergency Lighting		\$ 8,000
Reserve for Emergency Generator		
Reserve for Emergency Management Infrastructure		\$ 7,000
Reserve for Town Plan Items		
N.W. Military Hwy Expansion		\$ 25,000
Municipal Tract Development		\$ 26,030
Sidewalk Pathways		\$ 35,000
Unreserved Fund Balance (Estimated Interest)		\$ 9,000
	BEGINNING TOTAL FUND BALANCE	\$ 3,215,100



Items of Consideration

- **This is not a restricted fund and Council can make decisions to utilize the dollars in any manner it deems appropriate**
- **There are no written guidelines/policies as to how much to fund each year**
- **The equipment replacement schedule-**
 - **Uses the purchase price for the replacement cost**
 - **There is no escalator factor for the future increase in costs for equipment**
 - **Estimated scheduled year to replace is an estimate (Equipment may need to be replace sooner or could have a longer life)**
 - **2015/2016 Staff updated replacement costs but not 100% to current replacement costs**
 - **2015/2016 Staff added some new items (primarily fire equipment) to the schedule but still not a complete list of department requirements (Next Workshop Agenda Item)**



City of Shavano Park



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GENERAL FUND EQUIPMENT REPLACEMENT SCHEDULE RECAP BY DEPARTMENT

	2015-2016 Updated Replacement Cost	Reserved Balance Thru 09/30/2017	Required Additional Future Years
<u>Administrative</u>	\$ 253,000	\$ 78,000	\$ 175,000
<u>Fire Department</u>	\$ 2,131,230	\$ 1,184,970	\$ 946,260
<u>Public Works</u>	\$ 234,443	\$ 135,452	\$ 98,991
Total	\$ 2,618,673	\$ 1,398,422	\$ 1,220,251



Take Away

- **Should there be separate written guidelines/policy or include in the budget document?**
- **Do we want to place a dollar limit on items that are amortized for replacement? Or should it be based on life expectancy?**
- **What type of future costs factor should be included if any?**
- **Should items be replaced based on life expectancy or wait till essential?**
- **Can we borrow against the funds for items that may not be fully funded?**
- **Any additional thoughts or comments?**

DRAFT GENERAL FUND EQUIPMENT REPLACEMENT SCHEDULE

	Year	2015-2016 Updated Replacement Cost	Estimated	Reserved	Proposed	Required	Required	Required	Required	Required	Required	Required	Required	Required	Required	Required		
			Scheduled	Total	Balance	2017/2018	Additional	Additional	Additional	Additional	Additional	Additional	Additional	Additional	Additional	Additional	Additional	Additional
	Model		Year To	Life	Thru	Funding	Funding	Funding	Funding	Funding	Funding	Funding	Funding	Funding	Funding	Funding	Required	
			Replace	(yrs)	09/30/2017	09/30/2018	09/30/2019	09/30/2020	09/30/2021	09/30/2022	09/30/2023	09/30/2024	09/30/2025	09/30/2026 +		Years	Required	
																	Future	Total
																	Reserve	
Administrative																		
Upgrade -Incode to Invision	Future	60,000	2020	5	16,500	14,000	14,000	14,000	1,500	-	-	-	-	-	-	-	\$ 43,500	60,000
Application Server	2012	13,000	2023	7	500	4,166	4,166	4,168	-	-	-	-	-	-	-	-	\$ 12,500	13,000
Email Server	2015	13,000	2023	7	500	2,083	2,083	2,083	2,083	2,083	2,085	-	-	-	-	-	\$ 12,500	13,000
Firewall Server	2013	7,000	2018	7	500	6,500	-	-	-	-	-	-	-	-	-	-	\$ 6,500	7,000
A/C Units - City Hall (12)		160,000	Varies	15	60,000	12,000	12,000	12,000	14,000	14,000	14,000	14,000	8,000	(20,000)			\$ 80,000	140,000
A/C Units - City Hall (2)	2017	-	2020	15	-	1,333	1,333	1,333	1,333	1,333	1,333	1,333	1,333	(10,667)			\$ -	-
Sub Totals		253,000			78,000	40,082	33,582	33,584	18,916	17,416	17,418	15,333	9,333	(30,667)			\$ 155,000	233,000
Fire Department																		
Cargo Master Qualifier Trailer (0439)	2005	10,000	2034	25	2,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	-	-	-	\$ 8,000	10,000
Hallmark Trailer-Wells Cargo (1086)	2004	8,000	2032	10	5,000	1,500	1,500	-	-	-	-	-	-	-	-	-	\$ 3,000	8,000
Chevy/Frazer EMS-2 Amb (7345)	2007	180,000	2018	10	140,971	19,029	20,000	-	-	-	-	-	-	-	-	-	\$ 39,029	180,000
Hall-Mark Fire Apparatus E-One Typhon Pumper (7377)	2012	600,000	2033	20	219,334	35,758	35,758	35,758	35,758	35,758	35,758	32,758	32,758	100,602			\$ 380,666	600,000
Ferrara/Spartan Fire Tk Pumper (2511)	2000	600,000	2019	20	600,293	(293)	-	-	-	-	-	-	-	-	-	-	\$ (293)	600,000
Ford F350 Pickup (5691)	2010	35,000	2020	10	21,000	3,500	3,500	3,500	3,500	-	-	-	-	-	-	-	\$ 14,000	35,000
Ford F550 Fire Brush Truck (5797)	2010	86,000	2026	15	36,728	5,475	5,475	5,475	5,475	5,475	5,475	5,475	5,475	5,472			\$ 49,272	86,000
Chevy Tahoe LS - Command 1752	2014	35,000	2025	10	7,000	3,500	3,500	3,500	3,500	3,500	3,500	3,500	3,500	-	-	-	\$ 28,000	35,000
Scag Mower (9300006)	2005	5,000	2020	15	4,335	665	-	-	-	-	-	-	-	-	-	-	\$ 665	5,000
Max Air Trailer Mounted Breathing Air System Complete	2005	20,000	2021	25	(7,382)	6,845	6,845	6,846	6,846	-	-	-	-	-	-	-	\$ 27,382	20,000
Communication System (hand held/mobile mounted radios) 800mHZ	2012	150,000	2022	10	75,496	18,626	18,626	18,626	18,626	-	-	-	-	-	-	-	\$ 74,504	150,000
Cardiac Monitor-Defibrillator	2012	35,000	2022	10	9,600	6,350	6,350	6,350	6,350	-	-	-	-	-	-	-	\$ 25,400	35,000
Cardiac Monitor-Defibrillator	2012	35,000	2022	10	9,600	6,350	6,350	6,350	6,350	-	-	-	-	-	-	-	\$ 25,400	35,000
Stryker - Stretchers	2006	-	2016	10	(4,000)	4,000	-	-	-	-	-	-	-	-	-	-	\$ 4,000	-
Stryker - Stretchers	2006	18,000	2016	10	14,000	4,000	-	-	-	-	-	-	-	-	-	-	\$ 4,000	18,000
Roof on Living Quarters	Unknown	20,000	2018	50	-	-	-	-	-	-	-	-	-	20,000			\$ 20,000	20,000
SCBA (10) ~ \$8,000	Unknown	127,230	2019	15	68,975	29,127	29,128	-	-	-	-	-	-	-	-	-	\$ 58,255	127,230
Thermal Imaging Cameras	Unknown	(1,000)	2019	7	(3,550)	2,550	-	-	-	-	-	-	-	-	-	-	\$ 2,550	(1,000)
Thermal Imaging Cameras	Unknown	(1,000)	2019	7	(3,550)	2,550	-	-	-	-	-	-	-	-	-	-	\$ 2,550	(1,000)
Mobile Computers (9)	Various	18,000	Various	7	(11,600)	7,400	7,400	7,400	7,400	-	-	-	-	-	-	-	\$ 29,600	18,000
A/C systems (Bays 1 5-ton split unit)	2010	10,000	2020	10	3,333	3,333	3,334	-	-	-	-	-	-	-	-	-	\$ 6,667	10,000
A/C systems (Living Quarters 2 5-ton units)	2000	10,000	2010	10	3,333	3,333	3,334	-	-	-	-	-	-	-	-	-	\$ 6,667	10,000
Zoll Auto Pulse	2012	18,000	2012	10	5,000	13,000	-	-	-	-	-	-	-	-	-	-	\$ 13,000	18,000
Generac Emergency Generator 25KW	2015	25,000	2035	20	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	13,750			\$ 23,750	25,000
Amkus Rescue Tool Complete	2006	25,000	2021	15	3,250	7,250	7,250	7,250	-	-	-	-	-	-	-	-	\$ 21,750	25,000
Skyline 40LB Extractor	2004	10,000	2024	20	1,429	1,429	1,429	1,429	1,429	1,429	1,426	-	-	-	-	-	\$ 8,571	10,000
StairPro Stair Master	2006	4,500	2021	15	1,125	1,125	1,125	-	-	-	-	-	-	-	-	-	\$ 3,375	4,500
Communication System (Radio Repeater Complete) VHF	1990	48,500	Various	30	(18,000)	-	-	-	-	-	-	-	-	66,500			\$ 66,500	48,500
Sub Totals		2,131,230			1,184,970	188,652	163,154	105,859	97,484	48,412	48,409	43,983	43,983	206,324			\$ 946,260	2,131,230
Public Works																		
Ford F150 Pickup (Seal Coat) (2454)	1996	20,000			-	-	-	-	-	-	-	-	-	20,000			\$ 20,000	20,000
Ford F350 Flatbed/Tilt Bed '08 (3492)	2001	30,000	2013	6	15,000	-	-	-	-	-	-	-	-	15,000			\$ 15,000	30,000
Ford XL F350 Pickup/Lift Gate (0612)	2008	30,779	2020	9	19,973	3,602	3,602	3,602	-	-	-	-	-	-	-	-	\$ 10,806	30,779
Chevrolet Silverado HD3500 (2283)	2013	36,030	2021	9	17,343	4,672	4,672	4,672	4,672	-	-	-	-	-	-	-	\$ 18,687	36,030
HOTSY 225 GALLON TANK/WASHER/TRAILER (0193)	2009	10,000	2016	10	10,000	-	-	-	-	-	-	-	-	-	-	-	\$ -	10,000
John Deere Backhoe (Split)	1997	25,000	2020	20	18,455	3,273	3,272	-	-	-	-	-	-	-	-	-	\$ 6,545	25,000
Bobcat Skid-Steer Loader (Split)	1999	25,000	2018	15	17,500	2,500	-	-	-	-	-	-	-	5,000			\$ 7,500	25,000
MORBARK 2070 XL TWISTER BRUSH CHIPPER (0134)	2001	18,100	2020	5	16,699	700	701	-	-	-	-	-	-	-	-	-	\$ 1,401	18,100
Seal-Rite SR850 Mach	2009	27,034	2029	20	7,982	1,732	1,732	1,732	1,732	1,732	1,732	1,732	1,732	5,196			\$ 19,052	27,034
Gravelly Mower Rapid XZ	2007	12,500	2014	3	12,500	-	-	-	-	-	-	-	-	-	-	-	\$ -	12,500
Dump Truck			Surplus															Surplus
Sub Totals		234,443			135,452	16,479	13,979	10,006	6,404	1,732	1,732	1,732	1,732	45,196			\$ 98,991	234,443
Total Capital Replacement Funds		2,618,673			1,398,422	245,213	210,715	149,449	122,804	67,560	67,559	61,048	55,048	220,853			\$ 1,200,251	2,598,673