

CITY OF PARIS, TEXAS
ADOPTED BUDGET FY 2021-22

This budget will raise more revenue from property taxes than last year's budget by \$375,178(4.2%), and of that amount \$80,525 is tax revenue to be raised from new property added to the tax roll this year. The property tax increase on property that was also taxed in 2020 is \$294,653 or 3.30%.

City Council Record Vote

The members of the governing body voted on the adoption of the budget as follows:

For: Reginald Hughes, Gary Savage, Linda Knox, and Clayton Pilgrim
Against:

Present and not voting:

Absent: Paula Portugal, Renae Stone, and Mihir Pankaj

PROPERTY TAX RATE COMPARISON

	FY 2020-21	FY2021-22
No New Revenue Tax Rate	.48398	.43542
Voter Approval Tax Rate	.48078	.45373
M&O Tax Rate	.39788	.37357
Debt Tax Rage	.08290	.08016
Total Tax Rate	.48078	.45373

DEBT

The total of bonds and other debt obligations outstanding is \$97,765,859 of which \$12,743,307 will be paid for by property taxes. In the 2021-22 budget year, property taxes will pay \$1,642,517 in principal and interest.

Memorandum

TO: Governing Body

FROM: Grayson Path, City Manager

SUBJECT: Proposed FY21/22 Budget

DATE: July 26, 2021

Introduction

It is with pleasure that I present to you the City Manager's Proposed FY21/22 Budget. Many hours by many individuals have gone in its preparation. Through careful review, editing, and discussion, we have developed a great final product to present to you today.

After reviewing the City of Paris Charter, I have decided to structure this memorandum in such a way that easily points back to each appropriate Section in the charter. The duty and responsibility of a Public Servant is to carry out the Code of the City to the best of his/her ability, therefore in order to provide greater transparency to those reviewing this memorandum for completeness to the code, I will divide this memorandum by the very sections found in the charter. This has the unintended consequence of breaking up a desired "flow", sometimes making this memorandum bulky, but nevertheless it provides thoroughness as well as fulfills my obligation to you in providing the information required by the charter.

I will be making a presentation, summarizing this memorandum, to the City Council on August 9, 2021. At that time, we will also touch on upcoming deadlines pursuant to the City Charter and Senate Bill 2. I will also be asking you at that meeting as to the next steps you, as a Governing Body, would like to proceed towards in order to review, discuss, consider, etc. the Proposed FY21/22 Budget including any workshops, research, additional information, etc. you would like to hold. Please be considering this in preparation for the August 9th discussion.

I would also like to apologize to the Governing Body for the complexity of the material I am presenting to you at this time. The City Charter is clear as to what I must report on, therefore I have no room to maneuver for much of what is presented here. In addition, I hope the Governing Body can understand and appreciate that municipal budgets are indeed complex, for a reason. I have heard two different schools of thought by previous councils I have worked with. Some prefer many funds clearly breaking out the expenses through many different line items, while others prefer condensed and summarized funds with very few line items. The version you have before you in this memorandum would fall under the first school of thought – many funds with many line items, thus breaking out the entire budget in to much more defined individual purposes. This of course produces a lengthy budget to go through and review, but, it is the most transparent approach you can have. A very condensed and summarized budget where line items are lumped together, while extremely easy for staff to work with and councils to flip through, is also much less transparent as the purpose of each line item is obscure, turning them more in to larger "miscellaneous" line items rather than subject-specific that is accomplished with more broken out line items like we have today. If the Governing Body were to prefer a much more summarized budget, we could certainly look in to what would need to be done to accomplish this for FY22/23, but please know that by doing this, you do lose transparency. At the same time, there can come a point to where you have too many line items such that every expense becomes its own line. I believe our budget has found the happy middle ground. In addition, while I trust our departments to faithfully and frugally handle their budgets no matter the approach, I also know that having detailed broken out line items has the natural impact of guiding departments to pay careful attention to each and every purchase.

If at any time the reader of this memorandum has any questions, please contact my office at City Hall. I will be more than happy to answer any questions you have.

Summary

Prior to getting started with the substance of this memorandum, I would like to present to you the summary results. Of greatest interest to most any Council Member and Citizen is the impact of the proposed budget to the Property Tax Levy. I will discuss this more later in this memorandum, but the Operational and Maintenance as well as the Debt Service Tax Rates are decreasing in FY21/22. The following represents a comparison of FY19/20 vs. FY20/21 vs. FY21/22 Tax Rates:

Year	O&M	Debt	Total	
FY19/20	\$0.40868	\$0.10740	\$0.51608	
FY20/21	\$0.39788	\$0.08290	\$0.48078	
FY21/22	\$0.37357	\$0.08016	\$0.45373	Preliminary
Difference	-\$0.03511	-\$0.02724	-\$0.06235	FY19/20 vs. FY21/22
Difference	-\$0.02431	-\$0.00274	-\$0.02705	FY20/21 vs. FY21/22

The Proposed FY21/22 Tax Rate will be the lowest tax rate for at least the last five years. The reasons for the above Tax Rate will be explained further in this memorandum. This tax rate is, to the best of our determination using the Comptroller's Forms, in full compliance with Senate Bill 2, also known as the Texas Property Tax Reform and Transparency Act of 2019, approved by the Texas Legislature in 2019. Among other things, this Act is designed to restrict the City's ability to raise property taxes. This is a double edged sword. I will provide more details regarding this Act later in this memorandum, nevertheless, given the restrictions this Act places upon municipalities, it is strongly recommended that the City of Paris utilize the allowed restricted growth passed by the State Legislature in order to keep up with the vital services we offer the citizens. To fall behind under this legislation could eventually prove irreversible thus detrimental to the desired operations and services the citizens expect of the City.

Next, the second key element of interest would be the balancing of the Operational Funds. The City of Paris has numerous Funds, the vast majority of which are Special Purpose Funds which will be discussed later in this memorandum. The Operational Funds though are Fund 01 – General Fund, 03 – Airport Fund (new), 10 – Water and Sewer Fund, and 45 – Sanitation and Landfill Fund. These four funds make up the vast majority of the financial accounting and are what the City operates out of to perform its daily tasks. In addition, these four funds are unique from other funds in that they are supported primarily from Taxes, Fines, Fees, and Utility Rates, thus the importance to balance them. Through the hard work of many City Staff, starting last year and carrying forward in to this year, we have completely realigned most every line item in order to capture and repurpose available funds for efficiency and to become even more effective in the duties we are tasked with performing, all while keeping the Property Tax Rate low. Basically, we are finding new ways to use the same funds, with a little growth as allowed by the Senate Bill 2, to get more accomplished as discussed in the Budget Message below.

Fund	Revenue	Expenditure	Net
01 – General Fund	\$25,570,627.00	\$25,913,583.00	(\$342,956.00)
01 – General Fund Reserve	\$342,956.00	\$0.00	\$342,956.00
Net	\$25,913,583.00	\$25,913,583.00	\$0.00
03 – Airport Fund	\$615,836.00	\$656,872.00	(\$41,036.00)
03 – Airport Fund Reserve	\$41,036.00	\$0.00	\$41,036.00

	Net	\$656,872.00	\$656,872.00	\$0.00
05 – Coronavirus Relief Fund		\$0.00	\$714,930.00	(\$714,930.00)
05 – CRF Reserve		<u>\$714,930.00</u>	<u>\$0.00</u>	<u>\$714,930.00</u>
	Net	\$714,930.00	\$714,930.00	\$0.00
06 – American Rescue Plan Fund		\$3,000,000.00	\$2,360,000.00	\$640,000.00
10 – Water and Sewer Fund		\$16,600,515.00	\$16,600,515.00	\$0.00
45 – Sanitation Fund		\$1,078,513.00	\$1,078,513.00	\$0.00

The Proposed FY21/22 Budget has all four of the above Operational Funds balanced. To accomplish this, we utilized two specific other sources of funding. Given our primary emphasis has been the Comparable Pay Study in FY21/22, and given our caps on growth in Property Tax under SB2, something new that we have done is run many of our capital requests in FY21/22 through the former CARES Funding as well as pulling some from General Reserve. First, in FY20/21, the City received \$1,393,150.00 in Coronavirus Relief Funding, also known as “CARES” Funding. Working with our third party administrator, we were able to obligate our payroll under the eligibility requirements, received the full amount, and by doing so we de-obligated the full amount making it available for other purposes. As of today, we have the above stated amount remaining which can be used for any purpose needed. Likewise, given our General Fund Reserve is healthy with some minimal available excess, I have decided to access a portion of this excess. I went back to FY19/20 (the last completed FY) and determined how much revenue above budget and how much expenditure below budget we had, net the two amounts, and determined this balance. This, in essence, is the amount that was forwarded to the Reserve at the close of the FY19/20. It is always our goal to come in over revenue and under expense – this gives us the needed room to operate but also allows us to maintain a healthy reserve for unique situations. I believe the pay study is a significantly unique situation warranting the use of some of this excess. I have not proposed using all of this excess, just a portion. By doing this, we can purchase some much needed capital items while accomplishing the primary objective in FY21/22 – that being implementation of Phase 1 of the Comparable Pay Study. I am likely to propose a similar tapping of FY excess each of the next couple of years while we implement the Pay Study, but only until our property tax growth, plus other revenue such as Sales Tax, is able to catch back up and only so long as our General Fund Reserve stays healthy. I chose not to utilize Water and Sewer Reserve as that fund is at or below a healthy level while we incrementally increase our rates to accomplish the debt service payments for the Waste Water Treatment Plant Project, therefore any reserve that exists needs to remain until an emergency occurs. In one sense, given the tax payers have already paid the money found in the General Reserve in previous years and given our General Reserve is healthy, it seems to make logical sense that the financial steward approach would be to not go without much needed equipment for our services, but use the money already available to get the job done.

Another key addition this year is the new Airport Fund. The City Council approved the Airport Management and Fixed Based Operator services to come in-house as a Full Time employee in FY20/21. We have also taken on the purchase and selling of fuel. By doing this, we show the Airport potentially being self-sufficient. We want to caution as this is a new experience for us, so we will learn much more as the next year goes by. But for now, we believe it wise to separate the Airport Fund from the General Fund so that its new revenue can be captured and reinvested back in to the Airport for capital improvements and maintenance. There is still the potential that the General Fund might have to subsidize this fund from time to time, but that will be accomplished via transfer. We are not budgeting for such a need this year based on known numbers, so any excess in Airport revenue will be added to a new Airport Fund Reserve for future capital projects. We are entering in to the first stages of a \$2.5+ million TxDOT-Aviation maintenance project where the City will need to provide for a 10% match. Thanks to CARES Funding received for the Airport in FY20/21, we are already part way there, but our hope is the excess revenue we see through the sale of fuel will go towards the balance of this match. This is a much needed project and given the State/FAA will be paying for 90%, it is an opportunity we cannot pass up. We will see some design and engineering work in FY21/22, but the primary project is forecasted for FY22/23.

One final helpful key, the City's Accounting System is structured based on Account Numbers. We utilize consistent numbering for each of the departments, but it first takes some training to learn how to read the system. The following is an example of a typical Account Number: "01-0101-12-00". To assist you in reading this, please take the following example:

AA-BBBB-CC-DD

"AA"	=	Fund Number Example: General Fund, Water and Sewer Fund, etc.
"BBBB"	=	Line Item Example: Salaries and Wages, Office Supplies, Communications, Buildings and Grounds, etc.; these are consistent throughout all departments. So "0101" in all Departments is "Salaries and Wages".
"CC"	=	Department Number Example: City Council, Police, Fire, Library, Water Production, etc.
"DD"	=	Sub-Department Number and/or Special Sub-Accounts Example: Pool (Sub-Department of Parks), Capital Purchase Accounts such as a Vehicle or Heavy Equipment, etc.

If at any time you have questions regarding the Accounting Structure, please let either myself or Gene Anderson, Finance Director, know.

City of Paris Charter

Pursuant to the City of Paris Charter, Section 21(3), the City Council has the power and duty to:

Section 21(3) – "Adopt the budget of the city."

To accomplish this, the City Manager has the power and duty under Section 40(2) to:

Section 40(2) – "Prepare the budget and submit it to the council and be responsible for its administration after adoption."

Article V, entitled "The Budget", sections 44 – 60 of the City of Paris Charter further spell out the composition, transparency, publication, and other key components of the Budget and Budget Process. This memorandum is therefore designed to fulfill, to the best my ability, Article V. The remainder of this memorandum will be structured off of the requirements of Sections 44 – 47, in order. Pursuant to Section 48, this budget and all supporting schedules will be filed with the City Clerk when submitted to the Governing Body and shall be a public record for the inspection of anyone.

City of Paris Charter – Article V – Section 44.

"The fiscal year of the City of Paris shall begin on the first day of October and shall end on the last day of September of each calendar year. Such fiscal year shall also constitute the budget and accounting year."

The Proposed Budget is for the Fiscal Year beginning October 1, 2021 and ending on September 30, 2022. This will be shown throughout this document as "FY21/22".

City of Paris Charter – Article V – Section 45.

“The City Manager, between thirty and ninety days prior to the beginning of each fiscal year, shall submit to the Council a proposed budget, which budget shall provide a complete financial plan for the fiscal year, and shall contain the following:”

The following sections of this memorandum shall be divided up between the fifteen (15) sub-sections of Section 45. These sub-sections are designed to represent the “complete financial plan for the fiscal year”.

City of Paris Charter – Article V – Section 45(1)

“A budget message, explanatory of the budget, which message shall contain an outline of the proposed financial policies of the city for the fiscal year, shall set forth the reasons for salient changes from the previous fiscal year in expenditure and revenue items, and shall explain any major changes in financial policy.”

Financial Policy

The overall Financial Policy of the City of Paris as shown through its Proposed FY21/22 Budget is to serve the public with professionalism, civility, honesty and integrity and to provide a safe and prosperous community by being responsible stewards of the taxpayer dollars and to provide quality, efficient and effective services that facilitate and enhance the quality of life, recreational enjoyment, economic opportunity, responsible planning, improvement of infrastructure, and public safety for all.

Budget Message

In order to accomplish the Financial Policy stated above, the City Manager carefully considered the priorities for the Proposed FY21/22. These priorities consist of addressing employee pay, capital purchases, adding some new critical positions, realigning all line items for maximum efficiency of funding, maintaining our operational services as expected by the citizens, and following the restrictions found in the Texas Property Tax Reform and Transparency Act of 2019.

1. Employee Pay – The greatest asset the City of Paris has is its Employees. Other than Sanitation, and to a degree Utilities, the primary role of local governments is to provide those services needed by the community that the private sector cannot provide. The primary reason the private sector does not provide these services is they are labor intensive with little to no profit return. In addition, the tax payers expect the highest of quality from the City services, thereby the expectation is for the employees to be of such a quality that accomplishes the Financial Policy stated above.

Upon my arrival in April 2020 and my subsequent analysis of the City’s personnel situation, I quickly realized two things: 1) our community is blessed with many dedicated and hardworking personnel who do their best to serve the citizens of this great City; and 2) they have predominately been underpaid for many years. In FY20/21, the City Council authorized and I commissioned a Comparable Pay Study to compare the City’s payroll and benefits to that of comparable communities. The scope of this study was to compare the City’s pay plan and benefit program to that of other communities and develop a strategy to bridge the gap and adjust our schedules to something that is reasonably fair for both the tax payer and the city employee. To do this, a consultant was hired, Public Sector Personnel Consultants, and the Civil Service and HR Director and I worked closely with them throughout the year to complete

this important project.

This project is the most significant aspect of this FY21/22 Budget. Therefore, I have created a separate memorandum – attached to this Executive Summary – dedicated to explaining the entire program. Please see this memorandum for further details. The proposed FY21/22 Budget is instituting Phase 1 of a three phase program for pay as well as moving the City's TMRS retirement from 6% / 12% to 7% / 14%. Upon completion of this phased program, the City should be at comparable pay for its employees, something that has not been the case for at least 20 or more years.

The City Manager's pay is not scheduled to change in FY21/22.

2. Capital Purchases – With the help of the remaining CARES Funding, use of some General Reserve, and the American Rescue Plan Funding, we will be purchasing some critical equipment, particularly in our utility infrastructure and first responder departments. In order for the Employees to do their work and fulfill the Financial Policy, they must have adequate equipment. Once again, much of the work the City provides its citizens is labor intensive. Therefore, the proposed FY21/22 budget includes a series of equipment purchases. More details as to what these items are will be provided later in this memorandum.

The CARES Funding was made available in FY20/21. As was discussed earlier, we have de-obligated this funding and made it available for any purchase needed. Given we are devoting a large amount of funds to implement our Phase 1 of the Comparable Pay Study, it is critical that we utilize the CARES Funding and the General Fund Reserve to make these needed one-time purchases. No expense tied to these sources of funding is an ongoing expense, those have been funded using reoccurring funds in the budget. The proposed FY21/22 Budget will utilize 100% of the remaining CARES Funding. The presence of these funds is an opportunity to allow us to tackle the comparable pay study. As is discussed in the memorandum, the increases from the pay study are primarily occurring in the proposed FY21/22 Budget and we are only using funding that is available to reoccur next year (you cannot pay for payroll using reserve each year or fixed sources of funding like the CARES Fund because eventually those run out). We will have some much smaller increases each of the next two years that we phase the pay study, but we foresee our allowable growth under SB2 and forecasted revenue growth in Sales Tax to not only accommodate those increases, but once again give us the ability to take on a few capital purchases each year without the further need for using the General Fund Reserve. And in regards to using the General Fund Reserve, that should only ever occur if the General Fund is able to maintain a healthy status, which by policy is approximately 4+ months of budgeted expense at any one time.

We have also been given approval to receive the first half of funding from the American Rescue Plan Fund. This funding "provides funding to local governments to broadly respond to the CoVid-19 public health emergency (Texas Department of Emergency Management)". We have been allocated over \$6 million, half will be received in FY21/22 and the other half in FY22/23. They have identified four relatively broad categories for eligible expenses, summarized as follows: 1) Investment in water, sewer or broadband infrastructure; 2) Provision of government services to the extent of the reduction of revenue of such government due to CoVid-19; 3) Premium pay to eligible workers responding to CoVid-19; and 4) Assistance to households, small businesses, and nonprofits. Due to complexities with #2, #3 and #4, it is recommended that we focus our attention on #1. Therefore, the proposed FY21/22 Budget contains \$2.3 million in expenses directed towards the extension and as-needed replacement of water and sewer lines, particularly running new lines in both EDC Industrial Parks. One of the primary concerns for all new industry when performing site location is the availability of infrastructure. The more infrastructure we have available, the greater our chances to land major industries which bring jobs

and boost our economy. In addition, I would like to start a systematic program of running new water and sewer lines along the southern half of the City, within the Loop. There are vast amounts of undeveloped open space along the southern Loop and I believe that if we take the first step in extend water lines, perhaps even sewer lines, given we have the Loop itself, this might encourage new development such as industrial, retail and residential. The City of Paris employs a crew who specializes in laying of new water and sewer lines. Given these employees are already on the payroll, I propose that we put them to work running new water lines in these two industrial parks first and then turn our attention to the southern Loop. The expenses in the American Rescue Plan Fund (Fund #5) are for materials and some equipment replacement. This is a very new program – we are still learning of its rules as of the writing of this memorandum, but we are very confident and excited in our ability to start these new projects in FY21/22 using these funds. If anything is found to be ineligible, we will simply not purchase it. Likewise, we have budgeted in this funding for a new generator to power our Ground Storage Facility (GSF). During the February 2021 Winter Storm, power was turned off to our GSF which resulted in the entire community losing water. We need our own independent backup generation on site to prevent this from happening again. It is critical that we purchase this equipment; therefore, given it appears eligible under the American Rescue Plan Funding, we will utilize this source for this expense. However, if it is determined ineligible, I do plan to prioritize this expense in the CARES Funding over other expenses I have budgeted in this Fund.

3. New Positions – The proposed FY21/22 Budget includes two new positions.

First, the City of Paris is currently hiring (as of the writing of this memorandum) for an Assistant Building Official / Building Inspector. The City has taken on a renewed role of code enforcement, particularly with its Building Codes. After careful observation, staff are in agreement that there is enough work to warrant a new employee who will assist with plan review as well as building inspection. This will not only spread out the work, but allow us to take on more work and faster. It will also create some much needed backup for both our Chief Building Official and Building Inspector as well as provide an additional expert in the office to wrestle with the challenges that come with plan review and interpretation. The City is using existing funds from a previous position that I am repurposing in the same department.

Second, I would humbly and respectfully request the hiring of an Assistant City Manager. Since my hire in April 2020, I have continued to devote an extensive amount of time to this position. While it is true that having hired most all of my Department Heads has helped, the overall workload continues to be an incredible drain on my attention that requires an unhealthy and unbalanced amount of time in the office each week. I am consistently and regularly falling behind on many tasks that need to be completed and the City Council, Department Heads, and Citizens need a faster response from the City Manager's Office than what I have been able to provide without spending most every day each week in the office and away from my family. Every City Council Member, Department Head, a fair number of the Administrative staff, and numerous citizens and developers can attest to my never ending tight calendar and slow response to some matters. While I delegate a large amount of work to staff, there continues to be large amounts of work that require my office's attention. In addition, I have been unable to be as involved with state-level and Texas Municipal League affairs, continuing professional education, and it would be more advantageous to City operations if I could more oversee from a higher level than be intimately involved in most day to day operations as I currently am. There are other areas that I would like to devote more attention to that I simply do not have the time for currently. My family would also enjoy an opportunity to actually spend weekends together or plan vacation and trips. This has rarely ever been possible since starting in April 2020. To solve these problems, I would like to request an Assistant who would have the ability to serve as my proxy in assigned areas. To make this successful,

I would be assigning a number of Department Heads and their departments to this position to directly oversee. To do otherwise would be to simply add one more direct assign to my work load. The departments assigned to this position will be given an asset as they will now have someone with similar skills and abilities to that of my own more readily available and involved. I will also have this individual available to delegate City Manager tasks such as research, policies, negotiation, strategy, write ups, reports, and overall someone to bounce issues off of at my level of operation. The proposed FY21/22 Budget contains funding to support an Assistant City Manager.

4. Realignment of Line Item Budgets – In developing the FY20/21 Proposed Budget last year, I implemented a line-by-line realignment analysis, comparing the FY20/21 requests by each department against the Actual Revenues and Expenditures of each FY since FY15/16. Such an analysis allows the City to realign all line item budgets with the Actual trend of each line item. When this is not done over a period of time, individual line items can either become inflated or deflated. The expectation of a budget is for it to reasonably reflect the services a department plans to provide the community. Therefore, when these realignments are not done, the budgets can get off track with reality. When you examine the trend line over a matter of years though, you can see the true requirements to operating a department, developing a budget that makes sense, is lean, and is trimmed to provide the necessary services expected by our citizens with a slight adjustment for growth as costs rise.

With this work having been done in FY20/21, it helped set the stage for our FY21/22 Budget analysis. I directed all departments to analyze their historical actual data when submitting to me their budget requests. Through this step, as well as my follow up analysis, we were able to trim a significant amount of expense from the budget. This, along with removal of capital purchases made last year as well as an analysis and tuning of the revenue, resulted in over a million dollars in available funds for repurposing in the budget. This was critical in order to set ourselves up for truly tackling the comparable pay study.

As with FY20/21, we are once again not funding several vacant positions throughout the City. Numerous departments are impacted by this. Given we are down so many positions and have been so for several years, it continues to not be wise to budget for every position as we know we will likely not fill them in one year. I hope that in time with the increase in pay as provided in this budget we will start to see a turnaround and individuals wanting to work for the City, but we are too early to see that happen in FY21/22. In the meantime, the funds saved through those vacant positions will help benefit our existing employees and our operations. All Department Heads and Superintendents must check with the Finance Department to determine the number of funded positions prior to advertising in FY21/22.

5. Maintaining Operational Services – By performing the Realignment Process in #4 above, it gave me a good image of what it takes to provide the services we do. Predominately throughout the entire budget, it is clear to me that the City Staff continue to do a great job of being frugal, consistent, and conscientious of the tax payer dollar. Departments are steadily providing the services under the same budgets year after year, only with minimal increases to account for increases in prices. Through the realignment process in #4 above, we have set each individual line item such that it matches the true cost to provide the service as seen over the past five years. Any adjustments up or down are for known reasons (a new piece of equipment, dropping the need for a particular subscription, better pricing through new bids, increases in service costs, etc.).
6. Texas Property Tax Reform and Transparency Act of 2019 – This Act was passed by the Texas Legislature in 2019. This represents a fairly comprehensive amendment to how Municipalities in Texas prepare their budgets. This Act first took effect in FY20/21. A large amount of the Act changes how the Texas Comptroller operates, but there is a fair amount of edits to how the City of Paris must handle

the procedure of passing a budget (notices, deadlines, public hearings, content of material produced, etc.), but the primary and long lasting impact that the City of Paris will feel for years to come is the restriction in Property Tax Growth. The Texas Municipal League (TML) has produced an Explanatory Q&A, found on their website. The reader can also read SB2 directly, but I would strongly recommend starting with the TML Q&A first to give you an idea of what it is you are reading in the Act. The Act is rather complicated.

The TML Q&A does a very good job of capturing the essence of SB2.

“At its most fundamental level, S.B. 2 reforms the system of property taxation in three primary ways: (1) lowering the tax rate a taxing unit can adopt without voter approval and requiring a mandatory election to go above the lowered rate; (2) making numerous changes to the procedure by which a city adopts a tax rate; and (3) making several changes to the property tax appraisal process.”

The Act produces the following formula when calculating our new Property Tax Rate:

“Voter-Approval Rate = (No-New-Revenue Maintenance and Operations Rate x 1.035) + Current Debt Service Tax Rate”

In short, the City of Paris can only grow its Operational and Maintenance Tax Rate by 3.5% each year without, possibly, triggering a mandatory election (hence the “Voter Approval” terminology). Cities with populations less than 30,000 have an additional threshold called the “De Minimis Rate” that is calculated differently (not shown here), would exceed the Voter-Approval Rate and would give said Cities the ability to raise additional Property Tax without triggering the election. There are reasons for the creation of this threshold, but that can be discussed at another time. In this situation, an election would only be required if the final requested Property Tax rate exceeded both the Voter Approval Rate as well as the De Minimis Rate. It is not recommended that the City of Paris utilize this additional growth created by the De Minimis Rate unless necessary. The Proposed FY20/21 Budget maxes out the Voter-Approval Rate without exceeding it.

From professional experience working in the State of Nebraska which has had a “Growth Restriction” for 20+ years, it is strongly recommended that the City of Paris attempt to utilize this allowed growth each year in order to keep up with the growing costs of performing the Financial Policy as stated above as well as provide appropriate funding to accommodate the results of the comparable pay study and eventually capital requests so that we can cease utilizing General Fund Reserve. The costs that the City sees (third party, professional services, benefits, insurance, fuel, etc., basically from the private sector) is not limited by this same Legislation, therefore if the City falls behind, it could find itself unable to keep up, thus cutting services. Fortunately, the Legislation is currently written such that a City can still utilize unused growth within three years (if the City utilizes 2.5% of the allowed 3.5% in year one, it can still use that additional 1% within the next three years). After that though, the City forever loses that growth potential, thus the road to falling behind begins. The City of Paris utilized its full 3.5% in FY20/21. Utilizing the 3.5% growth each year also allows for steady and healthy increases instead of drastic and last minute ones. I am in no way proposing that we arbitrarily increase the budget each year by 3.5% if it is not needed. We have seen examples of some prices going down at times. But if the service calls for this, given the Legislators have already acted on behalf of the General Public by limiting the growth potential, the 3.5%, which is not a lot to work with, would be reasonable to utilize when necessary.

For FY21/22, the primary reason for the decrease in Property Tax Rate is the net impact of Valuation increases mixed with the 3.5% growth. The valuation has grown more than the 3.5% would raise, thus

the legislation requires a decrease in Tax Rate. It is not a 3.5% increase of the tax rate, but rather of the total taxes levied based on the valuation and tax rate. The City has the ability to exceed this further via the De Minimis Rate, but that is not recommended at this time.

Reasons for Salient Changes from the Previous Fiscal Year

So as not to repeat myself, please see Sections 45(7) and 45(8) below, which are combined in this memorandum.

Changes in Financial Policy

The Financial Policy for FY21/22 remains the same as given in FY20/21.

City of Paris Charter – Article V – Section 45(2)

“A consolidated statement of receipts and expenditures for all funds.”

Fund Number	Fund Title	Expenditure	Revenue	Net	Notes
1	General	\$25,913,583.00	\$25,570,627.00	\$ (342,956.00)	General Fund Departments - Balanced using General Fund Reserve.
2	Economic Development	\$ 2,649,873.88	\$ 1,700,000.00	\$ (949,873.88)	Council Approved PEDC - Utilizing Carryover Funding
3	Airport	\$ 656,872.00	\$ 615,836.00	\$ (41,036.00)	Airport Department - Balanced using Airport Reserve; specifically CARES Funding for capital project.
4	American Rescue Plan Act	\$ 2,360,000.00	\$ 3,000,000.00	\$ 640,000.00	American Rescue Plan Act - Planning to pursue Water and Sewer Project with funding.
5	Coronavirus Relief Fund	\$ 714,930.00	\$ -	\$ (714,930.00)	CARES Act Funding - De-obligated in FY20/21 - Will zero out fund with various capital purchases.
6	Tax & Rev CO - 2021 Construction	\$ -	\$ -	\$ -	Waste Water Treatment Plant Project - Funds from Bond received in FY20/21.
10	Water and Sewer	\$16,600,515.00	\$16,600,515.00	\$ -	Water and Sewer Departments - Balanced
11	Capital Projects	\$ 20,000.00	\$ 3,000.00	\$ (17,000.00)	Misc. capital projects using funds accrued over time. Planning some potential City Hall repairs.
13	Equipment Replacement	\$ 175,000.00	\$ 148,037.00	\$ (26,963.00)	Biannual Sanitation Truck Replacement. Utilizing new revenue plus carryover in fund.
14	CO 2010 Construction Fund	\$ -	\$ -	\$ -	No longer used.
16	TWDB Loan	\$ -	\$ -	\$ -	Proceeds from 2013 TWDB Loan used to cover construction expenses.
20	Municipal Court Local Traffic Fee	\$ -	\$ 50.00	\$ 50.00	Court costs for traffic violations. Statutory expenses.
21	Child Safety	\$ 2,300.00	\$ -	\$ (2,300.00)	Court costs. Statutory expenses.
22	Municipal Court Local Truancy & Prevention	\$ 3,000.00	\$ 4,500.00	\$ 1,500.00	Court costs. Statutory expenses.
23	PEG Channel	\$ -	\$ 49,500.00	\$ 49,500.00	Funding for local Cable Channel - exploring options.
24	Lake Crook Restoration	\$ -	\$ -	\$ -	Donated funds for Lake Crook improvements. One time cleanup project.
25	Grant	\$ 1,182,281.00	\$ 1,182,281.00	\$ -	Auto Theft Grant, JAG Grant, HOME, Main Street Grant, etc. Run grants through this fund.
26	Municipal Court Jury	\$ -	\$ 60.00	\$ 60.00	Court costs. Statutory expenses.
27	Water Contract	\$ -	\$ 17,000.00	\$ 17,000.00	Deposits for new Water/Sewer Accounts, plus interest. When people close accounts, deposit is given back.
28	Parks	\$ -	\$ -	\$ -	Fund for misc. park projects as needed.
30	CDBG	\$ -	\$ 275.00	\$ 275.00	Original CDBG from 1990s that was converted to a Revolving Loan Fund. CDBG requirements still apply.
31	State Consolidated Fee	\$ -	\$ 1,800.00	\$ 1,800.00	Court costs. Statutory expenses.
32	Auto Theft Program	\$ 61,000.00	\$ 24,000.00	\$ (37,000.00)	New fund. Vehicle inspection fee, expenses must be related to auto theft program.
33	Municipal Court Tech Fee	\$ 10,000.00	\$ 6,500.00	\$ (3,500.00)	Court costs that can be used for Court equipment, technology, etc.
34	Municipal Court Security Fee	\$ 23,250.00	\$ 6,500.00	\$ (16,750.00)	Court costs that can be used for security expenses, ex: Bailiff, metal detectors, etc., as needed.
35	Municipal Court Child Safety Fee	\$ 5,000.00	\$ -	\$ (5,000.00)	Court costs. Statutory expenses.
36	Municipal Court Time Pay Fee	\$ 5,000.00	\$ 550.00	\$ (4,450.00)	Court costs. Statutory expenses.
37	Police Confiscated Funds - Gambling	\$ 4,000.00	\$ -	\$ (4,000.00)	Confiscated gambling money, used to further police efforts to combat illegal gambling.
38	Police Judicial Forfeitures	\$ 15,000.00	\$ 10,075.00	\$ (4,925.00)	Seized assets from arrests, awarded to Police by Court, to be used on unbudgeted equipment as needed.
39	Equitable Sharing Forfeitures	\$ 21,000.00	\$ 75.00	\$ (20,925.00)	Similar to Fund 38, except when the Federal level is involved. Used as needed.
43	GO Bonds 2013 Construction	\$ -	\$ -	\$ -	Proceeds from 2013 bond used to cover construction expenses.
44	CO 2016 Construction	\$ -	\$ -	\$ -	Proceeds from 2016 bond used to cover construction expenses.
45	Landfill (Sanitation)	\$ 1,078,513.00	\$ 1,078,513.00	\$ -	Sanitation Department - Balanced
46	GO 2017 Street Construction	\$ -	\$ -	\$ -	Proceeds from 2017 bond used to cover construction expenses.
47	GO Bonds 2018 Construction - W&S	\$ -	\$ -	\$ -	Proceeds from 2018 bond used to cover construction expenses.
48	GO Bonds 2018 Construction - General	\$ -	\$ -	\$ -	Proceeds from 2018 bond used to cover construction expenses.
49	CO 2020 Civic Center Construction	\$ -	\$ -	\$ -	Proceeds from 2020 bond used to cover construction expenses.
50	Revenue Bonds Sinking Funds	\$ -	\$ 70,000.00	\$ 70,000.00	Water and Sewer Required Reserve.
51	Tx & Rev CO 2013 (TWDB) I&S	\$ 169,348.00	\$ 169,448.00	\$ 100.00	Payment of TWDB Loan (Fund #16), various utility lines in town.
53	Tx & Rev CO 2010 I&S	\$ 201,270.00	\$ 201,770.00	\$ 500.00	Payment of Bond Debt Service, Collegiate Drive.
59	2010 GO / W&S Refunding Bonds	\$ -	\$ -	\$ -	Payment of Bond Debt Service, paid off in FY19/20.
60	Refunding Bonds 2012	\$ 410,563.00	\$ 410,563.00	\$ -	Payment of Bond Debt Service, 2012 Refinancing.
61	Interlocal Coop Agreement I&S	\$ 100,828.00	\$ 100,828.00	\$ -	Payment of Bond Debt Service as part of Interlocal Agreement with other local governments for 24 South.
62	GO Bonds 2013 I&S	\$ 2,922,975.00	\$ 2,925,475.00	\$ 2,500.00	Payment of Bond Debt Service (Fund #43), Utility Line Work, paid by Water and Sewer Rates.
63	GO Bonds - 2016	\$ 551,035.00	\$ 551,285.00	\$ 250.00	Payment of Bond Debt Service (Fund #44), Utility Line Work, paid by Water and Sewer Rates.
64	GO Bonds - 2017	\$ 636,637.00	\$ 637,137.00	\$ 500.00	Payment of Bond Debt Service (Fund #46), Street and Park.
65	GO Bonds - 2018 I&S	\$ 246,771.00	\$ 247,071.00	\$ 300.00	Payment of Bond Debt Service (Fund #47), Utility Line Work, paid mostly by Water and Sewer Rates, part Tax.
67	Hotel Tax I&S Fund - Civic Center	\$ 167,118.00	\$ 200,300.00	\$ 33,182.00	Payment of Bond Debt Service, Love Civic Center. Began in FY19/20.
68	Tax Notes Series 2020	\$ 195,258.00	\$ 196,000.00	\$ 742.00	Payment of Tax Note for Equipment purchased in FY20/21.
69	Tax & Rev CO - 2021 - I&S	\$ 1,497,629.00	\$ 1,497,629.00	\$ -	Payment of Bond Debt Service, Waste Water Treatment Facility.
72	Library Memorial	\$ 1,000.00	\$ 1,220.00	\$ 220.00	Special Revenue Fund for memorials towards Library (primarily buying books in honor of someone).
79	Library Expendable	\$ 500.00	\$ 100.00	\$ (400.00)	Endowments, Donations and/or Requests to Library. Available as needed depending on restrictions of funding.
80	Library Permanent	\$ -	\$ -	\$ -	Endowments, Donations and/or Requests to Library. Available as needed depending on restrictions of funding.

In situations above where you see a negative net (ex: General Fund, Airport Fund, Municipal Court Security Fee, etc.), this Fund has existing carryover funding available that can also be used next year. So the Revenue line shows the new Revenue raised, while the Expenditure line shows the possible expenditure of both new Revenue and previous years' Revenue. In other cases, a positive net is shown when the City foresees more collection than expense, but these are primarily in Special Funds which have very restricted and narrowly defined expense options. The primary focus of our attention is the Operational Funds which are Funds #1, 3,

10, and 45. General Fund (#1) shows utilizing General Fund Reserve this year due to implementation of the Comparable Pay Study – the Reserve is only being used to cover capital requests (one-time expenses) and not payroll or other continual expenses. It is important that the City continue to utilize its allowable growth under SB2 in future years to wean off of needing to use the General Fund Reserve. And any funds utilized from the Reserve were calculated after we took in to account the required minimum balance of 4 months. The Airport Fund (#3) shows utilizing Airport Fund Reserve, specifically CARES Funding that will go towards the upcoming TxDOT-Aviation Capital Project. The Water and Sewer Fund (#10) and Landfill and Sanitation Fund (#45) are our two primary business accounts and those are both balanced (new revenue = expense). It is not critical that non-operational funds be balanced as we can only spend what is in the account and on things that are eligible contractually and/or lawfully.

City of Paris Charter – Article V – Section 45(3)

“An analysis of property valuations.”

	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17
Total Taxable Value	\$ 2,228,001,573.00	\$ 1,876,141,460	\$ 1,794,161,289	\$ 1,732,236,641	\$ 1,681,747,299	\$ 1,627,397,467
Percent Difference	19%	5%	4%	3%	3%	N/A
O&M Tax Rate	0.37357	0.39788	0.40868	0.43831	0.44248	0.42443
Debt Tax Rate	0.08016	0.0829	0.1074	0.11364	0.10947	0.07752
Total Tax Rate	0.45373	0.48078	0.51608	0.55195	0.55195	0.50195
Percent Difference	-6%	-7%	-6%	0%	10%	N/A

While Total Taxable Value has increased in recent years, the City’s Total Tax Rate has decreased. The Texas Property Tax Reform and Transparency Act of 2019 will continue to manage, or as the intended goal of the Legislators might be summarized as to say “keep in check”, the City’s O&M Tax Rate (note: the Debt Tax Rate is unaffected by this Act, but it too will decrease as values go up unless new debt is ever issued).

City of Paris Charter – Article V – Section 45(4)

“An analysis of the tax rate.”

The Operational and Maintenance as well as the Debt Service Tax Rates are decreasing in FY21/22. The following represents a comparison of FY19/20 vs. FY20/21 vs. FY21/22 Tax Rates:

Year	O&M	Debt	Total	
FY19/20	\$0.40868	\$0.10740	\$0.51608	
FY20/21	\$0.39788	\$0.08290	\$0.48078	
FY21/22	\$0.37357	\$0.08016	\$0.45373	Preliminary
Difference	-\$0.03511	-\$0.02724	-\$0.06235	FY19/20 vs. FY21/22
Difference	-\$0.02431	-\$0.00274	-\$0.02705	FY20/21 vs. FY21/22

This Tax Rate is, to the best of our determination using the Comptroller’s Forms, in full compliance with Senate Bill 2, also known as the Texas Property Tax Reform and Transparency Act of 2019, approved by the Texas Legislature in 2019.

To calculate the Property Tax of a Home, the following formula can be used:

$$(\text{Value of Home}/100) \times \$0.45373 = \text{Property Tax to be Paid}$$

Example: \$100,000.00 Value Home:

$$(\$100,000.00/100) \times \$0.45373 = \$1,000 \times \$0.45373 = \$453.73$$

Please note that the Property Tax Rates of Lamar County, Paris Junior College, and either the Paris ISD, North Lamar ISD, or Chisum ISD will also affect the Property Tax to be paid. In FY20/21, the following shows the Property Tax Rates broken out by School District.

Total Taxes under Chisum ISD			Total Taxes under North Lamar ISD			Total Taxes under Paris ISD		
Taxing Entity	2020 Rate	Percent of Total	Taxing Entity	2020 Rate	Percent of Total	Taxing Entity	2020 Rate	Percent of Total
City of Paris	\$0.4537	22%	City of Paris	\$0.4537	24%	City of Paris	\$0.4537	20%
Paris Junior College	\$0.0890	4%	Paris Junior College	\$0.0890	5%	Paris Junior College	\$0.0890	4%
Lamar County	\$0.3839	19%	Lamar County	\$0.3839	20%	Lamar County	\$0.3839	17%
Chisum ISD	\$1.1464	55%	North Lamar ISD	\$0.9664	51%	Paris ISD	\$1.3116	59%
	\$2.0730	100%		\$1.8930	100%		\$2.2382	100%

Depending on which ISD a resident lives, the City of Paris' Property Tax Rate in 2020 (FY20/21) was either 22%, 24%, or 20% of their total Property Tax Bill. The 2021 (FY21/22) Property Tax Rates are not yet known, but they are likely not to change dramatically. It should therefore be noted that the City's 3.5% growth as allowed by the Texas Property Tax Reform and Transparency Act of 2019, while critical to the City's Financial Policy and planned operation, is a nearly de minimis impact as compared to the total tax bill owed by a resident.

City of Paris Charter – Article V – Section 45(5)

“Tax levies and tax collections by years for at least five years or, if records for five years are not available, then for as many years as are available.”

Fiscal Year	Total Tax Levy	Total Tax Collected	Percent Collected
FY19/20	\$9,332,621.00	\$ 9,047,981.00	96.95%
FY18/19	\$9,381,829.00	\$ 9,208,248.00	98.15%
FY17/18	\$9,145,965.00	\$ 8,973,214.00	98.11%
FY16/17	\$8,093,094.00	\$ 7,940,087.00	98.11%
FY15/16	\$7,627,731.00	\$ 7,406,830.00	97.10%
FY14/15	\$7,626,530.00	\$ 7,348,250.00	96.35%

Total Tax Levy is what could have been paid if 100% of the taxes were paid. Total Tax Collected is what was actually paid. The City typically hovers in the 97% - 98% range. We work closely with our Delinquent Tax Attorney to address issues of unpaid property tax each year.

City of Paris Charter – Article V – Section 45(6)

“General Fund Resources in detail.”

Please see [Exhibit A](#) attached for a detailed listing of all Funds by line item (not just General Fund). This Exhibit A shows the Proposed FY21/22 Budget (shown on the sheets as “Proposed FY2022 Budget”). The “Year Budget” is the FY20/21 Budget. The “Current Year” is how much has been received to-date as of the printing of Exhibit A. And finally FY2020, FY2019, FY2018, and FY2017 are the prior four years of Actual Revenues that were used in the Realignment Process to help produce the Proposed FY21/22 Budget. There is of course a lot of information here, but for a community the size of Paris, budgets are complex. The purpose of showing you this much information is to give transparency and support the Realignment process that was discussed in the Budget Message section above.

City of Paris Charter – Article V – Section 45(7), 45(8), 45(9)

“Summary of proposed expenditures by function, department, and activity.”

“Summary of proposed expenditures by character and object.”

“Detailed estimates of expenditures shown separately for each activity to support the summaries No. 7 and 8 above. Such estimates of expenditures are to include an itemization of positions showing the number of persons having each title and the rate of pay.”

Please see Exhibit B attached for a detailed listing of all Funds by line item. This Exhibit B shows the Proposed FY21/22 Budget (shown in the software as “Proposed FY2022 Budget”). The “Year Budget” is the FY20/21 Budget. The “Expended Year” is how much has been spent to-date as of the printing of Exhibit B. And finally FY2020, FY2019, FY2018, and FY2017 are the prior four years of Actual Expenditures that were used in the Realignment Process to help produce the Proposed FY21/22 Budget. There is of course a lot of information here, but for a community the size of Paris, budgets are complex. The purpose of showing you this much information is to give transparency and support the Realignment process that was discussed in the Budget Message section above. To assist you in identifying Operating Departments, the following legend is a breakdown of the Departments by Fund Number and Department Number, and for added convenience, I have entered the total Proposed FY21/22 Budget for each department (in some situations, you must add the Expense and Capital Outlay-Equipment to get the total).

Fund Number	Department Number	Department	Total Proposed FY20/21 Budget
1	11	City Council	\$ 97,700.00
1	12	City Manager	\$ 576,809.00
1	13	City Attorney	\$ 376,198.00
1	14	Municipal Court	\$ 242,787.00
1	15	City Clerk	\$ 161,654.00
1	21	Accounting & Auditing	\$ 460,463.00
1	31	Police	\$ 7,021,258.00
1	32	Fire	\$ 5,282,060.00
1	40	Community Development	\$ 707,585.00
1	40-01	Main Street	\$ 117,607.00
1	40-2	Code Enforcement	\$ 651,307.00
1	41	Engineering	\$ 311,108.00
1	42	Public Works	\$ 249,681.00
1	43	Parks, Recreation, ROW, Pool	\$ 1,353,319.00
1	46	Streets and Highways	\$ 1,613,559.00
1	48	Traffic and Public Lighting	\$ 495,576.00
1	49	Garage	\$ 405,948.00
1	54	EMS	\$ 3,321,549.00
1	62	Paris Band	\$ 23,050.00
1	64	Library	\$ 734,128.00
1	89	General	\$ 1,217,506.00
1	89-01	IT	\$ 442,731.00
1	61	Airport	\$ 656,872.00
10	80	Warehouse	\$ 126,131.00
10	81	Water and Sewer Billing	\$ 2,704,491.00
10	82	Water Production	\$ 3,083,374.00
10	83	Water Distribution (Public Works)	\$ 1,442,320.00
10	83-06	CIP (Public Works)	\$ 433,143.00
10	85	Sewer Maintenance (Public Works)	\$ 716,541.00
10	86	Waste Water Treatment	\$ 2,339,073.00
10	87	Lift Stations	\$ 465,645.00
45	44	Sanitation	\$ 1,078,513.00

The following Table is a listing of all of the significant capital outlay and improvement requests that have been added to the Proposed FY21/22 Budget.

Department	Line Item	Description	Expense	Notes
City Manager	01-0101-12-00	Assistant City Manager	\$150,000.00	New employee. Estimated payroll and benefits.
Community Development	01-0901-40-98	Handicap Restroom - Permanent	\$ 30,000.00	Farmers Market - Permanent Building
Parks	01-1002-43-99	Pull Behind Finish Mower	\$ 25,000.00	Existing is over 20 years old and in need of replacement for ballfield mowing.
Parks	01-1002-43-99	Stump Grinder	\$ 10,000.00	Allow us the ability to grind our own stumps instead of contractor.
Parks	01-1005-43-99	UTV Mule	\$ 13,000.00	Existing is over 15 years old and in need of replacement for ballfield work.
Garage	01-0401-49-00	Car Wash Bay Repairs	\$ 8,000.00	Car Wash Bay used on all equipment for longlife.
CIP / Street / Water and Sewer	04-1002-46-99	Asphalt Grinder	\$480,000.00	Potential ARPA - Repair roads following W/S and Street Work
CIP / Street / Water and Sewer	04-1002-46-99	Asphalt Layer	\$200,000.00	Potential ARPA - Repair roads following W/S and Street Work
CIP / Water and Sewer	04-0909-82-99	Gene Stallings Park - Water Lines	\$540,000.00	Potential ARPA - New Water Lines
CIP / Water and Sewer	04-0910-82-99	Lionshead Project - Water Lines	\$180,000.00	Potential ARPA - New Water Lines
Water Production	04-1002-82-99	Backup Generator - GSF	\$450,000.00	Potential ARPA - Backup Generator at Ground Storage Facility
CIP / Water and Sewer	04-1002-83-99	Backhoe	\$130,000.00	Potential ARPA - New Water Lines
CIP / Water and Sewer	04-1002-83-99	Excavator	\$200,000.00	Potential ARPA - New Water Lines
CIP / Water and Sewer	04-1004-83-99	Semi Truck	\$120,000.00	Potential ARPA - New Water Lines
CIP / Water and Sewer	04-1010-83-99	Low Boy Trailer	\$ 60,000.00	Potential ARPA - New Water Lines
Police	05-0204-31-00	Ballistic Vests	\$ 37,000.00	Employee protection.
Police	05-0204-31-00	Load Bearing Vest Covers	\$ 6,000.00	Employee protection.
Police	05-0204-31-00	Honor Guard Uniforms	\$ 4,000.00	Ceremonial uniforms for appropriate occasions.
Police	05-0205-31-00	CID Equipment	\$ 9,320.00	Snake camera, drone camera, game camera, pole camera, camcorder, etc.
Police	05-0206-31-00	Vehicle Stop Sticks	\$ 5,000.00	Addressing crime.
Police	05-0206-31-00	Dual Radar Units	\$ 3,500.00	Addressing crime.
Police	05-0209-31-00	Portable Radios	\$ 11,000.00	Need to begin replacing radios.
Police	05-0210-31-00	Office Furniture and Chairs	\$ 14,500.00	Existing furniture for officers and staff needs general replacement.
Police	05-0217-31-00	Incinerator	\$ 5,000.00	Animal Control - existing is nearly beyond repair.
Police	05-0314-31-00	CIP Training	\$ 18,000.00	Homicide Investigation, Crime Scene, Child Abuse, Suicide, etc. training.
Police	05-0401-31-00	HVAC Repair	\$ 42,000.00	Building has significant HVAC issues, causes very high humidity.
Police	05-0402-31-00	Carpet Cleaning	\$ 2,500.00	General maintenance of entire building.
Police	05-0402-31-00	Thermal Curtains	\$ 800.00	Assist with energy bill.
Police	05-0403-31-00	Dog Kennel Roof Repairs	\$ 3,500.00	Animal Control - existing is nearly beyond repair.
Police	05-0404-31-00	Evidence Vault Venting	\$ 3,000.00	Vault contains illegal substances, vent to outside for employee protection.
Police	05-0510-31-00	Inventory Management Software	\$ 3,000.00	Better tracking of inventory and equipment.
Police	05-0915-31-99	Dog Runs	\$ 10,000.00	Animal Control - construct four additional runs.
Police	05-1002-31-99	Digital Forensic Lab Equipment	\$ 20,000.00	Grey Key Digital Forensic Tool, phone, Oxygen Cell Phone Analysis Software
Police	05-1003-31-99	Flock LPR Camera	\$ 14,000.00	Vehicle cameras for public safety and addressing crime.
Police	05-1004-31-99	CIP Vehicle	\$ 25,000.00	New vehicle to replace existing.
Police	05-1011-31-99	Video Surveillance Network	\$ 10,000.00	Cameras, server, and software for building network.
Police	05-1012-31-99	CAD Server	\$ 15,000.00	Existing server is 4 years beyond warranty, critical for computer operations.
Fire	05-0209-32-00	Portable Radios	\$ 12,000.00	Need to begin replacing radios.
Fire	05-0217-32-00	Storage Building - Station #3	\$ 7,500.00	Storage of PPE Gear Extractor and other equipment - out of space.
Fire	05-0209-32-99	SCBA Regulators	\$ 55,000.00	Provide a breathing regulator for all firefighters, prevents cross contamination.
Fire	05-1002-32-99	Emergency Power Generator - #3	\$ 40,000.00	Last remaining Fire Facility without backup generation for when power is lost.
Code Enforcement	05-0209-40-02	Body Cameras	\$ 5,000.00	Employee protection and accountability.
Engineering	05-0510-41-00	GIS Express Checkup Software	\$ 6,960.00	GIS software planning project to better utilize GIS in all departments.
EMS	05-0204-54-00	TecGen Rescue Pants	\$ 14,000.00	Bunker gear for all employees.
EMS	05-0209-54-00	Bulk DEF Delivery System	\$ 2,500.00	Ambulance engines need DEF, save time and money having bulk at station.
EMS	05-0217-54-00	LifePak DOT Rated Mounts	\$ 11,300.00	Existing mounts are worn out, critical for in-motion equipment use.
EMS	05-0401-54-00	Remove/Replace Flooring - East	\$ 13,250.00	Existing is extremely worn out, needs replacement.
EMS	05-0917-54-00	New Fence - East	\$ 19,000.00	Existing is extremely worn out, needs replacement.
EMS	05-1011-54-00	Stryker Siderails and Powerloads	\$146,300.00	Allows for automatic lift assist in to each ambulance without this already.
Sewer Maintenance	05-1004-85-99	Jetter Truck	\$120,000.00	Existing truck is nearly beyond repair - critical to daily sewer line stoppage issues.
Water Production	10-0911-82-98	Pay Mayse Intake #4 Pump	\$172,000.00	One of four critical pumps for receiving water, starting to vibrate, 25+ years old.
Water Production	10-0915-82-98	Filtration Plant Pump	\$181,030.00	Complete refurb. of filter #7, nearly clogged and critical to treatment operation.
Liftstation	10-0916-87-98	Campbell Soup Liftstation Control	\$ 32,000.00	Existing equipment is 30+ years old - critical to industrial operation.

Please see Exhibit C for an itemization of positions showing the number of persons having each title and the rate of pay as shown in the Proposed FY21/22 Budget. Note, this only reflects the starting pay as of October 1, 2021. Employees eligible for merit or seniority pay increases will experience those throughout the year.

City of Paris Charter – Article V – Section 45(10)

“A revenue and expense statement for all types of bonds.”

The following is a summary of the Long Term Financing that the City of Paris is currently scheduled to make payments on in the Proposed FY21/22 Budget.

Fund Number	Fund Title	Expenditure	Revenue	Net	Notes
51	Tx & Rev CO 2013 (TWDB) I&S	\$ 169,348.00	\$ 169,448.00	\$ 100.00	Payment of TWDB Loan (Fund #16), various utility lines in town.
53	Tx & Rev CO 2010 I&S	\$ 201,270.00	\$ 201,770.00	\$ 500.00	Payment of Bond Debt Service, Collegiate Drive.
60	Refunding Bonds 2012	\$ 410,563.00	\$ 410,563.00	\$ -	Payment of Bond Debt Service, 2012 Refinancing.
61	Interlocal Coop Agreement I&S	\$ 100,828.00	\$ 100,828.00	\$ -	Payment of Bond Debt Service as part of Interlocal Agreement with other local governments for 24 South.
62	GO Bonds 2013 I&S	\$ 2,922,975.00	\$ 2,925,475.00	\$ 2,500.00	Payment of Bond Debt Service (Fund #43), Utility Line Work, paid by Water and Sewer Rates.
63	GO Bonds - 2016	\$ 551,035.00	\$ 551,285.00	\$ 250.00	Payment of Bond Debt Service (Fund #44), Utility Line Work, paid by Water and Sewer Rates.
64	GO Bonds - 2017	\$ 636,637.00	\$ 637,137.00	\$ 500.00	Payment of Bond Debt Service (Fund #46), Street and Park.
65	GO Bonds - 2018 I&S	\$ 246,771.00	\$ 247,071.00	\$ 300.00	Payment of Bond Debt Service (Fund #47), Utility Line Work, paid mostly by Water and Sewer Rates, part Tax.
67	Hotel Tax I&S Fund - Civic Center	\$ 167,118.00	\$ 200,300.00	\$ 33,182.00	Payment of Bond Debt Service, Love Civic Center. Began in FY19/20.
68	Tax Notes Series 2020	\$ 195,258.00	\$ 196,000.00	\$ 742.00	Payment of Tax Note for Equipment purchased in FY20/21.
69	Tax & Rev CO - 2021 - I&S	\$ 1,497,629.00	\$ 1,497,629.00	\$ -	Payment of Bond Debt Service, Waste Water Treatment Facility.

City of Paris Charter – Article V – Section 45(11), 45(12)

“A description of all bond issues outstanding, showing rate of interest, date of issue, maturity date, amount authorized, amount issued, and amount outstanding.”

“A schedule of requirements for the principal and interest of each issue of bonds.”

Please see Exhibit D attached for a list of all Amortization Schedules for the Long Term Financing that the City of Paris currently has outstanding.

City of Paris Charter – Article V – Section 45(13)

“A special funds section.”

Fund Number	Fund Title	Expenditure	Revenue	Net	Notes
2	Economic Development	\$ 2,649,873.88	\$ 1,700,000.00	\$ (949,873.88)	Council Approved PEDC - Utilizing Carryover Funding
4	American Rescue Plan Act	\$ 2,360,000.00	\$ 3,000,000.00	\$ 640,000.00	American Rescue Plan Act - Planning to pursue Water and Sewer Project with funding.
5	Coronavirus Relief Fund	\$ 714,930.00	\$ -	\$ (714,930.00)	CARES Act Funding - De-obligated in FY20/21 - Will zero out fund with various capital purchases.
11	Capital Projects	\$ 20,000.00	\$ 3,000.00	\$ (17,000.00)	Misc. capital projects using funds accrued over time. Planning some potential City Hall repairs.
13	Equipment Replacement	\$ 175,000.00	\$ 148,037.00	\$ (26,963.00)	Biannual Sanitation Truck Replacement. Utilizing new revenue plus carryover in fund.
16	TWDB Loan	\$ -	\$ -	\$ -	Proceeds from 2013 TWDB Loan used to cover construction expenses.
20	Municipal Court Local Traffic Fee	\$ -	\$ 50.00	\$ 50.00	Court costs for traffic violations. Statutory expenses.
21	Child Safety	\$ 2,300.00	\$ -	\$ (2,300.00)	Court costs. Statutory expenses.
22	Municipal Court Local Truncy & Prevention	\$ 3,000.00	\$ 4,500.00	\$ 1,500.00	Court costs. Statutory expenses.
23	PEG Channel	\$ -	\$ 49,500.00	\$ 49,500.00	Funding for local Cable Channel - exploring options.
24	Lake Crook Restoration	\$ -	\$ -	\$ -	Donated funds for Lake Crook improvements. One time cleanup project.
25	Grant	\$ 1,182,281.00	\$ 1,182,281.00	\$ -	Auto Theft Grant, JAG Grant, HOME, Main Street Grant, etc. Run grants through this fund.
26	Municipal Court Jury	\$ -	\$ 60.00	\$ 60.00	Court costs. Statutory expenses.
27	Water Contract	\$ -	\$ 17,000.00	\$ 17,000.00	Deposits for new Water/Sewer Accounts, plus interest. When people close accounts, deposit is given back.
28	Parks	\$ -	\$ -	\$ -	Fund for misc. park projects as needed.
30	CDBG	\$ -	\$ 275.00	\$ 275.00	Original CDBG from 1990s that was converted to a Revolving Loan Fund. CDBG requirements still apply.
31	State Consolidated Fee	\$ -	\$ 1,800.00	\$ 1,800.00	Court costs. Statutory expenses.
32	Auto Theft Program	\$ 61,000.00	\$ 24,000.00	\$ (37,000.00)	New fund. Vehicle inspection fee, expenses must be related to auto theft program.
33	Municipal Court Tech Fee	\$ 10,000.00	\$ 6,500.00	\$ (3,500.00)	Court costs that can be used for Court equipment, technology, etc.
34	Municipal Court Security Fee	\$ 23,250.00	\$ 6,500.00	\$ (16,750.00)	Court costs that can be used for security expenses, ex: Bailiff, metal detectors, etc., as needed.
35	Municipal Court Child Safety Fee	\$ 5,000.00	\$ -	\$ (5,000.00)	Court costs. Statutory expenses.
36	Municipal Court Time Pay Fee	\$ 5,000.00	\$ 550.00	\$ (4,450.00)	Court costs. Statutory expenses.
37	Police Confiscated Funds - Gambling	\$ 4,000.00	\$ -	\$ (4,000.00)	Confiscated gambling money, used to further police efforts to combat illegal gambling.
38	Police Judicial Forfeitures	\$ 15,000.00	\$ 10,075.00	\$ (4,925.00)	Seized assets from arrests, awarded to Police by Court, to be used on unbudgeted equipment as needed.
39	Equitable Sharing Forfeitures	\$ 21,000.00	\$ 75.00	\$ (20,925.00)	Similar to Fund 38, except when the Federal level is involved. Used as needed.
50	Revenue Bonds Sinking Funds	\$ -	\$ 70,000.00	\$ 70,000.00	Water and Sewer Required Reserve.
72	Library Memorial	\$ 1,000.00	\$ 1,220.00	\$ 220.00	Special Revenue Fund for memorials towards Library (primarily buying books in honor of someone).
79	Library Expendable	\$ 500.00	\$ 100.00	\$ (400.00)	Endowments, Donations and/or Bequests to Library. Available as needed depending on restrictions of funding.
80	Library Permanent	\$ -	\$ -	\$ -	Endowments, Donations and/or Bequests to Library. Available as needed depending on restrictions of funding.

The above are also shown in Exhibits A and B.

City of Paris Charter – Article V – Section 45(14), 45(15)

“The appropriation ordinance.”

“The tax levying ordinance.”

The Appropriation Ordinance and Tax Levying Ordinance will be provided at a future City Council Meeting for the Governing Body’s consideration.

City of Paris Charter – Article V – Section 46

“In preparing the budget, the City Manager shall in the preparation of the budget place in parallel columns opposite the several items of revenue the actual amount of each item of the last completed

fiscal year, the estimated amount for the current fiscal year, and the proposed amount for the ensuing fiscal year.”

In light of the Budget Message #4, the Proposed FY21/22 Budget will show columns for the Proposed FY21/22 Budget, the Budget for FY20/21 (the City of Paris is currently within the FY20/21, therefore Actual Yearend Values are not yet available), the Actual FY19/20 Values, as well as the Actual Values for several previous Fiscal Years. Please see Exhibit A.

City of Paris Charter – Article V – Section 47

“The City Manager, in the preparation of the budget, shall, in parallel columns opposite the various items of expenditures, place the actual amount of such items of expenditures for the last completed fiscal year, the estimate for the current fiscal year and the proposed amount for the ensuing fiscal year.”

In light of the Budget Message #4, the Proposed FY21/22 Budget will show columns for the Proposed FY21/22 Budget, the Budget for FY20/21 (the City of Paris is currently within the FY20/21, therefore Actual Yearend Values are not yet available), the Actual FY19/20 Values, as well as the Actual Values for several previous Fiscal Years. Please see Exhibit B.

City of Paris Charter – Article V – Section 58

“Provision shall be made in the annual budget and in the appropriation ordinance for a contingent appropriation in an amount not more than three (3) percent of the total general fund expenditure, to be used in case of unforeseen items of expenditures. Such contingent appropriation shall be under the control of the City Manager and distributed by him, after approval by the City Council. [...]”

The total General Fund Expenditure in the Proposed FY21/22 Budget is \$25,913,583.00. Three Percent (3%) of this would be \$777,407.49. The Proposed FY21/22 Budget has a listed contingency of \$50,000.00 found under 01-0000-91-00. This has been the amount used for several years.

City of Paris Charter – Article V – Section 59

“The total estimated expenditures of the general fund and debt service fund shall not exceed the total estimated resources of each fund (prospective income plus cash on hand). [...]”

As has been discussed in the above memorandum, the Proposed FY21/22 General Fund Budget will be balanced using prospective income as well as cash on hand from the General Fund Reserve. The General Fund Reserve is healthy enough to allow for this use while not exceeding policy. In addition, the Proposed FY21/22 Budget shows a slight net positive in each of the Debt Service Funds in order to meet our debt obligations.

Conclusion

The Proposed FY21/22 Budget is a true reflection of the Financial Policy stated on p.5. Through the hard work of many City Staff, the budget has been completely re-examined and realigned so that our most basic of services are properly accounted for, excess funding has been captured and re-directed to further the services we seek to provide, and the priorities listed in the Budget Message have been funded while keeping a careful eye on the impact to the taxpayer. We are very pleased to present this Proposed FY21/22 Budget to the City Council and we look forward to an opportunity to discuss it further.

Exhibit A - Revenue Sheets

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
01-7010-00-00	Current Taxes	8,030,000.00	7,460,000.00	7,674,983.75	7,127,399.92	7,273,294.69	7,161,956.31	6,669,182.48
01-7020-00-00	Delinquent Taxes	110,000.00	100,000.00	75,616.56	119,395.35	143,463.55	95,979.96	134,908.26
01-7029-00-00	Business Person Property (Fine)	4,000.00	4,000.00	5,352.62	4,719.44	6,265.06	2,748.29	4,723.75
01-7030-00-00	Penalty & Interest	85,000.00	85,000.00	98,773.08	84,055.09	105,163.04	71,799.95	84,176.82
01-7031-00-00	Attorney Fees	40,000.00	40,000.00	35,900.51	37,740.27	49,050.09	24,940.07	40,989.69
Subtotal:		8,269,000.00	7,689,000.00	7,890,626.52	7,373,310.07	7,577,236.43	7,357,424.58	6,933,981.00
01-7110-00-00	Municipal Sales Tax	6,560,000.00	5,890,400.00	6,102,745.43	6,300,077.46	5,871,271.42	5,853,729.11	5,786,820.33
01-7112-00-00	Sales Tax-Reduce Property Tax	1,640,000.00	1,472,600.00	1,525,686.31	1,575,019.31	1,467,817.79	1,463,432.81	1,446,706.02
Subtotal:		8,200,000.00	7,363,000.00	7,628,431.74	7,875,096.77	7,339,089.21	7,317,161.92	7,233,526.35
01-7220-00-00	Hotel-Motel Occupancy Tax	750,000.00	675,000.00	727,411.03	689,701.54	658,145.09	662,262.81	657,270.15
Subtotal:		750,000.00	675,000.00	727,411.03	689,701.54	658,145.09	662,262.81	657,270.15
01-7320-00-00	Atmos Gas	350,000.00	330,000.00	333,171.78	382,541.03	327,511.33	478,536.19	437,106.90
01-7330-00-00	Oncor	1,400,000.00	1,400,000.00	1,044,056.56	1,358,942.05	1,397,272.84	1,377,426.33	1,372,885.39
01-7340-00-00	Taxicabs	150.00	150.00		25.00	100.00	150.00	
01-7350-00-00	Suddenlink Cable	245,000.00	245,000.00	166,740.47	233,107.10	251,037.56	268,444.06	277,365.16
01-7360-00-00	Water Sewer Utility	770,000.00	770,000.00	577,999.94	769,999.92	769,999.92	769,999.92	733,999.92
01-7390-00-00	Bingo	24,000.00	24,000.00	19,345.91	43,341.32	21,363.65		27,055.12
01-7395-00-00	Municipal ROW Use Fee	150,000.00	150,000.00	81,653.31	121,917.27	178,894.76	142,974.75	152,130.84
01-7396-00-00	Solid Waste Street Use Fee	300,000.00	300,000.00	240,702.78	331,395.32	303,319.13	280,523.79	256,380.58
Subtotal:		3,239,150.00	3,219,150.00	2,463,170.75	3,241,269.01	3,249,499.19	3,318,055.04	3,256,923.91
01-7410-00-00	House Moving						200.00	
01-7411-00-00	Concrete Permits	1,200.00	1,200.00	1,225.00	1,810.00	1,000.00	925.00	1,000.00
01-7413-00-00	Sign Permits	3,850.00	3,850.00	3,235.00	4,030.00	3,850.00	3,100.00	3,900.00
01-7414-00-00	Electrical Permits	6,000.00	6,000.00	6,090.00	9,315.00	4,143.28	4,542.66	5,282.87
01-7418-00-00	Plumbing Inspections	8,000.00	8,000.00	8,335.00	12,560.00	7,495.00	7,000.00	8,050.00
01-7420-00-00	Electrical Licenses	500.00	500.00	250.00	525.00	325.00	500.00	5,025.00
01-7424-00-00	Alcohol Permit Application Fee	5,500.00	5,500.00	1,250.00	7,460.00	4,014.00	8,405.00	10,431.64
01-7426-00-00	Building Permit-Fence	900.00	900.00	1,260.00	1,435.00	885.00	900.00	1,425.00
01-7427-00-00	Building Permit-Roof	10,000.00	14,000.00	4,445.00	7,241.80	17,174.18	15,580.13	12,368.48
01-7428-00-00	Bldg Permit-Remodel Residence	5,000.00	5,000.00	5,042.50	13,133.00	5,198.30	4,791.17	4,647.91
01-7429-00-00	Bldg Permit-New Residential	15,000.00	15,000.00	16,855.50	40,522.15	13,275.97	16,014.60	14,032.53
01-7430-00-00	Bldg Permit-Remodel Commercial	40,000.00	37,000.00	52,728.78	40,955.58	35,199.47	38,460.61	32,409.15
01-7431-00-00	Building Permit-New Commercial	50,000.00	75,000.00	7,598.35	100,992.30	169,219.16	80,746.51	42,823.04
01-7432-00-00	Bldg Permit-Cert of Occupancy	6,000.00	6,000.00	4,950.00	4,950.00	6,750.00	5,950.00	6,950.00
01-7433-00-00	Fire Plan Review Fees	4,000.00	4,000.00	1,984.50	3,003.50	4,364.00	5,377.00	2,671.00
01-7434-00-00	Fire Construction Permit Fees	4,000.00	4,000.00	2,184.50	4,233.50	4,614.00	5,427.00	4,346.00

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
Subtotal:		159,950.00	185,950.00	117,434.13	252,186.83	277,507.36	197,919.68	155,362.62
01-7510-00-00	Court Fines & Costs	200,000.00	230,000.00	151,105.26	187,959.03	239,758.92	241,730.91	232,011.80
01-7511-00-00	Defensive Driving Course	3,000.00	3,000.00	1,200.00	1,670.00	3,020.00	3,270.00	3,670.00
01-7512-00-00	Warrant Service Fees {City}	30,000.00	30,000.00	28,247.52	23,493.23	31,423.15	28,815.03	31,941.84
01-7513-00-00	City Traffic Fees	3,000.00	3,000.00	244.90	1,009.43	3,267.21	3,657.30	3,669.88
01-7514-00-00	Arrest Fees	8,000.00	10,000.00	5,714.81	7,177.89	10,922.31	11,827.18	11,978.29
01-7516-00-00	Time Payment Fees Retained	8,000.00	8,000.00	6,128.10	7,092.84	7,881.53	8,022.08	7,400.11
01-7517-00-00	State Judicial Fund due City	1,000.00	1,000.00	311.65	676.43	1,440.10	1,521.78	1,522.03
01-7520-00-00	Pound Fees	6,000.00	7,500.00	4,707.00	5,778.00	7,408.00	5,502.00	8,320.00
01-7521-00-00	Pound Incineration Fees							150.00
Subtotal:		259,000.00	292,500.00	197,659.24	234,856.85	305,121.22	304,346.28	300,663.95
01-7605-00-00	Ramp Grant Revenue		50,000.00	48,373.45		49,993.63	36,676.44	16,879.27
01-7606-00-00	Airport Exp Reimb-CARES Act		69,000.00					
01-7609-00-00	Agripro, Inc. Property Lease		15,000.00	8,598.00	8,598.00	19,081.50	17,196.00	3,600.00
01-7620-00-00	Cox Field Leases-Terminal		3,600.00	825.00-		2,700.00	3,600.00	510.00
01-7630-00-00	Cox Field Rent Hangar Storage		360.00	369.22	360.00	630.00	630.00	
01-7631-00-00	Cox Field Rental T Hangars		60,000.00	60,707.45	68,316.00	60,158.99	49,566.10	50,351.00
01-7632-00-00	Cox Field Fuel Flowage Fee		10,000.00	13,282.40	10,379.40	11,013.90	7,376.85	6,931.15
01-7640-00-00	Leases & Rentals		20,000.00	19,477.75	19,377.75	14,922.85	11,942.30	29,447.85
01-7650-00-00	Interest Earned	100,000.00	175,000.00	16,672.04	118,406.44	295,542.06	192,394.54	102,961.64
01-7651-00-00	Suddenlink Cable Tower Rental		7,600.00		7,264.21-	7,623.10	7,406.18	
01-7653-00-00	T-Mobile Tower Lease	47,000.00	47,000.00	40,882.84	61,851.91	45,396.32		7,542.16
Subtotal:		147,000.00	457,560.00	207,538.15	280,025.29	507,062.35	363,788.41	218,223.07
01-7713-00-00	Zoning & Subdivision Fees	3,000.00	3,000.00	1,800.00	4,200.00	4,000.00	3,400.00	3,400.00
01-7715-00-00	Sale of Maps Copies Etc	7,000.00	7,000.00	4,897.92	6,802.06	7,604.96	7,820.49	7,410.64
Subtotal:		10,000.00	10,000.00	6,697.92	11,002.06	11,604.96	11,220.49	10,810.64
01-7822-00-00	Poly Envelopes Sold-City Clerk	250.00	250.00	730.00	520.00			
Subtotal:		250.00	250.00	730.00	520.00			
01-8046-00-00	Sanitation Fees	310,000.00	310,000.00	219,572.75	294,029.01	331,838.75	347,661.95	413,465.21
Subtotal:		310,000.00	310,000.00	219,572.75	294,029.01	331,838.75	347,661.95	413,465.21
01-8152-00-00	Health Dept-ORAS (3)				31,323.50	366,642.00	359,463.03	358,057.68
01-8153-00-00	Lamar Co-Emergency Medical Ser	390,000.00	374,000.00	251,590.64	344,558.50			
01-8154-00-00	Emergency Medical Service Fees	2,600,000.00	2,500,000.00	2,410,467.74	2,790,136.39	2,606,454.34	2,249,046.15	2,246,313.74

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
01-8165-00-00	Farmer's Market Fees	8,000.00	8,000.00	10,295.00	6,930.00	6,063.50	5,995.00	5,440.00
Subtotal:		2,998,000.00	2,882,000.00	2,672,353.38	3,172,948.39	2,979,159.84	2,614,504.18	2,609,811.42
01-8260-00-00	Mixed Beverage Tax	55,000.00	55,000.00	37,182.13	30,907.05	58,381.82	57,259.65	54,694.72
Subtotal:		55,000.00	55,000.00	37,182.13	30,907.05	58,381.82	57,259.65	54,694.72
01-8308-00-00	Birth Certificate Fee for TWC	20,000.00	20,000.00	23.79	19,729.07	22,504.95	15,349.04	16,810.51
01-8309-00-00	Birth Certificate Fees	6,000.00	5,000.00	8,711.00	7,252.00	6,376.00	6,033.00	3,536.70
01-8310-00-00	Death Certificate Fees	5,000.00	5,000.00	5,457.68	4,201.12	5,230.55	5,413.55	6,410.61
01-8311-00-00	Library Copies	7,000.00	9,000.00	6,447.20	5,247.46	8,633.98	8,936.51	9,894.53
01-8312-00-00	Library Fines & Other	1,300.00	1,300.00	1,672.85	1,199.60	1,172.80	1,449.95	1,490.90
01-8316-00-00	Library Public Faxes	5,000.00	5,000.00	11,550.39	4,015.61	5,312.25	2,974.40	8,144.72
01-8325-00-00	Sale of City Property	2,000.00	2,000.00	800.00	635.00	1,655.77	7,152.71	1,825.65
01-8330-00-00	Materials & Labor Sold	4,000.00	4,000.00	5,333.77	4,219.73	2,976.91	3,344.51	3,749.70
01-8331-00-00	Lot Clean Up	170,000.00	170,000.00	243,691.72	229,803.87	89,562.09	184,438.42	165,105.28
01-8345-00-00	Billed Electric	5,000.00	5,000.00	2,041.45	74.94	3,810.97-	22.89-	25.25
01-8350-00-00	Housing Authority Pilot	170,000.00	170,000.00	243,691.72	229,803.87	89,562.09	184,438.42	165,105.28
01-8353-00-00	Miscellaneous Revenue	5,000.00	5,000.00	104,174.56	39,806.09	4.00	6.50	25.25
01-8359-00-00	Insurance Recoveries	2,500.00	2,500.00	335.00	7,099.56	5,772.98	6,550.03	1,044.25
01-8360-00-00	Salvage Vehicle Inspections	1,000.00	1,000.00	660.00	885.00	953.00	1,425.00	1,044.25
01-8360-00-00	Reimbursed Expenses	233,300.00	237,300.00	426,065.89	331,254.60	147,773.39	242,267.18	224,588.13
01-8364-00-00	Lake Crook-Dray Boat Races	7,000.00	10,000.00	2,805.53	11,366.11	7,099.56	5,772.98	6,550.03
01-8365-00-00	Gym Fees Oak Park	1,000.00	1,000.00	660.00	885.00	953.00	1,425.00	1,044.25
01-8366-00-00	Credit Card Convenience Fee	233,300.00	237,300.00	426,065.89	331,254.60	147,773.39	242,267.18	224,588.13
01-8368-00-00	Library Card Fees	7,000.00	10,000.00	2,805.53	11,366.11	7,099.56	5,772.98	6,550.03
Subtotal:		233,300.00	237,300.00	426,065.89	331,254.60	147,773.39	242,267.18	224,588.13
01-8498-00-00	Transfer In/Out	353,030.00-			20,000.00	102,039.38-	369,928.52-	48,202.16-
01-8499-00-00	Water & Sewer Adm. Fee	1,200,007.00	963,950.00	722,962.53	963,950.04	963,950.04	943,950.00	898,999.92
Subtotal:		846,977.00	963,950.00	722,962.53	983,950.04	861,910.66	574,021.48	850,797.76
01-8500-00-00	Pool Vending	2,500.00	2,500.00	10,913.40	3,864.68	6,918.14	2,756.01	2,585.65
01-8501-00-00	Pool Programs	16,000.00	16,000.00	7,955.00	14,282.00	14,372.81	20,911.62	8,685.00
01-8502-00-00	Pool Daily Fees	16,000.00	16,000.00	13,333.21	7,978.96	16,444.04	18,379.08	17,393.50
01-8503-00-00	Sports Complex	8,000.00	8,000.00	271.00	556.00	1,681.80	9,022.10	10,018.24
01-8504-00-00	Softball	30,000.00	40,000.00	11,707.92	1,914.10	29,251.91	40,325.95	48,759.75
01-8505-00-00	Reservations	4,000.00	4,000.00	4,698.50	2,920.00	4,136.75	4,750.25	7,050.00
01-8506-00-00	Sponsorships	1,000.00	1,000.00	30.00	800.00	920.00	2,266.33	3,775.00
01-8507-00-00	Special Events	4,500.00	4,500.00	1,333.12	4,777.96	4,566.07	2,266.33	5,593.00
01-8508-00-00	Depot Deposits & Rental Fees				425.00	75.00-	62.50	237.50

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
01-8509-00-00	Event Center Fees	7,000.00	7,000.00	600.00-	13,200.00	7,450.00	6,425.00	7,231.50
01-8510-00-00	Interlibrary Loan Grant	4,000.00	4,000.00	4,122.36	5,958.00	3,416.25		
01-8511-00-00	Cert Local Govt Travel Grant			400.00		2,097.82		
01-8512-00-00	City Square Gym Programs				825.00	4,925.25		
01-8514-00-00	COVID-19 Testing Revenue				6,214.15			
01-8515-00-00	CAR Payment-HHS Stimulus				111,313.05			
01-8517-00-00	STEP Comprehensive Grant				492.60			
Subtotal:		93,000.00	103,000.00	54,134.51	174,751.50	95,985.84	105,818.84	111,329.14
Program number:		25,570,627.00	24,443,660.00	23,371,970.67	24,945,809.01	24,400,316.11	23,473,712.49	23,031,448.07
Department number: Non-Departmental		25,570,627.00	24,443,660.00	23,371,970.67	24,945,809.01	24,400,316.11	23,473,712.49	23,031,448.07
Fund number: 1 General Fund		25,570,627.00	24,443,660.00	23,371,970.67	24,945,809.01	24,400,316.11	23,473,712.49	23,031,448.07

Fund: 2 Economic Development Fund

City of Paris
Revenue Comparison FY 2021
Department: Revenues
Period Ending: 7/2021

Program:

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
02-7111-00-00	Economic Development Sales Tax	1,700,000.00	1,440,000.00	1,525,686.31	1,649,206.31	1,468,476.19	1,464,046.13	1,443,236.31
Subtotal:		1,700,000.00	1,440,000.00	1,525,686.31	1,649,206.31	1,468,476.19	1,464,046.13	1,443,236.31
02-7650-00-00	Interest Earned			1,388.47	28,261.74	36,574.97	8,944.45	12,382.80
Subtotal:				1,388.47	28,261.74	36,574.97	8,944.45	12,382.80
02-8350-00-00	Miscellaneous Revenue				5,056.25		154,540.02	
02-8361-00-00	Reimbursement Hwy 24 Project							533,777.98
02-8362-00-00	Bank Loan Proceeds (AmSp)				1,000,000.00			
Subtotal:					5,056.25	1,000,000.00	154,540.02	533,777.98
02-8498-00-00	Transfer to Debt Service						379,000.00-	357,000.00-
02-8499-00-00	Transfer In/Out						379,000.00	
Subtotal:								357,000.00-
Program number:		1,700,000.00	1,440,000.00	1,527,074.78	1,682,524.30	2,505,051.16	1,627,530.60	1,632,397.09
Department number: Revenues		1,700,000.00	1,440,000.00	1,527,074.78	1,682,524.30	2,505,051.16	1,627,530.60	1,632,397.09
Fund number: 2 Economic Development Fund		1,700,000.00	1,440,000.00	1,527,074.78	1,682,524.30	2,505,051.16	1,627,530.60	1,632,397.09

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
10-7010-00-00	Sewer Charges	7,316,460.00	6,584,533.00	5,675,360.66	6,350,654.69	5,918,142.20	5,770,326.20	5,636,990.57
10-7011-00-00	Industrial Surcharges	35,000.00	35,000.00	55,374.91	37,736.81	56,902.44	33,927.24	26,519.60
10-7020-00-00	Sewer Taps	15,000.00	15,000.00	21,660.00	26,870.00	11,080.00	15,100.00	8,400.00
Subtotal:		7,366,460.00	6,634,533.00	5,752,395.57	6,415,261.50	5,986,124.64	5,819,353.44	5,671,910.17
10-7130-00-00	Water Sales	8,305,000.00	8,063,629.00	6,633,386.84	8,066,008.16	7,721,085.90	7,881,534.48	7,657,453.74
10-7140-00-00	Water Taps	25,000.00	20,000.00	27,940.00	39,425.00	20,750.00	27,885.00	12,455.00
Subtotal:		8,330,000.00	8,083,629.00	6,661,326.84	8,105,433.16	7,741,835.90	7,909,419.48	7,669,908.74
10-7200-00-00	City of Irving							974.98
Subtotal:								974.98
10-7650-00-00	Interest Earned	80,000.00	80,000.00	18,334.48	55,199.00	88,718.66	81,423.95	79,464.22
Subtotal:		80,000.00	80,000.00	18,334.48	55,199.00	88,718.66	81,423.95	79,464.22
10-8348-00-00	Contributions to Rate Study	21,375.00	21,375.00	107,933.81	102,128.28	141,687.44	137,815.73	132,419.23
10-8350-00-00	Late Fees/Miscellaneous	130,000.00	130,000.00	143,746.60	76,116.79	75,906.90	70,360.51	75,697.65
10-8352-00-00	Sanitation Billing Fee	75,000.00	75,000.00	141,174.66	140,581.03	149,175.13	154,313.37	154,367.37
10-8354-00-00	Service Charges	150,000.00	150,000.00	1,380.18	578.87	310.61	505.77	1,302.77
10-8355-00-00	Brush Pickup Fees	650.00	650.00	3,812.47	5,233.68	4,195.03	6,546.12	9,169.84
10-8356-00-00	Bulk Water Sales	5,000.00	5,000.00	46,214.71	58,562.83	51,794.69	46,040.82	46,219.34
10-8357-00-00	Sewer Dumping Fees	50,000.00	50,000.00	89,882.16	71,870.75	7,506.35	41,831.40	42,348.44
10-8358-00-00	W&S Charge Offs	50,000.00	50,000.00	2,100.00	3,990.00	4,260.00	4,740.00	5,850.00
10-8359-00-00	W&S Returned Check Fees	4,000.00	4,000.00	70.00	25.00	62,992.12	50,979.86	42,667.31
10-8360-00-00	Locks	80,000.00	80,000.00	89,436.68	65,072.07	560.00	2,892.41	3,643.94
10-8366-00-00	Credit Card Convenience Fee	1,000.00	1,000.00	2,110.00	2,716.05	3,470.00	5,675.00	8,711.41
10-8368-00-00	Bulk Pickup Fees	4,000.00	4,000.00	1,133.65	1,196.58	1,261.97	1,367.10	1,310.65
10-8369-00-00	Meter Tampering Fees							
10-8399-00-00	Utility Billing Offsets							
Subtotal:		471,025.00	471,025.00	630,586.52	387,090.43	488,107.54	439,405.29	439,011.07
10-8498-00-00	Transfer In/Out				20,000.00	5,100.00	822,202.02	283,690.23
10-8499-00-00	Transfer In/Out	353,030.00		4,833,000.00	4,110,400.00	4,380,000.00	3,800,198.62	4,028,000.00
Subtotal:		353,030.00		4,833,000.00	4,130,400.00	4,385,100.00	2,977,996.60	3,744,309.77
Program number:		16,600,515.00	15,269,187.00	8,209,643.41	10,832,584.09	9,919,686.74	17,227,598.76	10,116,959.41
Department number: Revenues		16,600,515.00	15,269,187.00	8,209,643.41	10,832,584.09	9,919,686.74	17,227,598.76	10,116,959.41

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
11-7650-00-00	Interest Earned	3,000.00	3,000.00	268.14	2,590.05	10,817.51	17,303.71	5,723.74
Subtotal:		3,000.00	3,000.00	268.14	2,590.05	10,817.51	17,303.71	5,723.74
11-8498-00-00	Transfer In/Out					101,333.00	749,107.00	19,464.00-
Subtotal:						101,333.00	749,107.00	19,464.00-
Program number:		3,000.00	3,000.00	268.14	2,590.05	112,150.51	766,410.71	13,740.26-
Department number:		3,000.00	3,000.00	268.14	2,590.05	112,150.51	766,410.71	13,740.26-
Fund number: 11 Capital Projects Fund		3,000.00	3,000.00	268.14	2,590.05	112,150.51	766,410.71	13,740.26-

10:37 07/26/21

Fund: 13 Equipment Replacement Fund

Department:

City of Paris
Revenue Comparison FY 2021

Period Ending: 7/2021

Program:

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
13-7650-00-00	Interest Revenue	1,200.00	1,200.00	1,137.09	294.54	3,036.23	1,927.56	1,390.91
13-7651-00-00	Auction Proceeds			85,136.77				
13-7653-00-00	Equipment Replacement Fee	60,000.00	60,000.00					
13-7654-00-00	Note Proceeds			1,078,500.00				
Subtotal:		61,200.00	61,200.00	1,164,773.86	294.54	3,036.23	1,927.56	1,390.91
13-8399-00-00	Utility Billing Offsets			939.65-	1,042.63-	1,232.97-	1,208.98-	1,129.94-
Subtotal:				939.65-	1,042.63-	1,232.97-	1,208.98-	1,129.94-
13-8498-00-00	Transfer In/Out	86,837.00						
Subtotal:		86,837.00						
Program number:		148,037.00	61,200.00	1,163,834.21	748.09-	1,803.26	718.58	260.97
Department number:		148,037.00	61,200.00	1,163,834.21	748.09-	1,803.26	718.58	260.97
Fund number: 13 Equipment Replacement Fund		148,037.00	61,200.00	1,163,834.21	748.09-	1,803.26	718.58	260.97

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
16-7650-00-00	Interest Earned			46.62	331.07	750.71	646.05	412.81
Subtotal:				46.62	331.07	750.71	646.05	412.81
16-8498-00-00	Transfer In/Out						19,546.50	820,000.00
Subtotal:							19,546.50	820,000.00
Program number:				46.62	331.07	750.71	20,192.55	820,412.81
Department number:				46.62	331.07	750.71	20,192.55	820,412.81
Fund number: 16 TMD8 Loan Fund				46.62	331.07	750.71	20,192.55	820,412.81

Account	Description	Proposed FY2022 Budget	FY2022 Current Year	FY2023 Current Year	FY2024 Current Year	FY2025 Current Year
20-7004-00-00	Municipal Crt Local Traf Fee	50.00	50.00	58.62		
Subtotal:		50.00	50.00	58.62		
20-7650-00-00	Interest Earned			.60	.83	
Subtotal:				.60	.83	
20-8350-00-00	Miscellaneous Revenue			129.91	95.82	
Subtotal:				129.91	95.82	
Program number:	Special Revenue	50.00	50.00	189.13	96.65	
Department number:	Special Revenue	50.00	50.00	189.13	96.65	
Fund number:	20 Municipal Crt Local Traf Fee	50.00	50.00	189.13	96.65	

Account	Description	Proposed FY2022 Budget	FY2022 Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
22-7004-00-00	MC Local Truancy & Prevention	4,500.00	3,000.00	3,835.98	2,618.55			
Subtotal:		4,500.00	3,000.00	3,835.98	2,618.55			
22-7650-00-00	Interest Earned		20.00	6.56	3.06			
Subtotal:			20.00	6.56	3.06			
Program number:	Municipal Court	4,500.00	3,020.00	3,842.54	2,621.61			
Department number:	Health Department	4,500.00	3,020.00	3,842.54	2,621.61			
Fund number:	22 MC Local Truancy & Prevention	4,500.00	3,020.00	3,842.54	2,621.61			

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10:37 07/26/21

Fund: 25 Grant Fund

City of Paris

Revenue Comparison FY 2021

Period Ending: 7/2021

Program:

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
25-7001-00-00	Project Safe Neighborhood			81,073.98	1,968.98			
25-7002-00-00	No. Lamar ISD School Officers							171,591.08
25-7004-00-00	Auto Theft Task Force	151,054.00	106,709.00	103,034.23	80,408.37	87,926.01	87,672.28	123,433.16
25-7005-00-00	CD86-1st Street Project	425,000.00						
25-7006-00-00	W. Paris Multi-Use Trail				521,793.98			515,193.00
25-7008-00-00	Grant Match-Police Department	39,752.00						
25-7009-00-00	Grant Match-Lamarco Auto Theft		44,318.00		45,880.00		66,824.92	40,695.00
25-7011-00-00	Airport Project		60,000.00					
25-7015-00-00	Grt Mat W Paris MultiUse Trail		13,375.00					181,015.00
25-7019-00-00	JAG 2020		250,000.00	223,769.04			29,899.31-	174,000.21
25-7022-00-00	Sidewalk Grant				10,806.00			
25-7025-00-00	JAG 2017 & 2018							
25-7027-00-00	Local Match-CDev, Pks, Airport	155,000.00	161,000.00				45,000.00	23,006.78
25-7028-00-00	Tx Parks & Wildlife-8th to 4th							
25-7035-00-00	DOJ-Covid19		39,400.00					3,806.42
25-7039-00-00	SWAT Equipment							
25-7046-00-00	VHF Radio Grant	11,475.00						
25-7052-00-00	Homeland Security Grant Fire							
25-7057-00-00	006-Hazmat Equip 2946902							
25-7058-00-00	Body Cameras Grant							2,998.68
25-7062-00-00	TDA TxCD86 Grant Water/Sewer							5,116.27
25-7063-00-00	Grant Match Local-TxCD86 Grant				30,000.00		231,775.00	40,950.00
25-7064-00-00	Dive Team Project							55,000.00
25-7065-00-00	TCEQ Local Emergency Planning						22,130.82	11,698.55
25-7066-00-00	JAG 2016							58,275.35
25-7067-00-00	TDHCA Home Program	400,000.00	450,000.00		35,000.00	962,887.69	205,852.50	12,315.00
25-7068-00-00	FEMA Grant Diesel Exhaust Syst					89,228.00	11,039.00	
Subtotal:		1,182,281.00	1,124,802.00	407,877.25	725,857.33	1,140,041.70	640,395.76	1,446,634.66
25-8498-00-00	Transfer In/Out				8,780.08	116,667.00	122,789.00	
Subtotal:					8,780.08	116,667.00	122,789.00	
Program number:		1,182,281.00	1,124,802.00	407,877.25	734,637.41	1,256,708.70	763,184.76	1,446,634.66
Department number:	Grant Fund	1,182,281.00	1,124,802.00	407,877.25	734,637.41	1,256,708.70	763,184.76	1,446,634.66
Fund number:	25 Grant Fund	1,182,281.00	1,124,802.00	407,877.25	734,637.41	1,256,708.70	763,184.76	1,446,634.66

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Fund: 30 Community Dvl Block Grant Fund

10:37 07/26/21

Department:

Period Ending: 7/2021

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30-7650-00-00	Use of Money Property Interest	275.00	2,500.00	212.53	1,967.24	4,727.68	3,622.00	255.46
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Subtotal:	275.00	2,500.00	212.53	1,967.24	4,727.68	3,622.00	255.46
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30-8498-00-00	Transfer In/Out	109,650.00
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Subtotal: 109,650.00

Program number:	275.00	2,500.00	212.53	1,967.24	4,727.68	113,272.00	255.46
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Department number:	275.00	2,500.00	212.53	1,967.24	4,727.68	113,272.00	255.46
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Fund number:	30 Community Dvl Block Grant Fund	275.00	2,500.00	212.53	1,967.24	4,727.68	113,272.00	255.46
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Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
39-7007-00-00	Equitable Sharing Forfeitures				78,249.54			
Subtotal:					78,249.54			
39-7650-00-00	Interest Earned	75.00	785.00	41.93	102.39	589.48	962.49	1,328.00
Subtotal:		75.00	785.00	41.93	102.39	589.48	962.49	1,328.00
39-8350-00-00	Other Revenue				21,600.00			
Subtotal:					21,600.00			
39-8498-00-00	Transfer In/Out					3,706.38		
Subtotal:						3,706.38		
Program number:		75.00	785.00	41.93	99,951.93	4,295.86	962.49	1,328.00
Department number:		75.00	785.00	41.93	99,951.93	4,295.86	962.49	1,328.00
Fund number: 39 Equitable Sharing Forfeitures		75.00	785.00	41.93	99,951.93	4,295.86	962.49	1,328.00

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
44-7650-00-00	Interest Earned			2,283.23	88,658.64	160,363.36	146,311.89	59,810.55
Subtotal:				2,283.23	88,658.64	160,363.36	146,311.89	59,810.55
44-8301-00-00	Bond Proceeds							.35
Subtotal:								.35
44-8498-00-00	Transfer In/Out						540,624.00	78,235.21-
Subtotal:							540,624.00	78,235.21-
Program number:	CO 2016 Const Fund			2,283.23	88,658.64	160,363.36	686,935.89	18,424.31-
Department number:	Non Departmental			2,283.23	88,658.64	160,363.36	686,935.89	18,424.31-
Fund number:	44 CO 2016 Construction Fund			2,283.23	88,658.64	160,363.36	686,935.89	18,424.31-

Account	Description	Proposed FY2022	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
		Budget	Budget	Year				
50-7650-00-00	Use of Money Property Interest	70,000.00	90,000.00	57,163.88	88,247.31	93,121.58	6,768.13-	6,832.46
Subtotal:		70,000.00	90,000.00	57,163.88	88,247.31	93,121.58	6,768.13-	6,832.46
50-8498-00-00	Transfer In/Out			800,000.00	456,000.00	288,000.00	1,030,800.00	360,300.00
Subtotal:				800,000.00	456,000.00	288,000.00	1,030,800.00	360,300.00
Program number:		70,000.00	90,000.00	857,163.88	544,247.31	381,121.58	1,024,031.87	367,132.46
Department number:		70,000.00	90,000.00	857,163.88	544,247.31	381,121.58	1,024,031.87	367,132.46
Fund number: 50 Revenue Bonds Sinking Funds		70,000.00	90,000.00	857,163.88	544,247.31	381,121.58	1,024,031.87	367,132.46

Fund: 53 Tax&RevC020101&S/GORef bd 2020

Department:

City of Paris
Revenue Comparison FY 2021

Program:

Period Ending: 7/2021

Account	Description	Proposed FY2022	Year	Current	FY 2020	FY 2019	FY 2018	FY 2017
		Budget	Budget	Year				
53-7045-00-00	Tx & Rev CO 2010 ISS	201,270.00	223,404.00	224,029.48	233,854.54	211,749.82	210,048.39	310,071.77
Subtotal:		201,270.00	223,404.00	224,029.48	233,854.54	211,749.82	210,048.39	310,071.77
53-7650-00-00	Interest Earned	500.00	4,150.00	506.88	3,275.06	7,919.95	5,134.47	1,920.44
Subtotal:		500.00	4,150.00	506.88	3,275.06	7,919.95	5,134.47	1,920.44
53-8498-00-00	Transfers In or Out						195,000.00	
Subtotal:							195,000.00	
Program number:		201,770.00	227,554.00	224,536.36	237,129.60	219,669.77	410,182.86	311,992.21
Department number:		201,770.00	227,554.00	224,536.36	237,129.60	219,669.77	410,182.86	311,992.21
Fund number: 53 Tax&RevC020101&S/GORef bd 2020		201,770.00	227,554.00	224,536.36	237,129.60	219,669.77	410,182.86	311,992.21

Fund: 59 2010 GO/WKS Refunding Bonds

Department:

Non Departmental

City of Paris
Revenue Comparison FY 2021
Period Ending: 7/2021

Program:

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
59-7045-00-00	2010 GO/WKS Refunding Bonds				431,936.34	441,737.47	441,145.41	436,674.73
Subtotal:					431,936.34	441,737.47	441,145.41	436,674.73
59-7650-00-00	Interest Earned			607.99	6,574.74	19,228.01	15,452.31	8,569.85
Subtotal:				607.99	6,574.74	19,228.01	15,452.31	8,569.85
59-8498-00-00	Transfer In/Out				558,400.00	636,000.00	1,200.00	443,700.00
Subtotal:					558,400.00	636,000.00	1,200.00	443,700.00
Program number:				607.99	996,911.08	1,096,965.48	457,797.72	888,944.58
Department number: Non Departmental				607.99	996,911.08	1,096,965.48	457,797.72	888,944.58
Fund number: 59 2010 GO/WKS Refunding Bonds				607.99	996,911.08	1,096,965.48	457,797.72	888,944.58

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
61-7045-00-00	Property Tax Revenue	100,828.00	100,827.00	100,523.55	108,079.29	98,291.98	97,537.84	97,360.79
Subtotal:		100,828.00	100,827.00	100,523.55	108,079.29	98,291.98	97,537.84	97,360.79
61-7650-00-00	Interest			25.61	393.87	545.38	521.77	347.71
Subtotal:				25.61	393.87	545.38	521.77	347.71
Program number:		100,828.00	100,827.00	100,549.16	108,473.16	98,837.36	98,059.61	97,708.50
Department number:		100,828.00	100,827.00	100,549.16	108,473.16	98,837.36	98,059.61	97,708.50
Fund number: 61 Interlocal Coop Agreement I&S		100,828.00	100,827.00	100,549.16	108,473.16	98,837.36	98,059.61	97,708.50

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
62-7650-00-00	Interest	2,500.00	2,500.00	1,864.24	5,277.12	16,083.81	5,794.53	5,784.35
Subtotal:		2,500.00	2,500.00	1,864.24	5,277.12	16,083.81	5,794.53	5,784.35
62-8498-00-00	Transfer In/Out	2,922,975.00	2,769,975.00	3,450,000.00	2,251,000.00	2,295,000.00	1,305,267.71	1,165,000.00
Subtotal:		2,922,975.00	2,769,975.00	3,450,000.00	2,251,000.00	2,295,000.00	1,305,267.71	1,165,000.00
Program number: 60 Bonds 2013 I&S Fund		2,925,475.00	2,772,475.00	3,451,864.24	2,256,277.12	2,311,083.81	1,311,062.24	1,170,784.35
Department number: Non Departmental		2,925,475.00	2,772,475.00	3,451,864.24	2,256,277.12	2,311,083.81	1,311,062.24	1,170,784.35
Fund number: 62 G 0 Bonds 2013 I&S Fund		2,925,475.00	2,772,475.00	3,451,864.24	2,256,277.12	2,311,083.81	1,311,062.24	1,170,784.35

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
63-7650-00-00	Interest Earned	250.00	1,000.00	212.48	1,931.87	6,134.85	4,962.90	23,313.72
Subtotal:		250.00	1,000.00	212.48	1,931.87	6,134.85	4,962.90	23,313.72
63-8498-00-00	Transfer In/Out	551,035.00	774,385.00	443,000.00	678,000.00	760,000.00	359,132.00	310,451.10
Subtotal:		551,035.00	774,385.00	443,000.00	678,000.00	760,000.00	359,132.00	310,451.10
Program number:	GO 2016 I&S Fund	551,285.00	775,385.00	443,212.48	679,931.87	766,134.85	364,094.90	333,764.82
Department number:	Non Departmental	551,285.00	775,385.00	443,212.48	679,931.87	766,134.85	364,094.90	333,764.82
Fund number:	63 GO Bonds - 2016	551,285.00	775,385.00	443,212.48	679,931.87	766,134.85	364,094.90	333,764.82

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
64-7045-00-00	GO Bonds-2017 Tax Revenue	636,637.00	633,336.00	623,649.65	672,731.97	619,891.46	650,467.16	
Subtotal:		636,637.00	633,336.00	623,649.65	672,731.97	619,891.46	650,467.16	
64-7650-00-00	Interest Earned	500.00	500.00	366.31	1,623.76	5,006.75	141.61	79.92
64-7651-00-00	Prepaid Int. on Bond Issuance							29,306.05
Subtotal:		500.00	500.00	366.31	1,623.76	5,006.75	141.61	29,385.97
Program number:		637,137.00	633,836.00	624,015.96	674,355.73	624,898.21	650,608.77	29,385.97
Department number: Non Departmental		637,137.00	633,836.00	624,015.96	674,355.73	624,898.21	650,608.77	29,385.97
Fund number: 64 GO Bond 2017		637,137.00	633,836.00	624,015.96	674,355.73	624,898.21	650,608.77	29,385.97

Fund: 65 G 0 Bonds 2018 I & S Fund

Department:

City of Paris
Revenue Comparison FY 2021

Program:

Period Ending: 7/2021

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
65-7045-00-00	60 Bonds 2018 Tax Revenue	97,961.00	100,421.00	101,258.07	11,516.15	144,366.16	721.88	
Subtotal:		97,961.00	100,421.00	101,258.07	11,516.15	144,366.16	721.88	
65-7650-00-00	Interest Earned	300.00	2,400.00	255.98	2,846.30	4,122.42	147.42	
Subtotal:		300.00	2,400.00	255.98	2,846.30	4,122.42	147.42	
65-8498-00-00	Transfer In/Out	148,810.00	126,400.00	30,000.00	54,000.00	221,000.00	1,164,000.00-	
Subtotal:		148,810.00	126,400.00	30,000.00	54,000.00	221,000.00	1,164,000.00-	
Program number:		247,071.00	229,221.00	131,514.05	68,362.45	369,488.58	1,163,130.70-	
Department number:		247,071.00	229,221.00	131,514.05	68,362.45	369,488.58	1,163,130.70-	
Fund number: 65 G 0 Bonds 2018 I & S Fund		247,071.00	229,221.00	131,514.05	68,362.45	369,488.58	1,163,130.70-	

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
72-7650-00-00	Interest Earned	20.00	100.00	10.68	63.59	135.10	119.92	95.47
Subtotal:		20.00	100.00	10.68	63.59	135.10	119.92	95.47
72-8313-00-00	Memorial Donations	1,200.00	1,200.00	2,392.53	1,320.90	3,307.80	3,589.25	1,672.39
Subtotal:		1,200.00	1,200.00	2,392.53	1,320.90	3,307.80	3,589.25	1,672.39
Program number:		1,220.00	1,300.00	2,403.21	1,384.49	3,442.90	3,709.17	1,767.86
Department number:		1,220.00	1,300.00	2,403.21	1,384.49	3,442.90	3,709.17	1,767.86
Fund number: 72 Library Memorial Fund		1,220.00	1,300.00	2,403.21	1,384.49	3,442.90	3,709.17	1,767.86

Account	Description	Proposed FY2022 Budget	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
79-7650-00-00	Interest	100.00	820.00	90.67	643.81	1,688.71	1,489.80	954.75
79-7651-00-00	Donation							500.00
Subtotal:		100.00	820.00	90.67	643.81	1,688.71	1,489.80	1,454.75
Program number:		100.00	820.00	90.67	643.81	1,688.71	1,489.80	1,454.75
Department number:		100.00	820.00	90.67	643.81	1,688.71	1,489.80	1,454.75
Fund number: 79 Library Expendable Fund		100.00	820.00	90.67	643.81	1,688.71	1,489.80	1,454.75

Account	Description	Proposed FY2022	Year Budget	Current Year	FY 2020	FY 2019	FY 2018	FY 2017
80-7650-00-00	Interest			.75	5.46	12.34	1,342.81	782.14
	Subtotal:			.75	5.46	12.34	1,342.81	782.14
	Program number:			.75	5.46	12.34	1,342.81	782.14
	Department number:			.75	5.46	12.34	1,342.81	782.14
Fund number:	80 Library Permanent Fund			.75	5.46	12.34	1,342.81	782.14
*****	End of Report	*****						

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0700-00-00	Prior Period Adjustment						161,678.00-	
Subtotal:							161,678.00-	
01-5302-00-00	Depreciation Expense							2,344,712.67
Subtotal:								2,344,712.67
Program number:							161,678.00-	2,344,712.67
Department number: Non-Departmental							161,678.00-	2,344,712.67

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0105-11-00	Ins-Workers Compensation					.30	2.02-	65.50
Subtotal:						.30	2.02-	65.50
01-0201-11-00	Office Supplies	1,000.00	600.00	4,891.47	1,179.03	591.89	717.20	841.26
01-0202-11-00	Postage	100.00	100.00	4.36	12.25	44.28	41.49	104.44
01-0203-11-00	Food	300.00	250.00	230.60	499.61	208.70	309.52	248.61
01-0209-11-00	Minor Apparatus							499.00
01-0217-11-00	Furniture & Fixtures-Minor			164.00				
01-0221-11-00	Media-Books, CD's, Film, etc.	4,000.00	4,000.00	4,518.20	3,757.11	12,973.65	3,141.29	498.30
Subtotal:		5,400.00	4,950.00	9,808.63	5,448.00	13,818.52	4,209.50	2,191.61
01-0301-11-00	Communications-Telephone	8,000.00	5,500.00	9,853.70	12,808.34	11,255.96	5,359.27	4,938.70
01-0303-11-00	Insurance & Bonds	17,000.00	16,600.00	15,787.09	16,697.08	16,641.52	15,259.20	17,394.53
01-0306-11-00	Travel Expenses	1,000.00	1,000.00		511.12	824.31	1,794.83	438.76
01-0307-11-00	Public Notices	15,000.00	15,000.00	12,057.80	20,127.86	11,838.03	17,153.80	29,927.92
01-0308-11-00	Utilities-Electricity	5,000.00	5,000.00	1,921.98	3,774.40	4,256.82	5,076.94	6,055.37
01-0310-11-00	Miscellaneous			104.00	652.73	6,875.00	105.00	70.00
01-0311-11-00	Associations	12,500.00	12,500.00	6,453.29	7,018.68	12,318.07	9,725.78	12,399.07
01-0312-11-00	Utilities-Water & Gas	2,000.00	2,000.00	2,058.49	2,159.31	2,048.86	2,055.78	1,947.07
01-0314-11-00	Training-Tuition Etc	3,000.00	1,200.00	1,020.00	235.00		3,094.29	
01-0318-11-00	Consultants				4,763.48	5,381.74		3,190.00
01-0319-11-00	City Manager Search-BakerTilly				25,750.00			
01-0320-11-00	City Manager Moving Expenses				10,654.18			
01-0321-11-00	CityManager Housing Supplement				6,000.00			
01-0322-11-00	Comparable Pay Study		22,500.00	17,500.00				
Subtotal:		63,500.00	81,300.00	66,756.35	111,152.18	71,440.31	59,624.89	76,361.42
01-0401-11-00	Buildings & Grounds	20,000.00	20,000.00	16,000.25	12,227.53	25,098.27	25,223.76	19,489.56
Subtotal:		20,000.00	20,000.00	16,000.25	12,227.53	25,098.27	25,223.76	19,489.56
01-0511-11-00	Maintenance Agreement			682.05	149.99			
Subtotal:				682.05	149.99			
01-0602-11-00	Contributions to Nonprofits	8,800.00	8,000.00	8,467.80	37.50	7,416.89	16,407.99	18,744.56
01-0604-11-00	Elections							
Subtotal:		8,800.00	8,000.00	8,467.80	37.50	7,416.89	16,407.99	18,744.56
Program number:	Expenses	97,700.00	114,250.00	101,715.08	129,015.20	117,774.29	105,464.12	116,852.65

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0100-12-00	Personnel Cost							127,650.40
01-0101-12-00	Salaries & Wages	428,194.00	287,592.00	221,691.47	276,933.05	315,439.34	292,566.01	282,070.23
01-0102-12-00	Social Security	32,001.00	21,203.00	17,124.89	19,216.72	20,115.60	19,531.64	18,780.44
01-0103-12-00	TWKS & Pension	34,072.00	21,651.00	16,885.79	21,092.01	23,599.55	22,054.05	20,196.63
01-0104-12-00	Ins-Employee Hospitalization	27,844.00	20,772.00	16,626.34	20,129.00	19,111.30	19,771.37	19,115.41
01-0105-12-00	Ins-Workers Compensation	441.00	301.00	233.96	304.54	495.34	544.31	854.12
01-0108-12-00	Stability Pay	1,352.00	1,208.00	1,044.00	948.00	1,156.00	1,012.00	868.00
01-0110-12-00	Sick Leave Sell Back	4,000.00	3,569.00	3,710.70	3,442.80	3,368.56	3,275.92	1,489.60
Subtotal:		527,904.00	356,296.00	277,317.15	342,066.12	383,285.69	358,755.30	471,024.83
01-0201-12-00	Office Supplies							
01-0202-12-00	Postage	3,000.00	2,000.00	2,526.57	2,882.37	3,286.71	1,777.53	2,195.86
01-0203-12-00	Food	100.00	100.00	34.48	47.10	134.48	54.16	96.46
01-0209-12-00	Minor Apparatus	100.00	100.00		467.10	42.52	81.76	145.86
01-0217-12-00	Furniture & Fixtures-Minor				92.76			279.99
Subtotal:		3,200.00	2,200.00	2,561.05	3,489.33	3,463.71	2,193.44	2,438.18
01-0301-12-00	Communications-Telephone	4,000.00	4,500.00	3,149.89	3,652.30	3,997.26	4,340.77	4,523.44
01-0302-12-00	Car Allowance	7,800.00	7,800.00	7,500.00	4,800.00	7,300.00	7,800.00	7,800.00
01-0303-12-00	Insurance & Bonds	1,200.00	1,200.00	1,141.23	1,207.02	1,195.13	1,027.31	1,022.71
01-0304-12-00	Runoff Claims & Retiree Cost				49.98			
01-0306-12-00	Travel Expenses	5,000.00	5,000.00	1,576.15	2,940.04	3,409.43	5,221.00	6,953.11
01-0307-12-00	Publications	300.00	300.00	168.00	715.50	808.43	156.00	156.00
01-0308-12-00	Utilities-Electricity	2,300.00	2,000.00	1,328.42	2,282.85	2,574.66	1,184.42	898.11
01-0310-12-00	Miscellaneous Expense			3.50	646.37	56.56	10,122.58	1,497.81-
01-0311-12-00	Associations	2,000.00	1,660.00	1,919.00	1,515.00	3,414.00	3,590.00	1,246.00
01-0312-12-00	Utilities-Water & Gas	1,000.00	1,000.00	1,096.45	943.48	893.87	1,017.50	859.28
01-0314-12-00	Training-Tuition Etc	1,500.00	1,500.00	1,365.00	1,403.00	1,970.00	595.00	1,340.00
01-0318-12-00	Personnel Manual Consultant	15,000.00						
Subtotal:		40,100.00	24,960.00	19,247.64	20,155.54	25,619.34	35,054.58	23,300.84
01-0401-12-00	Buildings & Grounds	2,500.00	2,500.00	2,384.77	3,950.93	2,392.61	2,426.65	2,352.97
Subtotal:		2,500.00	2,500.00	2,384.77	3,950.93	2,392.61	2,426.65	2,352.97
01-0508-12-00	Lease & Rental-Equipment	2,000.00	1,900.00	1,853.83	1,969.64	1,829.66	1,823.98	1,868.44
01-0510-12-00	Electronic Data Processing	1,000.00	1,000.00	963.80	940.00	940.00	1,278.14	864.85
01-0511-12-00	Maintenance Agreement				169.00			
Subtotal:		3,000.00	2,900.00	2,817.63	3,078.64	2,769.66	3,102.12	2,733.29

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0100-13-00	Personnel Cost							8,937.19-
01-0101-13-00	Salaries & Wages	191,261.00	167,911.00	125,158.57	154,762.71	152,678.76	149,284.40	144,289.03
01-0102-13-00	Social Security	14,403.00	12,926.00	9,405.68	11,589.35	11,448.72	11,196.82	10,817.15
01-0103-13-00	TRKS & Pension	14,854.00	12,187.00	9,307.21	11,746.76	11,317.44	11,116.52	10,264.39
01-0104-13-00	Ins-Employee Hospitalization	13,877.00	13,799.00	11,175.09	14,033.00	13,438.60	13,086.40	12,679.37
01-0105-13-00	Ins-Workers Compensation	193.00	169.00	129.01	169.62	237.81	273.30	373.56
01-0107-13-00	Overtime	102.00	102.00				109.18	
01-0108-13-00	Stability Pay	1,048.00	952.00	848.00	752.00	656.00	560.00	464.00
Subtotal:		235,738.00	208,046.00	156,023.56	193,053.44	189,777.33	185,626.62	169,950.31
01-0201-13-00	Office Supplies	2,500.00	3,000.00	4,629.37	1,974.38	1,306.03	3,201.74	3,241.16
01-0202-13-00	Postage	1,500.00	1,500.00	632.02	812.40	1,418.19	1,231.88	981.35
01-0209-13-00	Minor Apparatus	200.00	200.00	1,329.00			1,138.22	
01-0217-13-00	Furniture & Fixtures-Minor	200.00	200.00	189.00			3,946.44	4,114.72
01-0221-13-00	Media-Books, CD's, Film, etc.	14,000.00	14,000.00	13,165.40	15,311.14	12,581.50	14,475.94	13,793.84
Subtotal:		18,400.00	18,900.00	19,944.79	18,097.92	15,305.72	23,994.22	22,131.07
01-0301-13-00	Communications-Telephone	1,500.00	1,500.00	1,104.06	1,477.17	1,421.14	1,358.81	1,347.14
01-0302-13-00	Car Allowance	3,600.00	3,600.00	3,000.00	3,600.00	3,600.00	3,600.00	3,600.00
01-0303-13-00	Insurance & Bonds	2,300.00	2,200.00	2,092.26	2,212.87	2,161.24	2,014.33	2,014.33
01-0305-13-00	Court Costs-Special Servs Fees	500.00	500.00	193.00	168.45	116.58	868.56	116.17
01-0306-13-00	Travel Expenses	3,000.00	3,000.00	1,548.97	473.29	2,685.47	1,425.66	1,070.06
01-0308-13-00	Utilities-Electricity	2,000.00	2,000.00	887.96	1,526.00	1,721.02	1,585.06	1,905.05
01-0310-13-00	Miscellaneous	1,000.00	1,000.00	40.00	80.00	120.00	789.36	616.87
01-0311-13-00	Associations	1,800.00	1,800.00	958.00	1,072.06	1,020.00	1,861.21	1,510.00
01-0312-13-00	Utilities-Water & Gas	500.00	1,400.00	335.58	370.54	372.93	1,226.03	1,232.19
01-0314-13-00	Training-Tuition Etc	1,500.00	1,500.00	1,841.50	1,404.00	420.00	200.00	804.00
01-0350-13-00	Contract Services-Attorney	52,000.00	52,000.00	35,738.06	53,682.43	34,485.00	24,951.00	33,356.95
01-0351-13-00	Delinquent Tax Attorney Fees	44,000.00	44,000.00	35,017.18	40,908.14	45,882.22	24,940.07	40,989.69
Subtotal:		113,400.00	114,500.00	82,756.57	106,974.95	94,005.60	64,820.09	88,701.19
01-0401-13-00	Buildings & Grounds	4,400.00	4,400.00	3,311.75	4,124.74	4,057.62	5,236.77	2,739.94
Subtotal:		4,400.00	4,400.00	3,311.75	4,124.74	4,057.62	5,236.77	2,739.94
01-0501-13-00	Furniture & Fixtures						4,030.51	168.10
01-0502-13-00	Machinery Tools Equipment	100.00	100.00				195.00	
01-0503-13-00	Instruments Etc-Radio Maint	200.00	200.00					
01-0508-13-00	Lease & Rental-Equipment	3,000.00	3,000.00	2,249.68	2,904.16	2,815.44	2,451.90	3,416.92
01-0510-13-00	Electronic Data Processing	400.00	400.00	385.52	376.00	376.00	376.00	345.94
01-0511-13-00	Maintenance Agreement			183.99				

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0100-14-00	Personnel Cost							5,647.47-
01-0101-14-00	Salaries & Wages	162,540.00	156,199.00	111,576.69	149,015.32	146,191.33	159,344.82	155,162.20
01-0102-14-00	Social Security	12,918.00	12,540.00	8,375.48	10,963.58	10,775.37	11,399.85	10,654.82
01-0103-14-00	TWRS & Pension	13,036.00	11,825.00	8,511.37	11,373.55	10,999.77	12,061.23	11,075.61
01-0104-14-00	Ins-Employee Hospitalization	27,379.00	27,294.00	18,666.39	27,790.82	26,545.05	25,197.56	25,087.42
01-0105-14-00	Ins-Workers Compensation	169.00	164.00	117.26	164.90	230.96	297.68	466.28
01-0107-14-00	Overtime	2,040.00	2,040.00	578.90	183.02	688.88	1,556.46	863.25
01-0108-14-00	Stability Pay	1,280.00	2,624.00	2,420.00	2,228.00	2,020.00	3,048.00	2,856.00
01-0110-14-00	Sick Leave Sell Back	3,000.00	3,060.00	2,876.88	2,766.00	3,601.74	2,683.20	1,713.60
Subtotal:		222,362.00	215,746.00	153,122.97	204,485.19	201,053.10	215,588.80	202,231.71
01-0201-14-00	Office Supplies	2,000.00	2,000.00	383.08	1,269.69	1,855.09	1,348.75	1,224.75
01-0202-14-00	Postage	2,000.00	2,000.00	1,083.57	1,307.95	1,412.15	1,991.33	1,069.71
01-0214-14-00	Other Supplies	400.00	400.00					392.79
01-0217-14-00	Furniture & Fixtures-Minor							764.05
01-0221-14-00	Media-Books,CD's,Film, etc.	300.00	300.00				692.43	333.22
Subtotal:		4,700.00	4,700.00	1,466.65	2,577.64	3,267.24	4,032.51	3,784.52
01-0301-14-00	Communications-Telephone	2,000.00	2,000.00	1,584.92	1,767.92	1,645.28	1,682.94	1,752.60
01-0303-14-00	Insurance & Bonds	1,200.00	1,200.00	1,212.23	1,207.02	1,188.68	1,107.88	1,184.19
01-0306-14-00	Travel Expenses	3,000.00	3,000.00		1,218.52	2,568.54	2,843.97	3,343.80
01-0310-14-00	Miscellaneous						20.00	
01-0311-14-00	Associations	300.00	300.00	225.00	310.00	381.00	310.00	295.00
01-0314-14-00	Training-Tuition Etc	900.00	900.00		900.00	900.00	450.00	1,350.00
01-0351-14-00	Jury Fees	1,000.00	1,000.00	42.00-	132.00	168.00-	792.00	348.00
01-0352-14-00	Associate Judge Services	3,250.00	3,250.00			712.50	1,050.00	1,968.75
01-0353-14-00	Court Appointed Attorney Fees	1,000.00	1,000.00					
01-0395-14-00	Credit Card Service Fee						1,944.48	3,919.60
Subtotal:		12,650.00	12,650.00	2,980.15	5,535.46	7,228.00	10,201.27	14,161.94
01-0510-14-00	Electronic Data Processing	2,000.00	2,000.00	1,734.84	1,692.00	1,692.00	1,692.00	1,640.73
Subtotal:		2,000.00	2,000.00	1,734.84	1,692.00	1,692.00	1,692.00	1,640.73
01-0605-14-00	Auditing	1,000.00	1,000.00		1,000.00	1,000.00	1,000.00	1,000.00
01-0609-14-00	Medical Expenses	75.00	75.00	115.00			35.00	
Subtotal:		1,075.00	1,075.00	115.00	1,000.00	1,000.00	1,035.00	1,000.00
Program number:	Expenses	242,787.00	236,171.00	159,419.61	215,290.29	214,240.34	232,549.58	222,818.90

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0100-15-00	Personnel Cost							3,060.83-
01-0101-15-00	Salaries & Wages	110,808.00	103,642.00	79,941.57	101,479.65	78,085.88	89,888.52	96,938.86
01-0102-15-00	Social Security	8,863.00	8,280.00	6,305.64	8,009.17	6,085.00	6,819.40	7,194.50
01-0103-15-00	TWRS & Pension	8,944.00	7,806.00	6,085.54	7,806.14	5,927.42	6,438.62	6,924.44
01-0104-15-00	Ins-Employee Hospitalization	13,742.00	13,693.00	11,062.71	12,769.08	8,879.32	9,086.80	12,602.01
01-0105-15-00	Ins-Workers Compensation	115.00	108.00	84.25	113.11	124.69	167.19	294.16
01-0107-15-00	Overtime	204.00	204.00	70.96	141.95			19.43
01-0108-15-00	Stability Pay	1,088.00	992.00	892.00	780.00	684.00	832.00	736.00
01-0110-15-00	Sick Leave Sell Back	2,400.00	2,040.00	2,242.50	2,041.20	2,039.20	2,038.40	1,324.80
Subtotal:		146,164.00	136,765.00	106,685.17	133,140.30	101,825.51	115,270.93	122,973.37
01-0201-15-00	Office Supplies	2,500.00	2,500.00	2,150.60	2,521.14	2,499.42	2,400.35	2,193.91
01-0202-15-00	Postage	250.00	250.00	53.52	135.80	119.82	133.50	172.89
01-0214-15-00	Other Supplies				20.16			
Subtotal:		2,750.00	2,750.00	2,204.12	2,677.10	2,619.24	2,533.85	2,366.80
01-0301-15-00	Communications-Telephone	2,100.00	2,100.00	1,514.26	2,256.54	2,080.94	1,958.54	2,066.46
01-0302-15-00	Car Allowance	1,350.00	1,350.00	1,125.00	1,350.00	1,350.00	1,350.00	1,350.00
01-0303-15-00	Insurance & Bonds	900.00	900.00	855.92	814.74	5,875.30	815.80	807.40
01-0306-15-00	Travel Expenses	2,000.00	2,000.00	925.82	1,731.03	574.56	943.68	2,100.25
01-0307-15-00	Publications	40.00	40.00			39.00		
01-0308-15-00	Utilities-Electricity	1,000.00	1,000.00	505.63	892.11	831.78	974.00	1,233.81
01-0311-15-00	Associations	300.00	300.00	300.00	350.00	212.50	300.00	275.00
01-0312-15-00	Utilities-Water & Gas	400.00	400.00	270.64	291.97	357.09	306.90	303.33
01-0314-15-00	Training-Tuition Etc	1,000.00	1,000.00	375.00	836.22	815.00	72.00	270.00
Subtotal:		9,090.00	9,090.00	5,872.27	8,522.61	12,136.17	6,720.92	8,406.25
01-0401-15-00	Buildings & Grounds	2,060.00	2,060.00	1,366.23	1,244.52	2,496.27	1,880.81	2,099.46
Subtotal:		2,060.00	2,060.00	1,366.23	1,244.52	2,496.27	1,880.81	2,099.46
01-0502-15-00	Machinery Tools Equipment	250.00	250.00	542.08	315.36	494.23	171.70	
01-0508-15-00	Lease & Rental-Equipment	500.00	500.00	385.52	376.00	376.00	376.00	345.94
01-0510-15-00	Electronic Data Processing	540.00	540.00					
Subtotal:		1,290.00	1,290.00	927.60	691.36	870.23	547.70	345.94
01-0605-15-00	Auditing	300.00	300.00		300.00	300.00	300.00	300.00
01-0609-15-00	Medical Expenses						35.00	
Subtotal:		300.00	300.00		300.00	300.00	335.00	300.00

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0100-21-00	Personnel Cost							8,445.19-
01-0101-21-00	Salaries & Wages	289,252.00	283,005.00	216,871.57	278,134.10	252,379.99	264,988.14	261,388.33
01-0102-21-00	Social Security	23,089.00	22,565.00	17,382.65	21,588.41	19,301.59	20,260.20	19,806.28
01-0103-21-00	TWRS & Pension	23,300.00	21,276.00	16,498.12	21,337.34	18,988.71	19,964.48	18,580.07
01-0104-21-00	Ins-Employee Hospitalization	34,375.00	34,269.00	27,863.41	33,570.82	29,438.85	29,602.00	31,414.83
01-0105-21-00	Ins-Workers Compensation	302.00	294.00	228.39	309.75	398.93	493.27	790.38
01-0107-21-00	Overtime						63.57	
01-0108-21-00	Stability Pay	4,460.00	4,220.00	3,968.00	3,724.00	3,532.00	3,464.00	3,156.00
01-0110-21-00	Sick Leave Sell Back	7,500.00	7,141.00	7,036.92	6,895.20	6,724.60	6,718.86	4,208.00
Subtotal:		382,278.00	372,770.00	289,849.06	365,559.62	330,764.67	345,554.52	330,898.70
01-0201-21-00	Office Supplies	5,200.00	5,000.00	3,413.15	4,634.34	4,774.38	3,386.33	5,213.79
01-0202-21-00	Postage	4,500.00	5,000.00	2,810.26	3,708.15	4,706.22	4,399.25	3,896.36
01-0205-21-00	Motor Vehicles-Gasoline				450.07			
01-0209-21-00	Minor Apparatus						258.02	379.00
Subtotal:		9,700.00	10,000.00	6,223.41	8,792.56	9,480.60	8,043.60	9,489.15
01-0301-21-00	Communications-Telephone	1,700.00	2,000.00	1,338.23	2,004.45	1,876.34	1,906.65	2,215.49
01-0302-21-00	Car Allowance	600.00	600.00	500.00	600.00	600.00	600.00	600.00
01-0303-21-00	Insurance & Bonds	3,950.00	3,950.00	3,756.56	3,922.81	3,890.23	3,525.08	3,444.93
01-0306-21-00	Travel Expenses	4,000.00	3,250.00		806.26	3,081.02	2,170.36	2,498.41
01-0307-21-00	Publications	1,100.00	1,100.00	728.38	1,510.88	852.88	636.40	926.44
01-0308-21-00	Utilities-Electricity	2,500.00	3,000.00	1,150.07	2,141.42	2,286.63	3,065.02	3,766.58
01-0310-21-00	Miscellaneous			38.96	590.96			
01-0311-21-00	Associations	1,715.00	2,000.00	615.00	1,090.00	2,045.00	1,401.00	1,461.00
01-0312-21-00	Utilities-Water & Gas	1,100.00	1,100.00	1,037.10	944.87	895.63	1,029.24	854.36
01-0314-21-00	Training-Tuition Etc	1,500.00	1,716.00	876.00	954.00	570.00	1,484.00	1,029.00
01-0318-21-00	Consultants	13,000.00	13,000.00	5,071.75	14,183.25	11,295.00	6,060.00	7,600.00
Subtotal:		31,165.00	31,716.00	15,112.05	28,748.90	27,392.73	21,877.75	24,396.21
01-0401-21-00	Buildings & Grounds	3,000.00	3,000.00	2,074.73	4,976.78	2,883.44	2,294.29	4,884.52
Subtotal:		3,000.00	3,000.00	2,074.73	4,976.78	2,883.44	2,294.29	4,884.52
01-0504-21-00	Motor Vehicles							
01-0508-21-00	Lease & Rental-Equipment	2,000.00	3,000.00	1,469.17	2,036.70	4,073.84	2,961.15	2,509.24
01-0510-21-00	Electronic Data Processing	30,385.00	28,000.00	27,433.93	27,283.95	26,803.68	23,358.35	25,029.56
Subtotal:		32,385.00	31,000.00	28,903.10	29,320.65	30,892.28	26,319.50	27,538.80
01-0605-21-00	Auditing	1,500.00	1,500.00		1,000.00	1,495.00	2,000.00	1,055.00

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0100-31-00	Personnel Cost							114,950.29-
01-0101-31-00	Salaries & Wages	4,051,232.00	3,982,854.00	2,713,368.67	4,011,476.16	3,819,713.39	3,801,832.52	3,765,550.39
01-0102-31-00	Social Security	327,583.00	320,526.00	223,680.33	333,333.58	308,833.64	300,236.62	298,316.35
01-0103-31-00	TWRS & Pension	346,998.00	307,278.00	215,294.10	310,231.58	292,965.03	288,408.49	276,133.35
01-0104-31-00	Ins-Employee Hospitalization	511,499.00	540,457.00	365,911.22	501,962.16	488,213.84	474,942.07	468,822.70
01-0105-31-00	Ins-Workers Compensation	39,683.00	38,374.00	25,148.09	37,014.01	53,376.80	64,251.29	88,910.93
01-0106-31-00	Unemployment Comp Benefits	72.00	1,672.00	5,329.85	2,256.82	507.00	116.86	
01-0107-31-00	Overtime	400,000.00	224,401.00	260,909.23	404,537.19	286,273.31	207,541.59	223,757.12
01-0108-31-00	Stability Pay	35,578.00	42,473.00	31,658.82	40,166.57	40,617.65	40,804.98	41,733.86
01-0110-31-00	Sick Leave Sell Back	15,000.00	12,750.00	6,459.12	13,267.68	11,690.36	12,779.94	6,290.00
Subtotal:		5,727,645.00	5,470,785.00	3,847,759.43	5,654,245.75	5,302,191.02	5,190,914.36	5,054,544.41
01-0201-31-00	Office Supplies	14,000.00	10,000.00	8,144.34	11,167.92	9,866.57	5,785.15	14,467.11
01-0202-31-00	Postage	3,000.00	2,200.00	2,366.49	2,012.10	2,025.58	2,549.46	2,175.34
01-0203-31-00	Food-Humans	3,000.00	5,000.00	1,908.46	3,780.26	4,796.43	4,086.11	6,145.31
01-0204-31-00	Wearing Apparel	30,645.00	45,080.00	17,830.21	24,012.76	39,651.93	16,096.24	29,318.66
01-0205-31-00	Motor Vehicles-Gasoline	110,000.00	110,000.00	58,521.88	68,626.52	107,157.31	112,158.76	106,877.00
01-0206-31-00	Motor Vehicles-Oil & Lubricant	2,500.00	2,500.00	1,927.36	1,900.52	1,900.38	2,003.34	2,573.27
01-0207-31-00	Motor Vehicles-Tires	15,000.00	13,000.00	10,522.00	15,639.35	11,404.84	13,888.63	15,514.49
01-0208-31-00	Motor Vehicles-Batteries	3,000.00	2,500.00	2,121.31	3,605.83	2,646.70	2,532.08	2,580.84
01-0209-31-00	Minor Apparatus	25,000.00	33,009.00	17,771.58	4,941.58	14,805.64	45,246.54	6,831.99
01-0210-31-00	Laundry Cleaning Etc	500.00	500.00	83.38	77.20	249.05	317.71	194.76
01-0211-31-00	Chemical Medical Etc							30.47
01-0212-31-00	Snip Program	15,000.00	15,000.00		15,000.00	15,115.25		2,561.11
01-0213-31-00	CUPA Expenses	2,000.00	2,800.00	1,305.36	2,402.70	1,884.97	1,373.22	2,561.11
01-0214-31-00	Other Supplies	22,000.00	20,000.00	11,305.98	21,589.48	22,386.36	18,581.64	22,307.94
01-0215-31-00	Pound Supplies	25,000.00	30,670.00	18,919.99	24,653.06	30,767.96	47,916.06	55,262.95
01-0216-31-00	Photographic Supplies	200.00	200.00	400.78	200.00	327.81		
01-0217-31-00	Furniture & Fixtures-Minor					803.72	398.00	
01-0218-31-00	Uniform Cleaning Allowance	20,100.00	24,000.00	15,125.00	20,200.00	21,875.00	20,275.00	20,525.00
Subtotal:		290,945.00	316,459.00	168,254.12	219,809.28	287,665.50	293,207.94	287,366.24
01-0301-31-00	Communications-Telephone	125,000.00	125,000.00	33,889.49	168,190.09	123,425.82	103,493.40	124,195.40
01-0302-31-00	Car Allowance	6,000.00		1,500.00				
01-0303-31-00	Insurance & Bonds	90,900.00	90,000.00	85,734.50	86,607.07	89,140.50	75,530.25	74,820.80
01-0304-31-00	Runoff Claims & Retiree Cost			15.00				4,147.77-
01-0305-31-00	Court Costs-Special Servs Fees	32,000.00	35,000.00	21,342.95	200.00	33,101.35	29,899.13	28,943.42
01-0306-31-00	Travel Expenses	4,000.00	4,000.00	1,255.30	4,158.32	1,163.24	5,301.56	4,157.22
01-0307-31-00	Publications	50,000.00	50,000.00	25,281.65	45,316.39	49,016.72	54,827.74	77,276.22
01-0308-31-00	Utilities-Electricity	5,000.00	3,000.00	5,292.78	5,363.36	2,265.91	3,007.85	4,072.32
01-0310-31-00	Miscellaneous	1,000.00	1,000.00	405.00	952.00	2,315.00	1,153.00	1,657.00
01-0311-31-00	Associations							

Account	Description	Proposed FY2022	Year	Expended	FY 2020	FY 2019	FY 2018	FY 2017
		Budget	Budget	Year				
01-0312-31-00	Utilities-Water & Gas	9,000.00	8,500.00	10,051.00	7,248.83	7,341.54	8,315.56	7,663.35
01-0314-31-00	Training-Tuition Etc	30,000.00	26,600.00	13,457.31	16,130.31	23,318.97	26,063.45	21,202.48
01-0318-31-00	Consultants	12,000.00	4,000.00	10,571.88	9,775.00	6,253.66	19,696.97	9,520.60
01-0345-31-00	Military Pay - Active Duty							18,02-
01-0350-31-00	Contract Services	15,000.00	10,000.00	17,111.19	11,409.99	11,864.85	5,186.07	7,725.57
01-0351-31-00	Emergency Notification Service	22,000.00	21,800.00	22,641.15	21,563.00	21,563.00	21,563.00	21,713.00
01-0352-31-00	Animal Control Program	3,000.00	3,000.00		120.00	1,400.32	4,907.30	745.11
01-0354-31-00	Grant Match	44,318.00	44,318.00		45,880.00	41,667.00	47,789.00	40,695.00
01-0355-31-00	Confidential Funds-CJD	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00
Subtotal:		469,218.00	446,218.00	268,549.20	472,301.28	433,837.88	426,742.08	440,221.70
01-0401-31-00	Buildings & Grounds	100,000.00	70,000.00	54,460.14	75,046.09	88,022.24	71,880.54	53,255.64
01-0402-31-00	Lightning Strike Expenses							168.30
Subtotal:		100,000.00	70,000.00	54,460.14	75,046.09	88,022.24	71,880.54	53,423.94
01-0501-31-00	Furniture & Fixtures	1,500.00	2,500.00	2,342.00	2,366.00	6,452.14	1,177.89	2,691.43
01-0502-31-00	Machinery Tools Equipment	3,000.00	3,000.00	1,771.39	433.08	2,389.18	3,395.63	1,748.15
01-0503-31-00	Instruments Etc-Radio Maint	11,000.00	12,000.00	9,411.20	11,849.64	11,873.50	15,889.80	11,357.44
01-0504-31-00	Motor Vehicles	35,000.00	30,000.00	32,713.74	31,765.74	34,448.65	28,328.79	59,989.43
01-0508-31-00	Lease & Rental-Equipment	15,000.00	12,000.00	12,114.61	15,450.98	16,867.60	15,159.08	14,351.39
01-0510-31-00	Electronic Data Processing	48,000.00	48,000.00	44,121.44	45,944.49	44,020.78	44,275.93	40,677.82
01-0511-31-00	Maintenance Agreement	105,000.00	102,921.00	87,664.63	101,899.19	104,576.42	76,649.95	69,237.05
01-0512-31-00	Tire Repair					209.36		
Subtotal:		218,500.00	210,421.00	190,139.01	209,709.12	220,837.63	184,877.07	200,052.71
01-0603-31-00	Judgments Damages Etc	200.00	200.00	1,905.00	650.00	350.00	3,000.00	3,000.00
01-0605-31-00	Auditing	3,000.00	3,000.00		3,000.00	3,000.00	3,000.00	
01-0607-31-00	Miscellaneous			29.00				
01-0609-31-00	Medical Expenses	5,000.00	5,000.00	2,430.00	4,164.00	4,831.63	16,023.47	2,683.00
Subtotal:		8,200.00	8,200.00	4,364.00	7,814.00	8,181.63	19,023.47	5,683.00
Program number:	Expenses	6,814,508.00	6,522,083.00	4,533,525.90	6,638,925.52	6,340,735.90	6,186,645.46	6,041,292.00

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-1002-31-99	Machinery Tools Equipment	56,750.00	56,750.00	49,322.64	24,878.00			17,600.00
01-1003-31-99	Phone System				125,389.61			
01-1004-31-99	Motor Vehicles	150,000.00	199,000.00	304,876.09	139,230.00	154,850.39	146,435.22	152,482.88
Subtotal:		206,750.00	255,750.00	354,198.73	289,497.61	154,850.39	146,435.22	170,082.88
Program number:	99 Capital Outlay-Equipment	206,750.00	255,750.00	354,198.73	289,497.61	154,850.39	146,435.22	170,082.88
Department number:	Police	7,021,258.00	6,777,833.00	4,887,724.63	6,928,466.77	6,495,462.34	6,333,536.06	6,211,437.89

Fund: 1 General Fund

City of Paris
Budget Comparison FY 2021
Department: 32 Fire
Period Ending: 7/2021

Program: Expenses

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0100-32-00	Personnel Cost							140,891.63-
01-0101-32-00	Salaries & Wages	3,050,876.00	2,543,672.00	1,961,102.74	2,391,139.52	2,491,507.65	2,480,581.47	2,491,180.13
01-0102-32-00	Social Security	62,925.00	53,511.00	35,059.12	43,052.31	44,915.76	49,727.26	50,064.42
01-0103-32-00	TRKS & Pension	536,942.00	456,630.00	325,115.44	401,818.81	386,716.08	338,653.51	335,939.38
01-0104-32-00	Ins-Employee Hospitalization	357,528.00	355,712.00	273,500.65	338,352.35	325,987.06	315,762.64	298,496.21
01-0105-32-00	Ins-Workers Compensation	45,518.00	38,695.00	26,538.43	30,692.02	34,943.68	48,814.69	59,613.71
01-0106-32-00	Unemployment Comp Benefits							11,975.00
01-0107-32-00	Overtime	365,720.00	326,406.00	323,682.26	420,710.76	270,310.87	352,821.44	397,438.79
01-0108-32-00	Stability Pay	27,721.00	24,641.00	17,371.22	19,780.69	20,129.56	18,661.26	19,670.23
01-0109-32-00	Cycle Overtime Pay	34,280.00	60,000.00	45,515.88	56,278.00	57,520.92	52,688.69	34,603.87
Subtotal:		4,481,510.00	3,859,267.00	3,007,885.74	3,701,824.46	3,632,031.58	3,657,710.96	3,558,090.11
01-0201-32-00	Office Supplies	4,000.00	4,000.00	2,979.26	1,845.67	3,736.69	3,022.77	4,025.62
01-0202-32-00	Postage	1,100.00	1,100.00	533.49	228.27	2,639.11	986.74	599.33
01-0203-32-00	Food-Humans	2,000.00	2,000.00	1,025.84	1,651.91	2,659.27	846.89	543.09
01-0204-32-00	Wearing Apparel	23,000.00	25,000.00	12,610.39	21,266.07	25,372.43	21,913.98	20,398.01
01-0205-32-00	Motor Vehicles-Gasoline	32,000.00	32,000.00	17,931.43	25,003.27	29,467.55	32,926.56	26,703.39
01-0206-32-00	Motor Vehicles-oil & Lubricant	4,000.00	3,000.00	3,612.40	3,833.82	4,677.75	2,007.25	1,911.19
01-0207-32-00	Motor Vehicles-Tires	7,000.00	8,250.00	2,165.56	5,428.84	6,715.50	640.57	4,951.57
01-0208-32-00	Motor Vehicles-Batteries	2,000.00	1,550.00	618.08	1,090.73	1,883.38	2,587.05	1,288.23
01-0209-32-00	Minor Apparatus	32,000.00	38,000.00	9,616.15	21,932.70	49,425.28	8,342.52	26,427.47
01-0210-32-00	Laundry Cleaning Etc	6,000.00	6,000.00	5,426.35	2,933.88	8,307.80	8,603.17	8,438.02
01-0211-32-00	Chemical Medical Etc	5,800.00	3,800.00	4,994.89		5,930.43	2,065.70	2,243.96
01-0212-32-00	Mechanical	1,000.00	1,000.00			3.58		830.00
01-0213-32-00	PPE-Bunker Coats & Pants	45,000.00	40,000.00	22,130.46	60,523.53	58,066.15	29,334.61	34,001.75
01-0214-32-00	Other Supplies	10,000.00	7,000.00	10,658.56	21,510.72	8,094.96	5,297.36	2,973.07
01-0215-32-00	Air Packs	45,000.00	45,000.00	44,412.40	43,277.40			
01-0216-32-00	Photographic Supplies	300.00	300.00			473.00	65.65	52.59
01-0217-32-00	Furniture & Fixtures-Minor	2,000.00	2,000.00		1,709.99	2,846.20	12,879.25	6,706.84
01-0218-32-00	Uniform Cleaning Allowance			360.88	692.50		100.00	7,025.00
01-0219-32-00	Fire Prevention Supplies	3,000.00	3,000.00	301.00	987.26	6,925.42	116.56	2,363.53
01-0220-32-00	Fire Hose	10,000.00	10,000.00	1,145.00	10,200.00			
Subtotal:		235,200.00	233,000.00	140,522.14	224,146.56	217,224.50	131,736.63	151,482.66
01-0301-32-00	Communications-Telephone	10,000.00	10,000.00	6,982.30	6,383.19	10,459.28	9,073.10	9,388.52
01-0302-32-00	Car Allowance	10,800.00	12,000.00	8,000.00	6,000.00	9,000.00	11,500.00	12,000.00
01-0303-32-00	Insurance & Bonds	41,000.00	40,500.00	38,516.62	40,226.23	38,794.19	35,855.09	35,571.21
01-0305-32-00	Court Costs-Special Servs Fees				5.00		3,289.88	11,698.50
01-0306-32-00	Travel Expenses	20,000.00	20,000.00	9,758.44	22,837.39	16,604.96-	21,402.03	16,713.40
01-0307-32-00	Publications	500.00	500.00			229.00	493.39	
01-0308-32-00	Utilities-Electricity	30,000.00	30,000.00	14,587.03	25,931.79	27,993.13	30,424.43	41,414.17
01-0310-32-00	Miscellaneous	2,500.00	2,500.00	624.22	1,133.01	4,299.37	1,561.73	1,325.42

Account	Description	Proposed FY2022	Year	Expended	FY 2020	FY 2019	FY 2018	FY 2017
		Budget	Budget	Year				
01-0311-32-00	Associations	1,100.00	1,100.00	1,055.10	680.00	939.00	968.00	1,703.00
01-0312-32-00	Utilities-Water & Gas	30,000.00	28,000.00	23,709.90	27,522.93	29,873.62	31,445.95	26,016.55
01-0313-32-00	Recruit & Promotional Testing	10,000.00	8,500.00	9,172.81	9,869.33	3,762.15	10,839.71	961.11
01-0314-32-00	Training-Tuition Etc	34,000.00	34,000.00	29,253.64	28,585.27	8,630.72	33,059.53	29,296.87
01-0350-32-00	Contract Services	38,000.00	30,000.00	40,067.04	44,894.98	48,858.93	19,188.26	18,860.69
01-0354-32-00	Grant Match					8,318.00		
Subtotal:		227,900.00	217,100.00	181,727.10	214,069.12	174,552.43	209,101.10	204,949.44
01-0401-32-00	Buildings & Grounds	25,000.00	23,000.00	26,422.12	26,462.47	86,569.03	23,307.08	21,723.80
Subtotal:		25,000.00	23,000.00	26,422.12	26,462.47	86,569.03	23,307.08	21,723.80
01-0501-32-00	Furniture & Fixtures	3,000.00	3,000.00	779.40	83.00	10,089.50	991.66	2,578.08
01-0502-32-00	Machinery Tools Equipment	10,000.00	15,000.00	3,815.64	5,775.98	18,821.18	9,184.94	14,001.85
01-0503-32-00	Instrument's Etc-Radio Maint	15,000.00	15,000.00	9,486.72	13,047.30	14,823.43	16,599.35	11,834.75
01-0504-32-00	Motor Vehicles	50,000.00	38,000.00	45,190.59	64,448.14	63,379.63	24,956.37	37,241.43
01-0508-32-00	Lease & Rental Equipment	1,900.00	1,900.00	754.41	1,829.63	1,829.63	1,823.94	1,933.66
01-0510-32-00	Electronic Data Processing	4,000.00	4,000.00	2,891.40	2,857.20	3,652.39	2,820.00	2,545.84
01-0511-32-00	Maintenance Agreement	15,000.00	10,000.00	14,941.64	5,326.50	22,970.36	10,193.24	2,591.50
01-0512-32-00	Tire Repair	1,500.00	1,500.00	797.42	60.00	60.00		
Subtotal:		100,400.00	88,400.00	77,902.81	92,352.53	135,626.12	66,569.50	72,727.11
01-0603-32-00	Judgments Damages Etc	1,000.00	1,000.00	775.00	250.00	3,050.00	646.25	180.00
01-0605-32-00	Auditing	3,050.00	3,050.00		3,050.00		3,050.00	3,050.00
01-0609-32-00	Medical Expenses	21,000.00	21,000.00	16,850.00	13,605.00	19,695.00	19,223.00	33,749.90
Subtotal:		25,050.00	25,050.00	17,625.00	16,905.00	22,745.00	22,919.25	36,979.90
Program number:	Expenses	5,095,060.00	4,445,817.00	3,452,084.91	4,275,760.14	4,268,748.66	4,111,344.52	4,045,953.02

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0101-32-01	Salaries & Wages	258,777.00		225,992.96	243,703.85	224,415.94	204,696.92	183,885.83
01-0102-32-01	Social Security	20,441.00		17,996.29	18,868.23	17,331.49	15,788.06	14,125.55
01-0103-32-01	TWRS & Pension	19,257.00		17,395.94	18,722.19	16,842.97	15,361.59	13,166.83
01-0104-32-01	Ins-Employee Hospitalization	45,462.00		41,917.31	43,898.98	38,837.87	34,898.76	30,351.63
01-0105-32-01	Ins-Workers Compensation	4,767.00		442.57	700.85-	772.60	1,872.60	459.65-
01-0107-32-01	Overtime	4,000.00		8,132.14	2,288.27	1,974.63	2,297.71	2,230.34
01-0108-32-01	Longevity & Stability Pay	3,836.00		3,540.00	3,252.00	3,220.00	2,772.00	2,552.00
01-0110-32-01	Sick Leave Sell Back	4,591.00		3,495.12	4,489.20	3,902.40	2,437.20	2,305.60
Subtotal:		361,131.00		318,912.33	334,521.87	307,297.90	280,124.84	248,138.13
01-0201-32-01	Office Supplies	3,500.00		2,197.80	4,346.79	4,581.29	2,626.10	1,419.14
01-0202-32-01	Postage	15,000.00		20,862.53	17,421.05	9,183.02	14,819.96	14,534.51
01-0203-32-01	Food	250.00			39.97	184.78	271.69	55.40
01-0204-32-01	Wearing Apparel	2,000.00		1,009.41	1,511.20	2,274.45	1,715.05	1,724.91
01-0205-32-01	Motor Vehicles-Gasoline	10,000.00		5,903.33	6,010.95	9,807.77	11,637.58	10,553.51
01-0206-32-01	Motor Vehicles-Oil & Lubricant	350.00			116.45	255.28	410.21	
01-0207-32-01	Motor Vehicles-Tires	2,000.00		549.77	2,274.13	2,255.64	365.18	2,517.47
01-0208-32-01	Motor Vehicles-Batteries	350.00		259.90	508.80	378.85	576.25	123.45
01-0209-32-01	Minor Apparatus	4,000.00		5,645.49	2,371.95	3,568.62	1,817.66	3,751.68
01-0214-32-01	Other Supplies			71.00	1,495.50	1,437.01	1,916.84	
Subtotal:		37,450.00		36,499.23	36,096.79	33,926.71	36,156.52	34,680.07
01-0301-32-01	Communications-Telephone	3,000.00		1,691.12	3,295.53	2,914.11	2,221.28	2,434.68
01-0303-32-01	Insurance & Bonds	2,500.00		2,377.57	2,414.03	2,377.36	2,215.76	2,116.42
01-0306-32-01	Travel Expenses	750.00				351.90	1,078.02	3,969.68
01-0308-32-01	Utilities-Electricity	1,400.00		437.63	1,196.63	1,350.89	332.07	
01-0310-32-01	Miscellaneous	3,200.00		6,556.35-	7,259.27-	2,288.70-	3,043.62-	8,292.91-
01-0311-32-01	Associations	400.00		150.00	115.00	780.55		106.00
01-0312-32-01	Utilities-Water & Gas	2,000.00		2,226.58	2,357.86	2,319.68	206.53	
01-0314-32-01	Training-Tuition Etc	1,150.00		25.00		1,184.58	1,181.48	220.00-
01-0328-32-01	House Demolition	100,000.00		52,272.21	15,267.30			
01-0329-32-01	Lot Mowing	40,000.00		27,350.00				553.00
01-0350-32-01	Clean Up Illegal Dumping	500.00				275.40		3,025.00
01-0351-32-01	104 Bonham Street					230.00	1,460.00	
01-0356-32-01	Contract Services-Hiring Part	60,000.00		22,340.64	37,951.96	30,238.23	49,904.02	59,013.12
Subtotal:		214,900.00		102,314.40	55,339.04	39,734.00	55,555.54	62,704.99
01-0401-32-01	Buildings & Grounds	1,100.00		3,542.16	444.28	1,547.13	976.34	8,398.57
01-0414-32-01	Tree Removal	2,000.00			650.00	1,200.00	1,200.00	
Subtotal:		3,100.00		3,542.16	1,094.28	2,747.13	2,176.34	8,398.57

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0501-32-01	Furniture & Fixtures			803.00				
01-0502-32-01	Machinery Tools Equipment	500.00		678.00	920.93	809.00	40.32	
01-0504-32-01	Motor Vehicles	8,000.00		6,305.43	7,569.39	10,089.34	7,762.25	7,379.72
01-0508-32-01	Lease & Rental-Equipment	450.00		151.11	298.66	308.24	433.34	236.97
01-0510-32-01	Electronic Data Processing	200.00		219.00				
01-0512-32-01	Tire Repair	1,250.00		310.73	1,966.76	1,267.78	2,795.98	618.73
Subtotal:		10,400.00		8,467.27	10,755.74	12,474.36	11,031.89	8,235.42
01-0605-32-01	Auditing		100.00		100.00	100.00		
01-0609-32-01	Medical Expenses			190.00	135.00			148.00
Subtotal:			100.00	190.00	235.00	100.00		148.00
01-1002-32-01	Machinery Tools Equipment		11,000.00				10,990.00	
01-1005-32-01	Bobcat Tractor							
Subtotal:			11,000.00				10,990.00	
Program number: 1	Code Enforcement	638,081.00		469,925.39	438,042.72	396,280.10	396,035.13	362,305.18

11.10 07/26/21

Fund: 1 General Fund

City of Paris

Budget Comparison FY 2021

Department: 40 Community Development

Period Ending: 7/2021

Program: Expenses

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0100-40-00	Personnel Cost							1,955.84-
01-0101-40-00	Salaries & Wages	325,232.00	201,710.00	141,766.63	93,712.46	59,408.58	113,632.07	105,497.71
01-0102-40-00	Social Security	25,439.00	15,576.00	10,638.99	7,182.33	4,529.04	8,801.63	8,163.35
01-0103-40-00	TRKS & Pension	25,669.00	12,434.00	10,376.81	6,995.05	3,942.36	3,683.51	3,093.18
01-0104-40-00	Ins-Employee Hospitalization	41,213.00	23,938.00	18,923.19	17,545.95	13,232.32	10,254.63	9,395.29
01-0105-40-00	Ins-Workers Compensation	543.00	204.00	217.48	105.07	91.33	207.88	322.67
01-0107-40-00	Overtime	256.00	256.00		342.05		216.48	697.15
01-0108-40-00	Stability Pay	1,208.00	640.00	564.00	468.00	328.00	564.00	468.00
01-0110-40-00	Sick Leave Sell Back	1,000.00	1,019.00				997.62	648.00
Subtotal:		420,560.00	255,777.00	182,487.10	126,350.91	81,531.63	138,357.82	126,329.51
01-0201-40-00	Office Supplies	4,000.00	3,250.00	1,949.09	3,818.55	2,749.29	3,813.03	3,398.55
01-0202-40-00	Postage	1,500.00	1,500.00	882.62	1,154.45	957.44	970.65	2,071.56
01-0203-40-00	Food	200.00	50.00	116.44		96.17		175.30
01-0204-40-00	Wearling Apparel	400.00	400.00	492.73	135.92	278.86	283.68	283.68
01-0205-40-00	Motor Vehicles-Gasoline	750.00	750.00	51.74	95.35	350.69	421.99	187.33
01-0206-40-00	Motor Vehicles-Oil & Lubricant	100.00	100.00	31.84	31.49	85.56		30.00
01-0207-40-00	Motor Vehicles-Tires	200.00	200.00				436.00	86.72
01-0208-40-00	Motor Vehicles-Batteries	125.00	125.00	129.95		113.26		240.04
01-0209-40-00	Minor Apparatus	500.00	500.00	42.54-	21,986.74			2,379.70
01-0214-40-00	Other Supplies			33.00	76.20	31.44	199.22	7.00
01-0216-40-00	Photographic Supplies							
01-0217-40-00	Furniture & Fixtures-Minor							1,788.96
Subtotal:		7,775.00	6,875.00	3,644.87	27,298.70	4,662.71	5,840.89	10,648.84
01-0301-40-00	Communications-Telephone	2,500.00	2,000.00	1,053.36	2,272.72	2,340.93	1,558.55	1,826.44
01-0302-40-00	Car Allowance	4,800.00		1,600.00				
01-0303-40-00	Insurance & Bonds	3,700.00	3,600.00	3,423.70				
01-0306-40-00	Travel Expenses	2,000.00	2,000.00	324.00	113.21	1,096.06	1,497.86	1,305.66
01-0307-40-00	Publications	6,000.00	4,500.00	2,578.32	6,568.67	4,339.76	3,402.02	5,617.70
01-0308-40-00	Utilities-Electricity	2,600.00	2,600.00	1,348.37	2,379.03	2,371.62	2,597.72	3,290.30
01-0310-40-00	Miscellaneous	500.00	500.00		454.81-	4.76		2,756.46
01-0311-40-00	Associations	1,000.00	300.00		964.00	265.00	135.00	
01-0312-40-00	Utilities-Water & Gas	850.00	850.00	670.25	776.82	892.31	803.67	749.95
01-0314-40-00	Training-Tuition Etc	3,000.00	3,000.00	55.00	522.00	853.00	850.00	434.00
01-0315-40-00	Promotional Activity	2,000.00	2,000.00					
01-0318-40-00	Consultants							2,500.00
01-0330-40-00	Sanitation Fees						74.25	474.84
01-0350-40-00	Clean Up Illegal Dumping			462.00				
01-0351-40-00	Historic Preservation Comm.	22,000.00	22,000.00	20,500.00	17,500.00	12,500.00	5,600.00	2,070.65
01-0353-40-00	Contract Services							433.89
01-0354-40-00	Grant Match	155,000.00	161,000.00		65,000.00	75,000.00		226,015.00

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0355-40-00	Bureau Veritas Contract					16,126.34	66,022.05	56,939.30
01-0356-40-00	Contract Services-Temp. Emp.						3,089.52	35,374.31
01-0359-40-00	Bldg Code Consulting Service							13,800.00
01-0395-40-00	Credit Card Service Fee	3,000.00	3,000.00	1,243.29	678.18	2,635.33	3,021.68	3,435.71
Subtotal:		208,950.00	207,350.00	31,928.29	99,940.87	121,954.09	91,946.25	360,469.14
01-0401-40-00	Buildings & Grounds	4,600.00	4,600.00	30,428.43	3,823.09	7,838.64	4,630.08	4,161.75
Subtotal:		4,600.00	4,600.00	30,428.43	3,823.09	7,838.64	4,630.08	4,161.75
01-0501-40-00	Furniture & Fixtures				2,059.00	450.00		
01-0504-40-00	Motor Vehicles	500.00	500.00	905.57	429.35	3,053.93	168.08	53.86
01-0508-40-00	Lease & Rental-Equipment	3,000.00	3,000.00	1,471.32	1,669.00	1,819.11	5,793.41	6,426.67
01-0510-40-00	Electronic Data Processing	32,000.00	29,000.00	26,727.60	31,077.79	30,134.00	24,700.00	30,645.94
Subtotal:		35,500.00	32,500.00	29,104.49	35,235.14	35,457.04	30,661.49	37,126.47
01-0605-40-00	Auditing	100.00	100.00		100.00	100.00	100.00	100.00
01-0609-40-00	Medical Expenses	100.00	100.00	35.00	115.00	163.00		
Subtotal:		200.00	200.00	35.00	215.00	263.00	100.00	100.00
Program number:	Expenses	677,585.00	507,302.00	277,628.18	292,863.71	251,707.11	271,536.53	538,835.71

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0101-40-01	Salaries & Wages	60,676.00	52,882.00	39,020.17	50,022.62	46,885.28	45,393.15	43,641.40
01-0102-40-01	Social Security	4,244.00	4,244.00	3,146.67	4,017.41	3,644.07	3,068.35	3,446.26
01-0103-40-01	TWRS & Pension	4,886.00	4,001.00	2,998.53	3,865.93	3,514.81	3,376.97	3,184.03
01-0104-40-01	Ins-Employee Hospitalization	6,879.00	6,847.00	5,562.46	7,011.39	6,674.22	6,406.62	6,287.30
01-0105-40-01	Ins-Workers Compensation	64.00	56.00	41.31	56.06	74.54	84.37	135.78
01-0107-40-01	Overtime	510.00	510.00	495.70	449.81	824.84	360.00	1,425.47
01-0108-40-01	Stability Pay	600.00	552.00	504.00	456.00	408.00	312.00	312.00
01-0110-40-01	Sick Leave Sell Back	1,500.00	1,531.00	1,468.74	1,439.40	1,306.68	1,305.30	809.60
Subtotal:		79,957.00	70,623.00	53,237.58	67,318.62	63,332.44	59,994.76	59,241.84
01-0201-40-01	Office Supplies	400.00	300.00	146.54	303.10	260.94	371.59	338.95
01-0202-40-01	Postage	400.00	300.00	416.94	390.40	368.58	523.48	441.93
01-0203-40-01	Food			32.47	40.54	40.00	518.66	45.36
01-0214-40-01	Other Supplies			8.50			11.25	
Subtotal:		800.00	600.00	604.45	734.04	669.52	1,424.98	826.24
01-0301-40-01	Communications-Telephone	600.00	320.00	436.34	360.00	480.00	535.17	400.00
01-0306-40-01	Travel Expenses	5,000.00	6,500.00		3,616.60	1,556.27	5,089.21	2,091.36
01-0310-40-01	Miscellaneous						6.17-	95.97
01-0311-40-01	Associations	2,000.00	1,325.00	1,270.40	1,937.51	1,729.51	1,432.51	2,552.00
01-0312-40-01	Utilities-Water & Gas	7,000.00	7,000.00	1,838.45	4,135.57	5,761.66	7,181.13	8,349.43
01-0314-40-01	Training-Tuition Etc	1,250.00	1,250.00	778.00	814.00	553.00	405.00	520.00
01-0315-40-01	Promotional Activity	10,000.00	10,000.00	4,176.66	8,900.73	14,077.42	8,685.68	12,913.20
01-0320-40-01	Market Square Expenses	3,500.00	3,500.00	506.52	886.87	2,719.19	2,924.81	2,916.77
01-0322-40-01	Downtown Parks Maintenance	7,000.00	7,000.00	548.50	42,936.59	6,995.98	6,887.50	4,481.65
Subtotal:		36,350.00	36,895.00	9,554.87	63,587.87	33,873.03	33,134.84	34,300.38
01-0401-40-01	Buildings & Grounds	500.00	500.00	273.66	173.00	46.68	725.79	
Subtotal:		500.00	500.00	273.66	173.00	46.68	725.79	
01-0510-40-01	Electronic Data Processing			505.00	98.74			
Subtotal:				505.00	98.74			
01-0609-40-01	Medical Expenses						385.00	
Subtotal:							385.00	
Program number: 1 Main Street		117,607.00	108,618.00	64,175.56	131,912.27	97,921.67	95,665.37	94,368.46

11:10 07/26/21

Fund: 1 General Fund

City of Paris

Budget Comparison FY 2021

Department: 40 Community Development

Period Ending: 7/2021

Program: 2 Code Enforcement

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0101-40-02	Salaries & Wages	323,290.00						
01-0102-40-02	Social Security	25,365.00						
01-0103-40-02	TWRS & Pension	25,598.00						
01-0104-40-02	Ins-Employee Hospitalization	54,757.00						
01-0105-40-02	Ins-Workers Compensation	5,567.00						
01-0108-40-02	Stability Pay	4,280.00						
Subtotal:		438,857.00						
01-0201-40-02	Office Supplies	4,000.00						
01-0202-40-02	Postage	20,000.00						
01-0203-40-02	Food	250.00						
01-0204-40-02	Wearing Apparel	2,000.00						
01-0205-40-02	Motor Vehicles-Gasoline	10,000.00						
01-0206-40-02	Motor Vehicles-oil & Lubricant	350.00						
01-0207-40-02	Motor Vehicles-Tires	2,500.00						
01-0208-40-02	Motor Vehicles-Batteries	350.00						
01-0209-40-02	Minor Apparatus	4,000.00						
Subtotal:		43,450.00						
01-0301-40-02	Communications-Telephone	3,500.00						
01-0303-40-02	Insurance & Bonds	2,500.00						
01-0306-40-02	Travel Expenses	750.00						
01-0308-40-02	Utilities-Electricity	1,400.00						
01-0310-40-02	Miscellaneous	3,200.00						
01-0311-40-02	Associations	400.00						
01-0312-40-02	Utilities-Water & Gas	2,000.00						
01-0314-40-02	Training-Tuition Etc	1,150.00						
01-0328-40-02	House Demolition	100,000.00						
01-0329-40-02	Lot Mowing	40,000.00						
01-0351-40-02	104 Bonham Street	500.00						
Subtotal:		155,400.00						
01-0401-40-02	Buildings & Grounds	1,100.00						
01-0414-40-02	Tree Removal	2,000.00						
Subtotal:		3,100.00						
01-0502-40-02	Machinery Tools Equipment	500.00						
01-0504-40-02	Motor Vehicles	8,000.00						
01-0508-40-02	Lease & Rental-Equipment	450.00						
01-0510-40-02	Electronic Data Processing	200.00						

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0100-41-00	Personnel Cost							8,389.82-
01-0101-41-00	Salaries & Wages	180,022.00	258,823.00	94,435.69	295,334.76	308,503.11	244,881.49	251,953.60
01-0102-41-00	Social Security	14,222.00	20,308.00	6,551.37	21,366.92	22,492.06	17,654.95	18,646.90
01-0103-41-00	TWRS & Pension	14,351.00	19,150.00	6,884.47	22,104.51	22,382.25	17,807.45	16,327.40
01-0104-41-00	Ins-Employee Hospitalization	20,622.00	30,845.00	9,626.72	27,042.12	30,600.86	25,613.13	24,538.03
01-0105-41-00	Ins-Workers Compensation	365.00	518.00	194.69	2.62	946.23	1,484.91	1,180.19
01-0106-41-00	Unemployment Comp Benefits			6,235.00	4,168.00			
01-0107-41-00	Overtime	612.00	612.00	102.48	490.39	169.58	43.64	5,441.60
01-0108-41-00	Stability Pay	164.00	948.00	180.00	640.00	448.00	208.00	80.00
01-0110-41-00	Sick Leave Sell Back	5,100.00	5,100.00					
Subtotal:		225,458.00	336,304.00	124,210.42	371,149.32	385,542.09	307,693.57	309,777.90
01-0201-41-00	Office Supplies	3,000.00	3,000.00	1,394.64	1,978.45	2,930.56	3,311.98	2,884.00
01-0202-41-00	Postage	300.00	300.00	.51	1.50	256.88	624.40	91.45
01-0203-41-00	Food-Humans	150.00	150.00	278.62	103.61	64.56	185.78	104.00
01-0204-41-00	Wearing Apparel	400.00	400.00	422.85	519.70	255.83	898.64	262.90
01-0205-41-00	Motor Vehicles-Gasoline	3,000.00	3,000.00	1,151.82	1,313.75	2,164.89	2,098.68	3,350.21
01-0206-41-00	Motor Vehicles-oil & Lubricant	300.00	300.00		35.36	35.35	23.88	127.93
01-0207-41-00	Motor Vehicles-Tires	450.00	450.00	12.50	387.00		293.00	
01-0208-41-00	Motor Vehicles-Batteries	250.00	250.00		126.95	246.90	225.90	123.45
01-0209-41-00	Minor Apparatus				1,296.70	3,501.11		17.50
01-0214-41-00	Other Supplies	300.00	300.00	338.14	40.81	20.89	215.31	314.55
01-0216-41-00	Photographic Supplies				1,595.48			
01-0217-41-00	Furniture & Fixtures-Minor			634.00			149.99	
01-0219-41-00	Copier Supplies			1,202.52				
01-0221-41-00	Media-Books-CD's-Film-etc			200.26				
Subtotal:		8,150.00	8,150.00	5,635.86	7,399.31	9,476.97	8,027.56	7,275.99
01-0301-41-00	Communications-Telephone	8,000.00	8,000.00	5,866.26	7,896.27	8,821.72	7,989.04	7,091.30
01-0302-41-00	Car Allowance	3,000.00	3,000.00	250.00	3,000.00	3,000.00	2,250.00	
01-0303-41-00	Insurance & Bonds	2,500.00	2,500.00	2,377.57	2,464.33	2,445.11	1,812.90	1,937.77
01-0306-41-00	Travel Expenses	3,000.00	3,000.00	266.89	2,707.15	2,414.20	2,910.80	2,838.54
01-0307-41-00	Publications	700.00	700.00	694.00		39.00	869.76	4,195.07
01-0308-41-00	Utilities-Electricity	2,000.00	2,000.00	1,011.25	1,784.28	1,778.64	1,948.01	2,467.64
01-0310-41-00	Miscellaneous			1,759.43	25.82	167.45	13.70	162.00
01-0311-41-00	Associations	400.00	400.00	2,899.59		500.00	631.00	50.00
01-0312-41-00	Utilities-Water & Gas	1,000.00	700.00	1,000.03	832.11	738.15	626.27	626.85
01-0314-41-00	Training-Tuition Etc	2,000.00	5,000.00	95.00	85.00	843.00	1,999.00	1,156.50
01-0318-41-00	Consultants	10,000.00	10,000.00	18,125.77	12,201.99	13,512.70		
01-0319-41-00	Interim Engineering-Hayter			64,769.98				
01-0350-41-00	Contract Services			249.00				

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
Subtotal:		32,600.00	35,300.00	99,364.77	30,996.95	34,259.97	21,050.48	20,525.67
01-0401-41-00	Buildings & Grounds	4,000.00	3,900.00	4,258.54	3,556.71	5,045.83	3,947.14	3,396.60
01-0403-41-00	ADA Projects	15,000.00	15,000.00				15,000.00	
Subtotal:		19,000.00	18,900.00	4,258.54	3,556.71	5,045.83	18,947.14	3,396.60
01-0501-41-00	Furniture & Fixtures					3,341.04		
01-0502-41-00	Machinery Tools Equipment	400.00	400.00	233.05		9.49		
01-0503-41-00	Instruments Etc-Radio Maint				93.10			
01-0504-41-00	Motor Vehicles	500.00	500.00	435.62	660.50	436.68	852.12	347.63
01-0508-41-00	Lease & Rental-Equipment	3,000.00	2,000.00	2,807.05	2,779.29	1,551.97	4,765.54	4,957.92
01-0510-41-00	Electronic Data Processing	10,000.00	10,000.00	2,139.73	9,441.84	9,551.23	5,755.16	5,260.36
Subtotal:		13,900.00	12,900.00	5,615.45	12,974.73	14,890.41	11,372.82	10,565.91
01-0603-41-00	Judgments Damages Etc				250.00			
01-0605-41-00	Auditing	1,900.00	1,900.00	5,828.00	1,900.00	1,900.00	1,900.00	1,900.00
01-0607-41-00	Miscellaneous			115.00	70.00		70.00	208.00
01-0609-41-00	Medical Expenses	100.00	100.00					
Subtotal:		2,000.00	2,000.00	5,943.00	2,220.00	1,900.00	1,970.00	2,108.00
Program number:	Expenses	311,108.00	413,554.00	245,028.04	428,297.02	451,115.27	369,061.57	353,650.07

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0100-42-00	Personnel Cost							4,458.64-
01-0101-42-00	Salaries & Wages	156,351.00	137,080.00	115,429.44	117,414.54	152,814.20	151,586.84	138,188.36
01-0102-42-00	Social Security	12,308.00	10,850.00	9,417.26	9,372.67	12,244.36	12,126.93	10,966.12
01-0103-42-00	TWRS & Pension	12,421.00	10,233.00	8,991.82	9,122.31	11,772.66	11,702.47	10,136.23
01-0104-42-00	Ins-Employee Hospitalization	20,592.00	20,503.00	18,113.61	17,639.88	20,046.39	18,553.24	17,227.13
01-0105-42-00	Ins-Workers Compensation	161.00	142.00	297.65	211.09	247.05	289.53	432.46
01-0107-42-00	Overtime	204.00	204.00	119.65	167.88	154.50	141.55	1,090.38
01-0108-42-00	Stability Pay	1,144.00	684.00	848.00	736.00	592.00	448.00	1,104.00
01-0110-42-00	Sick leave Sell Back	3,200.00	3,877.00	3,061.80	3,666.60	3,663.62	3,486.76	540.00
Subtotal:		206,381.00	183,573.00	156,279.23	158,330.97	201,534.78	198,335.32	175,226.04
01-0201-42-00	Office Supplies	6,000.00	4,600.00	4,080.52	5,577.75	6,298.43	4,583.52	3,406.52
01-0202-42-00	Postage	100.00	100.00	.50	2.65	44.29	50.46	51.44
01-0203-42-00	Food-Humans	50.00	50.00				62.94	358.76
01-0204-42-00	Wearing Apparel	300.00		204.90	58.29	205.41	125.00	168.50
01-0205-42-00	Motor Vehicles-Gasoline	200.00	200.00		72.14	725.19	372.94	
01-0206-42-00	Motor Vehicles-Oil & Lubricant					23.88		
01-0209-42-00	Minor Apparatus	750.00	750.00		231.01	303.75	254.76	
Subtotal:		7,400.00	5,700.00	4,285.92	5,941.84	7,600.95	5,449.62	3,985.22
01-0301-42-00	Communications-Telephone	3,600.00	3,600.00	2,450.61	1,885.92	3,215.86	4,298.78	3,509.75
01-0302-42-00	Car Allowance	6,000.00	6,000.00	5,000.00	2,500.00	6,000.00	6,000.00	6,000.00
01-0303-42-00	Insurance & Bonds	1,100.00	1,100.00	1,046.13	1,106.43	1,080.62	1,007.17	1,284.93
01-0305-42-00	Court Costs-Special Servs Fees				55.00			
01-0306-42-00	Travel Expenses	300.00	300.00	168.00	1,288.20	252.00	2,082.83	156.00
01-0307-42-00	Publications	1,000.00	1,000.00				1,137.32	1,353.12
01-0308-42-00	Utilities-Electricity	1,400.00	1,400.00	549.41	1,009.10	1,138.40	1,137.32	1,371.37-
01-0310-42-00	Miscellaneous						30.00	71.00
01-0311-42-00	Associations	150.00	150.00	71.00				
01-0312-42-00	Utilities-Water & Gas	2,500.00	2,000.00	941.40	2,883.62	2,195.49	1,742.51	1,277.86
01-0314-42-00	Training-Tuition Etc	750.00	750.00	286.00	135.00	731.00	140.00	655.00
01-0315-42-00	Promotional Activity				171.00			
01-0351-42-00	Contract Services-RPM Temps							
01-0395-42-00	Credit Card Service Fee	4,000.00	3,000.00	5,069.50	2,881.42	2,496.49	832.41	2,786.56
Subtotal:		20,800.00	19,300.00	15,582.05	13,915.69	17,109.86	17,271.02	15,722.85
01-0401-42-00	Buildings & Grounds	4,000.00	4,000.00	1,482.74	3,689.63	3,706.47	4,329.09	4,094.71
01-0425-42-00	Janitorial Services	3,300.00	3,300.00	2,700.00	3,240.00	3,240.00	3,240.00	3,240.00
Subtotal:		7,300.00	7,300.00	4,182.74	6,929.63	6,946.47	7,569.09	7,334.71

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0100-43-00	Personnel Cost							14,822.12-
01-0101-43-00	Salaries & Wages	358,636.00	309,895.00	212,221.67	270,626.56	307,279.41	319,259.72	278,242.51
01-0102-43-00	Social Security	28,528.00	25,365.00	16,818.64	20,924.75	24,116.41	24,336.52	20,645.90
01-0103-43-00	TWRS & Pension	28,789.00	23,916.00	16,246.53	20,386.12	23,431.68	24,178.72	19,570.13
01-0104-43-00	Ins-Employee Hospitalization	66,662.00	66,403.00	42,947.86	50,522.51	59,442.07	63,071.54	51,356.23
01-0105-43-00	Ins-Workers Compensation	3,169.00	2,808.00	3,173.05	3,937.64	6,700.40	8,705.78	12,655.30
01-0106-43-00	Unemployment Comp Benefits							4,311.00
01-0107-43-00	Overtime	12,241.00	12,241.00	6,797.88	4,331.73	13,512.50	11,397.01	10,500.38
01-0108-43-00	Stability Pay	4,179.00	3,807.00	3,552.00	4,156.00	3,896.00	3,480.00	3,248.00
01-0110-43-00	Sick Leave Sell Back	5,000.00	5,610.00	4,788.60	5,328.12	3,663.18	4,439.70	2,144.00
Subtotal:		507,204.00	450,045.00	306,546.23	380,213.43	442,041.65	458,868.99	387,851.33
01-0201-43-00	Office Supplies	2,500.00	2,500.00	2,286.16	1,816.36	2,142.20	2,428.16	1,819.99
01-0202-43-00	Postage	300.00	300.00	90.95	96.46	127.10	146.93	167.43
01-0203-43-00	Food-Concession Stand	10,000.00	10,000.00	9,880.16	2,930.36	13,906.68	7,794.62	5,596.92
01-0204-43-00	Wearing Apparel	5,000.00	5,000.00	3,279.43	3,994.64	6,166.26	4,946.30	4,163.90
01-0205-43-00	Motor Vehicles-Gasoline	20,000.00	20,000.00	9,241.06	12,731.31	19,823.89	20,528.16	19,087.07
01-0206-43-00	Motor Vehicles-oil & Lubricant	3,000.00	2,500.00	1,808.15	2,705.55	2,813.56	2,286.75	1,363.85
01-0207-43-00	Motor Vehicles-Tires	2,500.00	2,500.00	1,551.17	1,606.90	2,518.00	2,324.81	4,059.53
01-0208-43-00	Motor Vehicles-Batteries	2,000.00	1,200.00	1,331.70	1,843.94	1,252.18	925.32	1,046.85
01-0209-43-00	Minor Apparatus	1,200.00	1,200.00				1,259.76	
01-0210-43-00	Laundry Cleaning Etc	1,500.00	1,500.00	1,440.12	1,912.79	1,473.68	1,124.24	740.44
01-0211-43-00	Chemical Medical Etc	4,000.00	4,000.00	3,505.54	9,397.97	1,522.82	2,568.30	3,430.46
01-0212-43-00	Mechanical							46.12
01-0213-43-00	Botanical-Seeds Etc	1,500.00	1,200.00	1,348.11	1,079.36	364.34	301.20	3,893.10
01-0214-43-00	Other Supplies							438.43
Subtotal:		53,500.00	51,900.00	35,762.55	40,115.64	52,110.71	46,634.55	45,854.09
01-0301-43-00	Communications-Telephone	3,800.00	3,800.00	2,543.92	3,790.98	3,579.94	3,993.94	3,729.94
01-0303-43-00	Insurance & Bonds	11,000.00	11,000.00	10,461.31	11,064.33	10,914.24	10,031.37	9,957.97
01-0306-43-00	Travel Expenses	300.00	300.00	1.93	155.09			396.96
01-0307-43-00	Publications	200.00	200.00		1,222.00	52.00	360.00	
01-0308-43-00	Utilities-Electricity	70,000.00	70,000.00	44,878.54	63,023.94	69,776.75	66,753.08	89,329.02
01-0310-43-00	Miscellaneous	100.00	100.00	80.10	42.98		1,000.00	1,333.12
01-0312-43-00	Utilities-Water & Gas	28,000.00	25,000.00	33,205.17	27,800.79	23,226.82	28,189.35	22,200.66
01-0314-43-00	Training-Tuition Etc	1,000.00	1,000.00	105.00	272.76	272.76	253.64	1,334.45
01-0315-43-00	Promotional Activity	500.00	500.00					
01-0319-43-00	Program Expenses	40,000.00	54,000.00	7,829.19	48,700.07	58,312.12	43,521.56	50,998.83
01-0350-43-00	Lake Gibbons Emerg Action Plan				169.00		2,081.46	8,495.95
01-0351-43-00	Contract Services-Hiring Part	80,000.00	20,000.00	19,645.08	87,500.06	17,973.18	15,027.28	20,028.97
01-0395-43-00	Credit Card Service Fee						6.00	

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
Subtotal:		224,900.00	185,900.00	118,750.24	243,742.00	184,107.81	171,217.68	207,805.87
01-0401-43-00	Bldg & Grounds (Park Improv)							
01-0402-43-00	Gateway Sign Repair	75,000.00	75,000.00	51,127.53	97,702.96	104,350.46	74,015.28	58,661.73
01-0406-43-00	Storm Sewers	6,000.00	6,000.00		5,992.55	9,124.00-	9,124.00	7,919.00
01-0407-43-00	Street & Alley Repair	20,000.00	20,000.00	11,506.45	16,271.17	27,389.31	14,066.12	29,158.16
01-0417-43-00	Contract Spraying	15,000.00	15,000.00	12,600.00				
01-0418-43-00	Contract Mowing	95,000.00	95,000.00	29,415.60				
01-0419-43-00	Trail de Parts Maintenance	30,000.00	30,000.00	20,797.26	150.00	31,099.36	5,021.40	2,608.56
01-0420-43-00	Resurface Tennis Courts							39,750.00
Subtotal:		241,000.00	241,000.00	125,446.84	120,116.68	154,216.25	102,264.40	138,097.45
01-0502-43-00	Machinery Tools Equipment	40,000.00	40,000.00	19,193.12	21,325.79	44,537.29	39,168.42	18,584.54
01-0503-43-00	Instruments Etc-Radio Maint	700.00	700.00	396.40	475.68	498.82	475.68	475.68
01-0504-43-00	Motor Vehicles	6,000.00	6,000.00	7,449.93	5,075.43	4,881.76	2,357.52	5,918.37
01-0505-43-00	Signals & Markers						22.65	
01-0508-43-00	Lease & Rental-Equipment	2,000.00	2,000.00	3,027.42	3,187.96	2,024.39	1,476.00	
01-0510-43-00	Electronic Data Processing	200.00	200.00					
01-0512-43-00	Tire Repair	1,400.00	1,400.00	140.38	150.31-	941.83	646.24	1,913.58
Subtotal:		50,300.00	50,300.00	30,207.25	29,914.55	52,884.09	44,146.51	26,892.17
01-0603-43-00	Judgments Damages Etc							
01-0605-43-00	Auditing	500.00	500.00		96.00	500.00	500.00	500.00
01-0609-43-00	Medical Expenses	455.00	455.00	55.00	436.00	350.00	583.00	417.00
01-0612-43-00	Summer Camp			695.60	1,890.69	280.00		
Subtotal:		955.00	955.00	750.60	2,922.69	1,130.00	1,083.00	917.00
Program number:	Expenses	1,087,859.00	980,100.00	617,463.71	817,024.99	886,490.51	824,215.13	807,417.91

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0101-43-01	Salaries & Wages	90,424.00	70,000.00	37,919.64	59,358.69	41,972.14	61,783.45	51,731.07
01-0102-43-01	Social Security	6,923.00	6,847.00	3,064.40	4,664.76	3,426.92	4,983.64	4,136.35
01-0103-43-01	TWRS & Pension	825.00		636.10	156.70			
01-0104-43-01	Ins-Employee Hospitalization	1,712.00	1,705.00	1,370.45	343.72			
01-0105-43-01	Ins-Workers Compensation	778.00	769.00	338.95	566.49	639.02	1,077.23	1,030.44
01-0107-43-01	Overtime			2,243.26	1,645.15	2,824.39	3,362.17	2,338.89
01-0108-43-01	Stability Pay	69.00						
Subtotal:		100,731.00	79,321.00	45,572.80	66,735.51	48,862.47	71,206.49	59,236.75
01-0201-43-01	Office Supplies		300.00	3,991.55	14,412.18	318.05	448.72	657.70
01-0202-43-01	Postage	75.00	75.00		45.80		274.38	29.45
01-0203-43-01	Food	4,000.00	4,000.00	2,399.26	2,141.72	7,625.18	1,475.65	7,418.77
01-0204-43-01	Wearing Apparel				735.59			
01-0211-43-01	Chemical Medical Etc	15,000.00	20,000.00	5,837.84	3,239.04	16,516.44	18,684.75	23,581.42
01-0216-43-01	Photographic Supplies			668.82		1,248.48		
Subtotal:		19,375.00	24,375.00	12,897.47	20,574.33	25,708.15	20,883.50	31,687.34
01-0301-43-01	Communications-Telephone	700.00	700.00	747.55	1,118.73	1,258.99	657.63	657.92
01-0306-43-01	Travel Expenses			442.26		8.00	1,272.29	
01-0308-43-01	Utilities-Electricity	10,000.00	10,000.00	4,754.17	8,239.07	8,273.43	9,624.73	12,842.29
01-0310-43-01	Miscellaneous			868.99	590.81		48.00	
01-0311-43-01	Associations	200.00	200.00		399.88	200.00	200.00	200.00
01-0312-43-01	Utilities-Water & Gas	9,000.00	6,000.00	7,718.43	8,260.07	4,337.78	5,145.20	10,738.34
01-0314-43-01	Training-Tuition Etc	3,000.00	2,000.00	400.00	4,175.00	35.00-	1,070.00	3,549.50
01-0319-43-01	Program Expenses	20,000.00	9,000.00	15,544.68	7,866.66	7,149.76	8,952.55	7,715.26
Subtotal:		42,900.00	27,900.00	30,476.08	30,650.22	21,192.96	26,970.40	35,703.31
01-0401-43-01	Bldg & Grounds (Pool Repairs)	12,000.00	12,000.00	6,267.05	36,432.44	21,540.78	33,760.25	14,378.66
Subtotal:		12,000.00	12,000.00	6,267.05	36,432.44	21,540.78	33,760.25	14,378.66
01-0609-43-01	Medical Expenses	1,100.00	1,100.00	665.00	805.00	560.00	420.00	770.00
Subtotal:		1,100.00	1,100.00	665.00	805.00	560.00	420.00	770.00
Program number: 1 Municipal Pool		176,106.00	144,696.00	95,878.40	155,197.50	117,864.36	153,240.64	141,776.06

Fund: 1 General Fund

City of Paris
Budget Comparison FY 2021
Department: 43 Parks, Recreation, & ROW

Program: 2 Parks Concession Employees

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0101-43-02	Salaries & Wages	8,160.00	8,160.00		19.94-	958.83	4,210.53	
01-0102-43-02	Social Security	624.00	624.00		4.00	73.34	340.61	.23
01-0105-43-02	Ins-Workers Compensation	70.00	70.00		1.06-	14.79	71.56	.08
01-0107-43-02	Overtime				72.00		241.97	3.00
Subtotal:		8,854.00	8,854.00		55.00	1,046.96	4,864.67	3.31
01-0609-43-02	Medical Expenses			35.00			35.00	
Subtotal:				35.00			35.00	
Program number: 2	Parks Concession Employees	8,854.00	8,854.00	35.00	55.00	1,046.96	4,899.67	3.31

11:10 07/26/21

Fund: 1 General Fund

City of Paris
Budget Comparison FY 2021

Department: 43 Parks, Recreation, & ROW

Period Ending: 7/2021

Program: 3 Girls' Softball Program

[illegible]

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-1002-43-99	Mower/Finish Mower/Stp Grinder	49,000.00	14,000.00	14,000.00	13,999.95	12,945.00	42,000.00	12,497.54
01-1004-43-99	Mint Dump Trk & 3/4 Ton Pickup		20,000.00	29,120.00		42,167.00		
01-1005-43-99	UTV Mule	13,000.00	13,000.00					
01-1010-43-99	Mint Excavator		6,500.00			110.73-	5,478.38-	3,715.96
Subtotal:		62,000.00	53,500.00	43,120.00	13,999.95	55,001.27	36,521.62	16,213.50
Program number: 99 Capital Outlay-Equipment		62,000.00	53,500.00	43,120.00	13,999.95	55,001.27	36,521.62	16,213.50
Department number: Parks, Recreation, & ROW		1,353,319.00	1,205,650.00	764,223.88	987,485.96	1,095,733.46	1,145,209.66	1,023,089.75

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0202-44-00	Postage							1.84
Subtotal:								1.84
01-0301-44-00	Communications-Telephone						.59	
Subtotal:							.59	
01-0401-44-00	Buildings & Grounds						228.99	
Subtotal:							228.99	
01-0502-44-00	Machinery Tools Equipment			.04	129.98			
Subtotal:				.04	129.98			
Program number:	Expenses			.04	129.98		229.58	1.84
Department number:	Sanitation			.04	129.98		229.58	1.84

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0100-46-00	Personnel Cost							15,571.58-
01-0101-46-00	Salaries & Wages	463,915.00	361,113.00	254,361.00	314,192.02	330,041.24	339,594.82	359,899.06
01-0102-46-00	Social Security	36,877.00	28,826.00	20,699.81	24,810.39	26,142.33	26,866.18	28,248.08
01-0103-46-00	TRRS & Pension	37,214.00	27,181.00	19,598.91	24,071.20	24,911.94	25,764.71	25,842.30
01-0104-46-00	Ins-Employee Hospitalization	88,855.00	74,938.00	50,490.99	59,027.58	61,530.49	64,649.12	70,944.77
01-0105-46-00	Ins-Workers Compensation	8,830.00	6,920.00	4,349.57	5,957.73	11,813.73	13,950.86	20,218.69
01-0107-46-00	Overtime	7,650.00	7,650.00	9,594.35	4,563.91	4,939.09	7,285.46	7,397.18
01-0108-46-00	Stability Pay	5,478.00	4,996.00	4,476.00	4,692.00	4,896.00	4,532.00	4,688.00
01-0110-46-00	Sick Leave Sell Back	5,000.00	3,060.00	4,704.66	2,924.40	5,496.60	4,518.60	2,236.00
Subtotal:		653,819.00	514,684.00	368,275.29	440,239.23	469,771.42	487,161.75	503,902.50
01-0201-46-00	Office Supplies	1,000.00	1,000.00	241.91	678.83	904.69	841.77	1,519.76
01-0202-46-00	Postage	790.00	790.00	281.14	635.74	330.62	463.21	427.92
01-0203-46-00	Food-Humans	200.00	200.00	273.78	119.07	66.13		110.86
01-0204-46-00	Wearing Apparel	4,000.00	4,000.00	3,927.03	5,479.17	3,675.93	3,713.47	2,239.63
01-0205-46-00	Motor Vehicles-Gasoline	50,000.00	50,000.00	28,859.23	30,999.90	45,452.44	48,274.66	50,396.39
01-0206-46-00	Motor Vehicles-Oil & Lubricant	2,500.00	2,500.00	1,653.74	2,310.10	2,469.94	2,018.43	1,159.88
01-0207-46-00	Motor Vehicles-Tires	11,000.00	11,000.00	3,752.14	9,425.11	10,960.83	12,018.10	5,111.62
01-0208-46-00	Motor Vehicles-Batteries	1,800.00	1,800.00	1,192.55	1,271.50	1,457.40	1,427.42	1,952.65
01-0209-46-00	Minor Apparatus						254.76	
01-0210-46-00	Laundry Cleaning Etc	300.00	300.00	192.96	332.08	144.72		
Subtotal:		71,590.00	71,590.00	40,374.48	51,251.50	65,462.70	69,011.82	62,918.71
01-0301-46-00	Communications-Telephone	2,200.00	2,200.00	1,476.47	2,114.84	2,186.48	2,457.23	2,473.88
01-0303-46-00	Insurance & Bonds	14,000.00	13,450.00	12,791.32	13,528.65	1,296.74	13,445.66	13,349.07
01-0304-46-00	Runoff Claims & Retiree Cost					8.40	65.86	
01-0307-46-00	Publications	2,000.00	1,000.00	2,042.35	1,402.12	751.99	52.00	1,260.82
01-0308-46-00	Utilities-Electricity	3,500.00	3,000.00	1,721.55	3,562.34	4,761.82	1,083.99	1,103.47
01-0310-46-00	Miscellaneous	50.00	50.00					
01-0312-46-00	Utilities-Water & Gas	7,000.00	6,000.00	2,824.23	8,650.98	6,008.97	4,561.30	3,833.58
01-0314-46-00	Training-Tuition Etc	200.00	200.00					
01-0350-46-00	Contract Services-Hiring Part.	80,000.00	70,000.00	43,379.52	94,728.52	72,630.06	70,119.94	66,844.01
01-0351-46-00	Contract Services-Not HPI	50,000.00	50,000.00		46,835.00	55,510.26	35,623.02	30,554.00
Subtotal:		158,950.00	145,900.00	64,235.44	170,822.45	143,154.72	127,409.00	119,418.83
01-0401-46-00	Buildings & Grounds	2,000.00	1,200.00	729.81	6,545.30	2,219.50	528.94	684.00
01-0402-46-00	Bridges & Culverts	10,000.00	7,000.00		11,130.00	52,978.32	330.00	2,630.00
01-0405-46-00	Sidewalks & Curbs	40,000.00	40,000.00		37,476.58	43,932.42	34,303.00	38,716.00
01-0406-46-00	Storm Sewers	20,000.00	20,000.00	2,594.33	6,671.63	21,226.81	8,147.43	25,343.17
01-0407-46-00	Street & Alley Repairs	572,000.00	572,000.00	274,482.56	466,366.61	564,475.83	689,832.30	725,028.14

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
Subtotal:		644,000.00	640,200.00	277,806.70	528,220.12	684,832.88	733,141.67	792,401.31
01-0502-46-00	Machinery Tools Equipment	38,000.00	38,000.00	15,192.96	34,331.85	32,298.60	31,805.91	52,580.05
01-0503-46-00	Instruments Etc-Radio Maint	1,200.00	1,200.00	396.40	475.68	467.35	475.68	475.68
01-0504-46-00	Motor Vehicles	20,000.00	20,000.00	15,109.96	26,527.43	17,938.95	14,453.36	33,152.34
01-0505-46-00	Signals & Markers	200.00	200.00					39.81
01-0506-46-00	Sweeper	10,000.00	10,000.00	4,726.04	17,252.57	6,418.95	4,334.76	2,248.86
01-0507-46-00	Miscellaneous Repairs			269.20				
01-0508-46-00	Lease & Rental-Equipment	10,000.00	12,000.00	125.00	6,345.00	7,287.47	12,800.00	100.00
01-0511-46-00	Maintenance Agreement						6.63	
01-0512-46-00	Tire Repair	3,800.00	3,800.00	190.00	145.80	695.30	7,294.17	3,849.09
Subtotal:		83,200.00	85,200.00	36,009.56	85,078.33	65,106.62	71,170.51	92,445.83
01-0603-46-00	Judgments Damages Etc				68.00			
01-0605-46-00	Auditing	1,500.00	1,500.00		1,500.00	1,500.00	1,500.00	1,500.00
01-0609-46-00	Medical Expenses	500.00	500.00	96.00	439.00	534.00	563.00	533.00
Subtotal:		2,000.00	2,000.00	96.00	2,007.00	2,034.00	2,063.00	2,033.00
Program number:	Expenses	1,613,559.00	1,459,574.00	786,797.47	1,277,618.63	1,430,362.34	1,489,957.75	1,573,120.18

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0100-48-00	Personnel Cost							6,400.30-
01-0101-48-00	Salaries & Wages	35,821.00	31,926.00	26,273.68	30,870.40	28,941.10	38,183.55	27,312.22
01-0102-48-00	Social Security	2,982.00	2,672.00	2,324.86	2,498.62	2,366.17	3,056.82	2,120.32
01-0103-48-00	TWRS & Pension	3,008.00	2,520.00	2,268.62	2,528.10	2,346.29	3,012.96	2,017.38
01-0104-48-00	Ins-Employee Hospitalization	6,835.00	6,809.00	5,548.84	6,979.24	6,644.84	8,092.43	6,348.51
01-0105-48-00	Ins-Workers Compensation	703.00	630.00	589.67	696.16	995.96	1,451.93	263.15
01-0107-48-00	Overtime	2,754.00	2,754.00	3,899.70	2,291.14	2,519.09	2,591.20	1,725.39
01-0108-48-00	Stability Pay	428.00	380.00	328.00	280.00	232.00	248.00	136.00
01-0110-48-00	Sick Leave Sell Back	1,000.00	917.00	946.02	840.00	838.56	585.98	
Subtotal:		53,531.00	48,608.00	42,179.39	46,983.66	44,884.01	57,222.87	33,522.67
01-0201-48-00	Office Supplies	400.00	400.00	86.12	116.82	553.82	259.56	319.65
01-0202-48-00	Postage	500.00	500.00	267.88	385.96	298.75	448.63	417.32
01-0203-48-00	Food-Humans	100.00	100.00			53.23	19.11	65.92
01-0204-48-00	Wearing Apparel	500.00	500.00	430.46	529.38	487.44	436.30	523.64
01-0205-48-00	Motor Vehicles-Gasoline	3,000.00	3,000.00	1,802.05	2,367.67	2,054.63	3,930.93	3,237.44
01-0206-48-00	Motor Vehicles-Oil & Lubricant	100.00	100.00			15.00	1,506.30	588.00
01-0207-48-00	Motor Vehicles-Tires	700.00	700.00	787.70	131.95		117.45	98.45
01-0208-48-00	Motor Vehicles-Batteries	125.00	125.00				305.08	
01-0209-48-00	Minor Apparatus	600.00	600.00					
Subtotal:		6,025.00	6,025.00	3,374.21	4,371.78	3,462.87	7,023.36	5,250.42
01-0301-48-00	Communications-Telephone	1,700.00	1,700.00	1,063.10	1,543.04	1,515.91	1,509.60	1,777.72
01-0303-48-00	Insurance & Bonds	1,500.00	1,200.00	1,141.23	1,207.02		1,708.60	1,791.84
01-0308-48-00	Utilities-Electricity	375,000.00	375,000.00	227,591.70	340,609.98	371,852.04	369,246.38	404,378.82
01-0310-48-00	Miscellaneous	100.00	100.00					
01-0312-48-00	Utilities-Water & Gas	800.00	800.00	1,115.57	759.05	951.28	999.12	703.15
01-0350-48-00	Contract Services-Hiring Part.	15,000.00	15,000.00		2,767.96	9,239.85	16,750.23	31,705.07
Subtotal:		394,100.00	393,800.00	230,911.60	346,887.05	383,559.08	390,213.93	440,356.60
01-0401-48-00	Buildings & Grounds			212.00		1,170.62	217.35	1,484.73
Subtotal:				212.00		1,170.62	217.35	1,484.73
01-0502-48-00	Machinery Tools Equipment	3,000.00	3,000.00	1,038.18	1,616.83	1,460.09	6,091.62	2,473.82
01-0503-48-00	Instruments Etc-Radio Maint	1,000.00	1,000.00	396.40	475.68	475.68	506.88	1,583.91
01-0504-48-00	Motor Vehicles	3,000.00	1,500.00	2,920.26	5,331.52	2,275.31	1,334.17	6,043.49
01-0505-48-00	Markers	34,000.00	34,000.00	22,124.52	39,609.46	26,061.67	50,368.92	42,301.58
01-0507-48-00	Miscellaneous-St Light Bulbs					241.72	72.00	
01-0508-48-00	Lease & Rental-Equipment							50.00
01-0512-48-00	Tire Repair	70.00	70.00				360.00	

11:10 07/26/21

Fund: 1 General Fund

**City of Paris
Budget Comparison FY 2021**

Department: 48 Traffic & Public Lighting
Period Ending: 7/2021

Program: 99 Capital Outlay-Equipment

[illegible]

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0100-49-00	Personnel Cost							7,261.09-
01-0101-49-00	Salaries & Wages	264,283.00	228,153.00	178,759.19	204,541.78	202,125.93	200,727.08	199,351.23
01-0102-49-00	Social Security	20,787.00	18,042.00	14,147.38	16,094.05	15,992.38	15,846.86	15,618.75
01-0103-49-00	TWKS & Pension	20,977.00	17,009.00	13,425.30	15,609.96	15,213.79	14,962.13	14,178.68
01-0104-49-00	Ins-Employee Hospitalization	34,277.00	34,148.00	25,490.00	31,313.27	29,455.85	32,195.68	29,779.24
01-0105-49-00	Ins-Workers Compensation	5,090.00	4,414.00	3,531.84	3,933.21	5,694.42	6,055.76	10,050.53
01-0107-49-00	Overtime	510.00	510.00	356.28	202.50	393.39	271.39	299.19
01-0108-49-00	Stability Pay	2,924.00	3,372.00	3,134.00	2,892.00	2,776.00	2,508.00	2,464.00
01-0110-49-00	Sick leave Sell Back	4,000.00	3,773.00	3,711.90	3,590.40	4,602.82	4,502.76	3,416.00
Subtotal:		352,848.00	309,421.00	242,555.89	278,157.17	276,254.58	277,069.66	267,896.53
01-0201-49-00	Office Supplies	650.00	650.00	212.26	577.40	632.15	487.92	1,118.22
01-0202-49-00	Postage	550.00	550.00	267.88	387.81	302.53	471.53	417.32
01-0203-49-00	Food-Humans			41.20			4,769.15-	
01-0204-49-00	Wearing Apparel	3,500.00	3,200.00	2,311.48	3,308.77	5,157.16	3,214.60	2,500.20
01-0205-49-00	Motor Vehicles-Gasoline	2,000.00	2,000.00	1,223.22	885.34	1,866.99	1,342.62	1,686.79
01-0206-49-00	Motor Vehicles-Oil & Lubricant	150.00	150.00	36.48	23.88		44.10	92.64
01-0207-49-00	Motor Vehicles-Tires	300.00	300.00		298.00		182.95	640.00
01-0208-49-00	Motor Vehicles-Batteries	200.00	200.00		279.01		36.46	203.90
01-0209-49-00	Minor Apparatus & Shop Improve	1,000.00	7,600.00	4,728.05		55.76	254.76	199.00
01-0210-49-00	Laundry Cleaning Etc	2,000.00	1,900.00	1,640.24	2,044.80	2,850.20	2,511.74	1,964.54
01-0211-49-00	Chemical Medical Etc	900.00	900.00	548.88	643.00		997.84	883.16
Subtotal:		11,250.00	17,450.00	11,009.69	8,448.01	10,864.79	4,775.37	9,705.77
01-0301-49-00	Communications-Telephone	1,500.00	1,300.00	1,016.55	1,476.54	1,420.93	1,358.54	1,346.42
01-0303-49-00	Insurance & Bonds	2,100.00	2,100.00	1,997.16	2,112.28	2,053.17	1,913.61	1,883.94
01-0306-49-00	Travel Expenses	300.00	300.00					
01-0308-49-00	Utilities-Electricity	5,000.00	5,000.00	2,401.78	3,803.89	4,221.32	3,833.91	4,688.62
01-0310-49-00	Miscellaneous			495.00				
01-0312-49-00	Utilities-Water & Gas	5,500.00	5,000.00	3,973.93	5,393.55	4,676.40	4,223.25	3,361.30
01-0314-49-00	Training-Tuition Etc	500.00	500.00					
01-0350-49-00	RPM Staffing				2,580.20			
Subtotal:		14,900.00	14,200.00	9,884.42	15,366.46	12,371.82	11,329.31	11,280.28
01-0401-49-00	Buildings & Grounds	10,700.00	2,700.00	2,477.40	1,483.29	1,240.19	1,695.52	544.16
Subtotal:		10,700.00	2,700.00	2,477.40	1,483.29	1,240.19	1,695.52	544.16
01-0501-49-00	Furniture & Fixtures	100.00	100.00					
01-0502-49-00	Machinery Tools Equipment	12,000.00	12,000.00	6,993.13	10,945.60	9,964.97	16,973.71	7,532.36
01-0504-49-00	Motor Vehicles	2,000.00	2,000.00	2,054.54	3,065.31	1,721.92	1,471.46	845.81

Account	Description	Proposed FY2022		Year		Expended		FY 2020		FY 2019		FY 2018		FY 2017	
		Budget		Budget		Year									
01-0510-49-00	Electronic Data Processing	1,500.00		1,500.00		1,500.00		1,500.00		1,500.00		1,500.00		1,500.00	
01-0512-49-00	Tire Repair	50.00		50.00											
Subtotal:		15,650.00		15,650.00		10,547.67		15,510.91		13,186.89		19,945.17		9,878.17	
01-0605-49-00	Auditing	200.00		200.00				200.00		200.00		200.00		200.00	
01-0609-49-00	Medical Expenses	400.00		400.00		135.00		291.00		327.00		224.00		517.00	
Subtotal:		600.00		600.00		135.00		491.00		527.00		424.00		717.00	
Program number:	Expenses	405,948.00		360,021.00		276,610.07		319,456.84		314,445.27		315,239.03		300,021.91	
Department number:	Garage	405,948.00		360,021.00		276,610.07		319,456.84		314,445.27		315,239.03		300,021.91	

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0100-54-00	Personnel Cost							49,440.75-
01-0101-54-00	Salaries & Wages	1,093,546.00	973,401.00	912,392.90	1,098,598.53	1,023,383.98	1,016,031.66	994,371.49
01-0102-54-00	Social Security	108,484.00	99,302.00	127,801.26	151,473.95	139,886.05	135,125.31	127,660.27
01-0103-54-00	TRKS & Pension	151,935.00	133,306.00	104,700.78	134,020.21	124,536.73	116,720.28	108,167.77
01-0104-54-00	Ins-Employee Hospitalization	184,742.00	180,669.00	127,010.31	172,592.35	164,188.45	155,200.88	153,965.66
01-0105-54-00	Ins-Workers Compensation	21,856.00	20,506.00	16,078.57	21,944.16	29,914.01	34,165.52	52,722.00
01-0106-54-00	Unemployment Comp Benefits			76.78	75.39			16.52
01-0107-54-00	Overtime	867,000.00	867,000.00	750,749.81	878,890.81	817,412.92	748,330.78	675,755.39
01-0108-54-00	Stability Pay	15,970.00	18,294.00	16,556.00	16,684.00	17,316.40	18,084.00	16,860.00
01-0109-54-00	Cycle Overtime Pay					24.54		45.69
01-0110-54-00	Sick Leave Sell Back	20,000.00	20,401.00	16,903.32	19,483.50	13,820.19	16,601.01	8,905.60
Subtotal:		2,463,533.00	2,312,879.00	2,072,192.95	2,493,764.29	2,330,558.66	2,240,259.44	2,089,029.64
01-0201-54-00	Office Supplies	15,000.00	15,000.00	12,249.95	12,549.38	13,995.90	20,301.17	15,604.81
01-0202-54-00	Postage	9,000.00	9,000.00	7,735.15	8,858.54	8,664.33	8,430.16	8,682.53
01-0203-54-00	Food	2,500.00	2,500.00	1,248.73	2,566.74	2,483.08	2,687.37	1,808.53
01-0204-54-00	Wearing Apparel	30,000.00	20,000.00	31,009.60	34,770.22	24,534.03	16,621.68	20,595.59
01-0205-54-00	Motor Vehicles-Gasoline	80,000.00	78,000.00	57,134.85	59,256.29	77,021.02	76,686.75	54,693.28
01-0206-54-00	Motor Vehicles-Oil & Lubricant	1,100.00	1,000.00	1,053.73	1,209.42	505.09	63.98-	579.46
01-0207-54-00	Motor Vehicles-Tires	10,000.00	7,000.00	6,827.00	10,438.15	6,748.20	9,532.90	6,096.75
01-0208-54-00	Motor Vehicles-Batteries	1,500.00	1,500.00	650.90	1,166.74	1,882.12	1,624.50	1,363.50
01-0209-54-00	Minor Apparatus	10,000.00	10,000.00	6,314.18	4,358.64	7,447.70	13,077.31	8,459.46
01-0210-54-00	Laundry Cleaning Etc	4,200.00	4,000.00	3,996.85	4,131.74	3,935.58	3,610.53	1,890.39
01-0211-54-00	Chemical Medical Etc	165,000.00	150,000.00	132,308.34	170,206.51	151,884.91	140,416.69	130,178.44
01-0214-54-00	Other Supplies				1,050.40	574.10	357.42	218.66
01-0217-54-00	Furniture & Fixtures-Minor	5,000.00	6,000.00	2,416.68	6,552.91	2,565.79	4,804.90	3,216.25
01-0218-54-00	Uniform Cleaning Allowance	6,900.00	7,350.00	6,875.00	6,850.00	6,950.00	6,625.00	6,900.00
Subtotal:		340,200.00	311,350.00	269,520.96	323,995.68	309,191.85	304,712.40	260,287.65
01-0301-54-00	Communications-Telephone	13,500.00	13,000.00	12,249.25	12,938.93	11,658.53	13,864.17	18,315.13
01-0302-54-00	Car Allowance	5,400.00	2,700.00	1,175.00	2,700.00	2,700.00	2,700.00	2,700.00
01-0303-54-00	Insurance & Bonds	13,000.00	12,000.00	11,412.33	12,070.17	12,386.80	11,578.82	10,942.42
01-0306-54-00	Travel Expenses	2,000.00	2,000.00	417.68	1,422.21	2,610.08	846.15	3,435.36
01-0307-54-00	Publications	500.00	500.00	350.00	1,422.21	97.80	788.90	253.00
01-0308-54-00	Utilities-Electricity	7,500.00	8,000.00	3,966.50	7,011.91	8,102.74	8,209.56	7,597.07
01-0310-54-00	Miscellaneous	3,000.00	3,000.00	796.31	947.79	2,476.23	2,624.03	2,292.95
01-0311-54-00	Associations	2,000.00	2,000.00	1,221.00	3,100.00	800.00	2,920.00	1,360.00
01-0312-54-00	Utilities-Water & Gas	8,000.00	7,000.00	7,289.27	7,695.73	7,615.25	5,426.66	4,667.20
01-0314-54-00	Training-Tuition Etc	12,000.00	8,000.00	10,990.08	8,427.43	6,933.36	5,359.35	5,671.50
01-0318-54-00	Architecture Consultants						3,450.00	13,800.00
01-0350-54-00	EMS Medical Director	12,000.00	12,000.00	10,000.00	12,000.00	12,880.12	12,000.00	12,000.00
01-0395-54-00	Credit Card Service Fee	3,000.00	3,000.00	5,069.52	2,881.44	2,496.53	832.45	

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
Subtotal:		81,900.00	73,200.00	64,936.94	71,195.61	70,757.44	70,600.09	83,034.63
01-0401-54-00	Buildings & Grounds	34,000.00	32,000.00	24,787.93	32,547.01	35,131.59	17,090.75	22,967.19
Subtotal:		34,000.00	32,000.00	24,787.93	32,547.01	35,131.59	17,090.75	22,967.19
01-0501-54-00	Furniture & Fixtures	1,500.00	500.00	989.00	8,962.72	9,472.33	23.85	70.00
01-0502-54-00	Machinery Tools Equipment	9,000.00	7,000.00	6,641.79	5,175.89	5,329.48	6,525.61	6,384.59
01-0503-54-00	Instruments Etc-Radio Maint	5,200.00	5,000.00	6,250.60	34,897.96	27,656.40	4,626.27	5,271.63
01-0504-54-00	Motor Vehicles	35,000.00	28,000.00	38,767.68	521.29	57,783.55	7,171.76	32,100.72
01-0508-54-00	Lease & Rental-Equipment	44,414.00	3,000.00	214.28	5,086.00	3,200.09	1,466.00	7,500.00
01-0510-54-00	Electronic Data Processing	46,486.00	3,000.00	9,114.48	47,216.13	30,728.27	28,699.96	7,801.19
01-0511-54-00	Maintenance Agreement	11,045.00	36,000.00	56,088.67	15.00			7,672.00
01-0512-54-00	Tire Repair	100.00					20.00	
Subtotal:		152,745.00	79,500.00	118,066.50	101,353.70	76,907.86	106,317.00	66,800.13
01-0603-54-00	Judgments Damages Etc				125.00			
01-0605-54-00	Auditing	4,000.00	4,000.00		4,000.00	4,125.00	4,000.00	4,000.00
01-0609-54-00	Medical Expenses	8,000.00	9,000.00	6,309.94	7,344.44	8,140.47	8,126.00	6,545.43
Subtotal:		12,000.00	13,000.00	6,309.94	11,469.44	12,265.47	12,126.00	10,545.43
Program number:	Expenses	3,084,378.00	2,821,929.00	2,555,815.22	3,034,325.73	2,834,812.87	2,751,105.68	2,532,664.67

[illegible]

Fund: 1 General Fund

**City of Paris
Budget Comparison FY 2021**

Department: 54 Emergency Medical Service

Period Ending: 7/2021

Program: 99 Capital Outlay-Equipment

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-1001-54-99	Furniture & Fixtures	1,500.00						
01-1002-54-99	Machinery Tools Equipment	49,000.00	41,000.00	22,302.66	122,083.76	16,969.52	16,473.58	
01-1004-54-99	Motor Vehicles-Ambulance	179,871.00	183,000.00	179,285.00	177,039.87	170,935.00	172,635.00	145,950.00
01-1008-54-99	Communication System	5,000.00						
01-1011-54-99	Miscellaneous Ambulance Eqpt	1,800.00						
Subtotal:		237,171.00	224,000.00	201,587.66	299,123.63	187,904.52	189,108.58	145,950.00
Program number:	99 Capital Outlay-Equipment	237,171.00	224,000.00	201,587.66	299,123.63	187,904.52	189,108.58	145,950.00
Department number:	Emergency Medical Service	3,321,549.00	3,045,929.00	2,757,402.88	3,333,449.36	3,221,661.80	3,223,488.73	2,682,514.67

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0201-61-00	Office Supplies		200.00	520.78	699.19	234.27	301.46	861.48
01-0202-61-00	Postage		600.00	267.88	385.96	298.75	448.63	417.32
01-0205-61-00	Motor Vehicles-Gasoline		200.00	177.81	166.36	340.46	232.51	158.87
01-0206-61-00	Motor Vehicles-Oil & Lubricant		50.00					
01-0207-61-00	Motor Vehicles-Tires		150.00		204.00			
01-0208-61-00	Motor Vehicles-Batteries		50.00		3.00	114.95		
01-0211-61-00	Chemical Medical Etc		306.00					
01-0214-61-00	Other Supplies		167.30		52.40	239.87	337.56	6,944.06
01-0217-61-00	Furniture & Fixtures-Minor		300.00					
Subtotal:			1,550.00	1,439.77	1,510.91	1,228.30	1,320.16	8,381.73
01-0301-61-00	Communications-Telephone		800.00	225.97	471.38	411.65	400.67	657.92
01-0303-61-00	Insurance & Bonds		22,500.00	23,692.12	24,857.58	22,147.44	18,472.08	16,151.00
01-0306-61-00	Travel Expenses		400.00					
01-0308-61-00	Utilities-Electricity		20,000.00	10,254.37	15,439.14	15,668.88	19,974.46	23,635.11
01-0310-61-00	Miscellaneous			759.68	734.96	490.38	734.96	534.96
01-0311-61-00	Associations					100.00		
01-0312-61-00	Utilities-Water & Gas		3,300.00	2,188.20	2,437.20	3,574.72	2,583.85	3,335.44
01-0314-61-00	Training-Tuition Etc		400.00					
01-0318-61-00	Consultants		3,000.00	3,172.88	4,015.75	3,361.04	2,509.02	6,616.10
01-0329-61-00	Lot Mowing		10,000.00	7,685.00	19,690.00	25,034.58	24,990.00	24,940.00
01-0350-61-00	Airport Management Agreement		25,000.00	20,869.58	24,990.00	6,728.20	5,069.65	1,292.40-
01-0351-61-00	Annual Fly-In							
Subtotal:			85,400.00	68,847.80	92,636.01	77,516.89	74,734.69	74,578.13
01-0401-61-00	Buildings & Grounds		100,000.00	31,899.73	83,916.17	129,220.86	72,058.76	49,926.06
Subtotal:			100,000.00	31,899.73	83,916.17	129,220.86	72,058.76	49,926.06
01-0504-61-00	Motor Vehicles		400.00	739.44	23.36	1,164.53	223.07	119.53
Subtotal:			400.00	739.44	23.36	1,164.53	223.07	119.53
01-0603-61-00	Storm Water Permit & Lab Fees		1,500.00	200.00	1,500.00	220.00	1,500.00	200.00
01-0605-61-00	Auditing		1,500.00			1,500.00	1,500.00	1,500.00
Subtotal:			1,500.00	200.00	1,500.00	1,720.00	1,500.00	1,700.00
Program number:	Expenses		188,850.00	103,126.74	179,586.45	210,850.58	149,836.68	134,705.45

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0100-64-00	Personnel Cost							12,723.17-
01-0101-64-00	Salaries & Wages	386,848.00	383,221.00	285,370.98	366,980.37	363,990.59	358,881.39	368,095.88
01-0102-64-00	Social Security	30,602.00	30,444.00	20,810.36	28,554.17	28,168.47	27,681.14	28,237.47
01-0103-64-00	TWRS & Pension	30,883.00	28,706.00	20,125.10	28,082.29	27,002.19	26,804.12	26,156.62
01-0104-64-00	Ins-Employee Hospitalization	68,384.00	68,209.00	48,085.10	68,706.80	61,440.74	53,163.29	61,166.05
01-0105-64-00	Ins-Workers Compensation	519.00	517.00	361.94	488.48	720.82	811.30	1,340.93
01-0106-64-00	Unemployment Comp Benefits			2,560.00	2,522.00	22.84		
01-0107-64-00	Overtime			154.80				
01-0108-64-00	Stability Pay	8,192.00	9,124.00	8,540.00	8,052.00	8,628.00	8,296.00	8,274.00
01-0110-64-00	Sick Leave Sell Back	5,000.00	5,610.00	4,361.46	5,337.60	6,367.42	5,263.04	3,361.60
Subtotal:		530,428.00	525,831.00	370,214.94	508,878.51	496,341.07	480,900.28	483,909.38
01-0201-64-00	Office Supplies	4,000.00	4,100.00	2,912.70	3,816.24	3,566.62	4,077.90	4,589.88
01-0202-64-00	Postage	2,000.00	2,000.00	624.72	536.72	1,176.53	5,778.93	3,471.03
01-0203-64-00	Food-Humans				22.06			31.95
01-0208-64-00	Interlibrary Loan Grant			2,037.50	938.14	2,320.71		
01-0209-64-00	Minor Apparatus	400.00	3,500.00	1,350.90	119.77	422.17	258.00	460.52
01-0210-64-00	Laundry Cleaning Etc	1,500.00	1,700.00	592.66	1,358.15	1,260.65	1,740.11	1,430.99
01-0214-64-00	Other Supplies	1,000.00	1,000.00	1,125.33	710.10	443.10	556.22	663.13
01-0215-64-00	Technical Processing	3,650.00	3,650.00	476.96	1,420.46	4,298.56	1,836.08	3,693.01
01-0217-64-00	Furniture & Fixtures-Minor	300.00	500.00				139.20	
01-0220-64-00	Programs	1,600.00	1,300.00	602.50	820.82	12.02	1,192.50	775.00
01-0221-64-00	Media-Books-CD's-Film-Etc	102,000.00	101,000.00	63,401.60	100,531.83	99,834.05	100,836.61	101,624.60
Subtotal:		116,450.00	118,750.00	73,124.87	110,274.29	113,334.41	116,415.55	116,740.11
01-0301-64-00	Communications-Telephone	2,500.00	2,500.00	3,036.95	2,806.15	2,271.81	2,360.33	2,411.62
01-0302-64-00	Car Allowance			150.00				
01-0303-64-00	Insurance & Bonds	5,700.00	5,600.00	5,325.76	5,632.75	5,619.21	5,237.26	5,167.38
01-0306-64-00	Travel Expenses	800.00	1,000.00	640.20		795.37	2,243.14	347.19
01-0308-64-00	Utilities-Electricity	16,000.00	16,000.00	6,363.68	11,976.85	13,560.34	15,363.49	20,264.07
01-0310-64-00	Miscellaneous	450.00	450.00		165.63	568.69	213.00	50.00
01-0311-64-00	Associations							
01-0312-64-00	Utilities-Water & Gas	8,000.00	8,000.00	5,356.50	5,331.08	6,834.07	8,348.75	6,547.94
01-0314-64-00	Training-Tuition Etc	300.00	350.00			99.00	280.00	
01-0315-64-00	Promotional Activity	500.00	300.00	324.00	419.88	190.18	237.03	191.85
Subtotal:		34,250.00	34,200.00	21,197.09	26,332.34	29,938.67	34,283.00	34,980.05
01-0401-64-00	Buildings & Grounds	25,000.00	23,000.00	14,621.17	40,165.22	26,552.37	22,998.94	18,553.83
Subtotal:		25,000.00	23,000.00	14,621.17	40,165.22	26,552.37	22,998.94	18,553.83

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0306-64-01	Travel Expenses			443.90				
Subtotal:				443.90				
Program number:	1 TIF Grant			443.90				

[illegible]

[illegible]

11:10 07/26/21

Fund: 1 General Fund

Department: 89 General Expenses
Period Ending: 7/2021

Program: Non-allocated Expenses

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0100-89-00	Personnel Cost							7,292.66-
Subtotal:								7,292.66-
01-0201-89-00	Office Supplies-Safety Comm.							21.99
01-0205-89-00	Motor Vehicles-Gasoline	500.00	500.00	455.04	349.87	472.56	824.30	482.29
01-0208-89-00	Motor Vehicles-Batteries			114.95			215.90	
01-0209-89-00	Minor Apparatus						6,117.04	
01-0218-89-00	Requisition Expense				1,269.04	2,197.92		
Subtotal:		500.00	500.00	569.99	1,618.91	2,670.48	7,157.24	504.28
01-0301-89-00	Communications-Telephone						103.61	5.22
01-0303-89-00	Insurance & Bonds	500.00	500.00	475.51	502.92	540.31	503.58	538.27
01-0304-89-00	Retiree Insurance Cost	65,000.00	80,000.00	48,570.89	57,093.23	78,435.00	80,575.56	89,126.40
01-0315-89-00	Promotional Activity-VCC	750,000.00	675,000.00	635,217.09	640,502.42	675,129.41	662,108.30	658,525.56
01-0316-89-00	Lamar Co Appraisal-Assessment	146,701.00	132,000.00	111,475.11	144,210.13	130,846.62	123,206.63	113,622.90
01-0317-89-00	Lamar Co Appraisal-Collections	46,355.00	43,596.00	34,794.24	44,594.41	42,420.11	49,045.85	49,112.73
01-0350-89-00	Employee Asst. Program	5,700.00	5,700.00	3,662.01	3,723.66	5,714.64	4,526.19	4,800.60
01-0351-89-00	Public Information				8,553.75	5,080.00	5,720.00	4,265.00
01-0352-89-00	Home Repair Program Defaults							203.66
01-0353-89-00	Lamar Co. Historical Society	11,112.00	19,750.00	19,750.00	8,750.00	8,750.00	7,500.00	5,000.00
01-0354-89-00	New Hope Center of Paris	11,111.00	12,000.00	12,000.00	12,000.00	12,000.00	10,000.00	10,000.00
01-0355-89-00	Children's Advocacy Center	11,111.00	12,500.00	12,500.00	12,500.00	12,500.00	12,500.00	12,500.00
01-0356-89-00	E TX Council on Alcohol-Drugs	11,111.00	4,500.00	4,500.00	3,500.00	4,500.00	4,500.00	4,500.00
01-0357-89-00	CASA for Kids	11,111.00	5,000.00	5,000.00	5,000.00	5,000.00	2,500.00	2,500.00
01-0358-89-00	Paris Optimist Club	11,111.00	10,000.00	10,000.00	10,000.00	10,000.00	6,000.00	6,000.00
01-0359-89-00	Lamar Co. Human Res. Council	11,111.00	12,500.00	12,500.00	12,500.00	12,500.00	12,000.00	12,000.00
01-0360-89-00	Safe-T Shelter Agencies	11,111.00	7,000.00	7,000.00	7,000.00	5,000.00	5,000.00	5,000.00
01-0361-89-00	NE Texas Trail Coalition				10,000.00	10,000.00	10,000.00	8,000.00
01-0363-89-00	Keep Paris Beautiful	8,750.00						575.00
01-0365-89-00	Caddo Museum Expenses							
01-0366-89-00	RRV Down Syndrome Society	11,111.00	8,000.00	8,000.00	10,000.00	10,000.00		1,250.00
01-0367-89-00	Retail Recruitment						19,703.00	25,000.00
01-0368-89-00	Paris Metro Contribution		25,000.00			12,441.00		
01-0370-89-00	COVID 19 Expenses			155,750.68	86,312.95			
Subtotal:		1,123,006.00	1,053,046.00	1,081,195.53	1,076,743.47	1,040,857.09	1,010,492.72	1,012,525.34
01-0401-89-00	Buildings & Grounds						49,701.94	9,695.00
01-0417-89-00	Contract Spraying						18,492.00	28,435.65
01-0418-89-00	Contract Mowing						100,271.62	81,323.24
Subtotal:					99,690.10	128,458.62	120,062.24	95,836.56

These are
placeholder dollar
amounts until the
Council complete's
their review of
applications.

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
01-0101-89-01	Salaries & Wages	166,212.00	212,004.00	147,578.53	205,905.77	202,828.35	197,612.58	195,136.95
01-0102-89-01	Social Security	13,294.00	17,211.00	11,421.69	16,333.08	15,890.99	15,660.55	15,172.84
01-0103-89-01	TWRS & Pension	13,417.00	16,230.00	11,359.61	16,079.59	15,419.09	15,225.96	14,328.58
01-0104-89-01	Ins-Employee Hospitalization	20,612.00	24,018.00	16,859.66	24,266.45	23,237.77	22,283.80	21,880.89
01-0105-89-01	Ins-Workers Compensation	3,772.00	4,234.00	425.18	848.87	1,263.69	1,286.82	375.52
01-0107-89-01	Overtime	3,060.00	3,000.00	4,209.71	3,760.98	2,786.10	6,513.53	5,877.74
01-0108-89-01	Longevity & Stability Pay	2,324.00	2,000.00	2,032.00	1,888.00	1,744.00	1,600.00	1,456.00
01-0110-89-01	Sick Leave Sell Back	2,200.00	3,877.00	2,036.22	3,722.40	3,719.64	1,917.18	2,368.80
Subtotal:		224,891.00	282,634.00	195,922.60	272,805.14	266,889.63	262,100.42	256,597.32
01-0201-89-01	Office Supplies	600.00	400.00	1,959.46	674.51	998.24	123.04	1,084.49
01-0202-89-01	Postage	200.00	200.00		107.91	54.67	151.67	69.77
01-0203-89-01	Food	200.00	200.00	1,841.59	176.84	222.29	104.36	192.22
01-0204-89-01	Wearing Apparel				167.96-			4.61
01-0205-89-01	Motor Vehicles-Gasoline	400.00	400.00	41.77		49.52	20.38	64.72
01-0206-89-01	Motor Vehicles-Oil & Lubricant					49.00		
01-0207-89-01	Motor Vehicles-Tires	200.00	200.00	24,256.10				468.00
01-0209-89-01	Minor Apparatus	80,400.00	80,400.00	31,486.13	49,369.72	93,873.37	78,746.32	72,232.33
01-0217-89-01	Furniture & Fixtures-Minor	700.00	700.00			108.24	134.23	87.97
01-0218-89-01	Uniform Cleaning Allowance		150.00					
Subtotal:		82,700.00	82,650.00	59,585.05	50,161.02	95,355.33	79,280.00	74,204.11
01-0301-89-01	Communications-Telephone	34,000.00	34,000.00	27,864.35	36,593.99	33,094.52	31,931.52	29,444.60
01-0302-89-01	Car Allowance		2,700.00	675.00	2,700.00	2,700.00	2,700.00	2,700.00
01-0306-89-01	Travel Expenses	2,000.00	2,000.00			3,570.06	2,420.08	1,435.50
01-0310-89-01	Miscellaneous			2,819.19	29.00	17.19		
01-0311-89-01	Associations	100.00	100.00			135.00	135.00	135.00
01-0312-89-01	Utilities-Water & Gas	1,200.00	1,200.00	1,121.90	1,266.39	1,048.29	1,114.97	1,105.30
01-0314-89-01	Training-Tuition Etc	500.00	500.00		80.00	488.00	389.00	478.00
Subtotal:		37,800.00	40,500.00	32,480.44	40,669.38	41,053.06	38,690.57	35,298.40
01-0401-89-01	Buildings & Grounds	3,000.00	3,000.00	3,036.29	2,225.18	2,397.59	1,382.42	1,453.28
Subtotal:		3,000.00	3,000.00	3,036.29	2,225.18	2,397.59	1,382.42	1,453.28
01-0501-89-01	Furniture & Fixtures	200.00	200.00			2,343.87	429.06	343.77
01-0502-89-01	Machinery Tools Equipment	500.00	500.00	13.97		219.06	165.77	
01-0503-89-01	Instruments Etc-Radio Maint	500.00	500.00		241.86	200.70	136.26	1,482.49
01-0504-89-01	Motor Vehicles	500.00	500.00	1,006.87	257.89	29,640.00	29,689.00	30,284.84
01-0510-89-01	Electronic Data Processing	29,640.00	29,640.00	22,380.17	29,397.01	65,912.48	61,621.30	57,678.58
01-0511-89-01	Maintenance Agreement	63,000.00	63,000.00	56,604.10				

Account	Description	Proposed FY2022	Year	Expended	FY 2020	FY 2019	FY 2018	FY 2017
		Budget	Budget	Year				
Subtotal:		94,340.00	94,340.00	80,005.11	92,575.76	98,316.11	92,041.39	89,789.68
01-1003-89-01	Instruments & Apparatus		66,000.00	64,999.99	69,768.00	49,441.39	15,926.65	40,348.38
01-1008-89-01	Communication System						42,187.20	
Subtotal:			66,000.00	64,999.99	69,768.00	49,441.39	58,113.85	40,348.38
Program number:	1. Information Technology	442,731.00	569,124.00	436,029.48	528,204.48	553,453.11	531,608.65	497,691.17
Department number:	General Expenses	1,660,237.00	1,716,670.00	1,607,634.18	1,797,241.01	1,845,608.69	1,759,481.05	1,743,613.83

11:10 07/26/21

Budget Comparison FY 2021

Fund: 2 Economic Development Fund

Department: 11 PEDC

Program: 1 Economic Development Council

Period Ending: 7/2021

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
02-0010-11-01	Land Purchase						208,896.59	
02-0025-11-01	Park Street Project							56,922.00
02-0047-11-01	Bodyguard Bumpers							25,000.00
02-0051-11-01	Skinner Workforce Training Inc		250,000.00					
02-0053-11-01	Potters Industries						8,000.00	16,000.00
02-0055-11-01	Project Powder Puff							1,276.77
02-0056-11-01	Turner Pipe		200,000.00					
02-0061-11-01	Daisy Farms		153,300.00					
02-0063-11-01	Skinner Job Creation Incentive						400,000.00	
02-0064-11-01	American SpiralWeld			37,048.73	161,729.76	452,420.46	88,281.38	
02-0065-11-01	Business Park # 2	20,000.00	320,000.00	616.25	709,072.00	105,341.43		
02-0066-11-01	American Spiral Weld-Upfront					1,500,000.00		
02-0067-11-01	American Spiral Weld-Jobs	1,000,000.00	1,000,000.00					
02-0069-11-01	Rail Lead			155,119.52	792,454.52			
02-0070-11-01	Huhtamaki-Rail Development	102,000.00	100,000.00					
02-0071-11-01	J Skinner-Rail Development			298,647.72				
02-0072-11-01	Land Development	100,000.00	100,000.00	8,962.50				
02-0073-11-01	Turner Ind.-Incentive 2020			200,000.00	200,000.00			
02-0074-11-01	D6 Jobs		412,500.00					
02-0075-11-01	Proj. Rocket X Infrastructure		250,000.00					
02-0076-11-01	Project Rocket X Jobs		75,000.00					
02-0077-11-01	Metro Gate Incentive	120,000.00		40,000.00				
02-0078-11-01	Attraction/Recruitment Project	500,000.00						
Subtotal:		1,842,000.00	2,860,800.00	740,394.72	1,863,256.28	2,057,761.89	705,177.97	99,198.77
02-0101-11-01	Salaries & Wages	194,500.00	182,000.00	147,464.40	138,003.56	182,134.50	172,904.70	167,493.95
02-0102-11-01	Social Security	15,000.00	14,000.00	11,441.69	10,557.27	13,933.28	13,228.99	13,027.48
02-0103-11-01	Retirement	15,000.00	11,200.00	11,988.86	4,655.41	11,787.25	11,070.02	11,495.53
02-0104-11-01	Medical/Life Insurance	35,000.00	35,900.00	25,264.17	22,009.38	30,807.60	32,232.66	22,165.68
02-0105-11-01	Ins-Workers Compensation	800.00	800.00	100.00	411.95	569.00	458.98	495.00
02-0107-11-01	Overtime						23.25	
Subtotal:		260,300.00	243,900.00	196,259.12	175,637.57	239,231.63	229,918.60	214,677.64
02-0201-11-01	Office Supplies	4,700.00	4,700.00	2,128.35	3,063.42	2,716.32	3,789.27	4,351.71
02-0202-11-01	Postage	500.00	500.00	121.84	170.83	384.59	350.19	177.82
02-0203-11-01	Food	3,000.00						
Subtotal:		8,200.00	5,200.00	2,250.19	3,234.25	3,100.91	4,139.46	4,529.53
02-0301-11-01	Communications-Telephone	10,000.00	8,600.00	8,585.96	7,157.27	4,968.93	4,932.45	4,806.69
02-0302-11-01	Car Allowance	8,400.00	8,400.00	6,300.00	4,200.00	8,400.00	8,400.00	8,400.00
02-0303-11-01	Insurance & Bonds	2,500.00	2,500.00	1,029.00	1,461.00	1,425.00	1,368.00	1,341.00

11:10 07/26/21

Budget Comparison FY 2021

Fund: 2 Economic Development Fund

Department: 11 PEDC

Program: 1 Economic Development Council

Period Ending: 7/2021

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
02-0304-11-01	Moving & Relocation Expenses		10,000.00	3,927.26	2,711.25			
02-0306-11-01	Travel Expenses	1,000.00	1,000.00	160.63	266.12	970.63	371.52	541.04
02-0308-11-01	All Utilities	12,000.00	12,000.00	7,743.59	9,296.79	9,236.22	10,836.59	11,584.81
02-0310-11-01	Miscellaneous	500.00	500.00	254.74	618.65	427.50	380.45	866.97
02-0311-11-01	Contractual-Associations	3,500.00	3,500.00	980.00	775.00	700.00	750.00	700.00
02-0314-11-01	Training	1,500.00	1,500.00	1,885.07	1,221.09	350.00	644.55	743.26
02-0315-11-01	Marketing & Promotion	130,000.00	130,000.00	25,163.13	23,444.22	71,301.71	61,187.13	79,960.45
02-0318-11-01	Job Training	25,000.00	25,000.00		30,700.00		75,000.00	26,235.00
02-0319-11-01	Pace Group Consultants				40,489.48			
02-0348-11-01	Depot Operating Funds	16,150.00	16,150.00	12,973.38	13,657.32	13,406.62	11,045.55	12,219.01
02-0355-11-01	Contract Labor							12,984.57
02-0357-11-01	Legal Fees	25,000.00	25,000.00		5,144.62			234.00
02-0359-11-01	Settlement-Michael Paris				25,000.00			
Subtotal:		235,550.00	244,150.00	69,002.76	166,142.81	111,186.61	174,916.24	160,616.80
02-0402-11-01	Industrial Park Maintenance	10,000.00	10,000.00	4,066.45	2,565.18	6,184.64	6,909.03	9,067.26
Subtotal:		10,000.00	10,000.00	4,066.45	2,565.18	6,184.64	6,909.03	9,067.26
02-0605-11-01	Auditing	10,000.00	9,300.00	10,800.00	8,850.00	8,600.00	8,350.00	7,950.00
Subtotal:		10,000.00	9,300.00	10,800.00	8,850.00	8,600.00	8,350.00	7,950.00
02-1002-11-01	Machinery Tools Equipment	15,000.00	15,000.00	9,580.22	9,737.87	316.62	8,236.19	2,683.88
Subtotal:		15,000.00	15,000.00	9,580.22	9,737.87	316.62	8,236.19	2,683.88
Program number: 1 Economic Development Council		2,381,050.00	3,388,350.00	1,032,353.46	2,229,423.96	2,426,382.30	1,137,647.49	498,723.88
Department number: PEDC		2,381,050.00	3,388,350.00	1,032,353.46	2,229,423.96	2,426,382.30	1,137,647.49	498,723.88

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
02-0001-90-02	Principal						340,000.00	325,000.00
02-0002-90-02	Interest Expense						14,926.00	28,251.00
02-0003-90-02	Paying Agent Fees						750.00	750.00
Subtotal:							355,676.00	354,001.00
Program number:	2 PEDC Bonds 1998						355,676.00	354,001.00

Account	Description	Proposed FY2022 Budget	FY 2020 Year Budget	Expended FY 2019 Year	FY 2018	FY 2017
02-0001-90-05	Bank Loan-American Spiral Weld	55,584.63	53,514.15	44,560.48	51,520.78	22,597.30
02-0002-90-05	Interest	32,201.97	34,272.45	28,595.02	36,265.82	21,296.00
Subtotal:		87,786.60	87,786.60	73,155.50	87,786.60	43,893.30
Program number :	5 Bank Loan-American Spiral Weld	87,786.60	87,786.60	73,155.50	87,786.60	43,893.30

Fund: 2 Economic Development Fund

Department: 90 Debt

Period Ending: 7/2021

Program: 7 2021-22 Note

Account	Description	Proposed FY2022	Year Budget	Expanded Year	FY 2020	FY 2019	FY 2018	FY 2017
02-0001-90-07	2021-22 Note Principal	110,000.00						
02-0002-90-07	2021-22 Note Interest	10,000.00						
Subtotal:		120,000.00						
Program number:	7 2021-22 Note	120,000.00						
Department number:	Debt	268,823.88	148,823.88	364,519.90	148,823.88	69,325.50	355,676.00	354,001.00
Fund number:	2 Economic Development Fund	2,649,873.88	3,537,173.88	1,396,873.36	2,378,247.84	2,495,707.80	1,493,323.49	852,724.88

Account	Description	Proposed FY2022 Budget	FY 2020 Budget	FY 2019 Budget	FY 2018 Budget	FY 2017 Budget
03-0101-61-00	Salaries & Wages	65,000.00				
03-0102-61-00	Social Security	4,973.00				
03-0103-61-00	TWRS & Pension	5,018.00				
03-0104-61-00	Ins-Employee Hospitalization	6,886.00				
03-0105-61-00	Ins-Workers Compensation	2,145.00				
Subtotal:		84,022.00				
03-0201-61-00	Office Supplies	200.00				
03-0202-61-00	Postage	600.00				
03-0205-61-00	Motor Vehicles-Gasoline	200.00				
03-0206-61-00	Motor Vehicles-Oil & Lubricant	50.00				
03-0207-61-00	Motor Vehicles-Tires	150.00				
03-0208-61-00	Motor Vehicles-Batteries	50.00				
03-0217-61-00	Furniture & Fixtures-Minor	300.00				
03-0220-61-00	Aviation Fuel Expense	340,000.00				
Subtotal:		341,550.00				
03-0301-61-00	Communications-Telephone	800.00				
03-0303-61-00	Insurance & Bonds	22,500.00				
03-0306-61-00	Travel Expenses	400.00				
03-0308-61-00	Utilities-Electricity	20,000.00				
03-0312-61-00	Utilities-Water & Gas	3,300.00				
03-0314-61-00	Training- Tuitions Etc	400.00				
03-0318-61-00	Consultants	3,000.00				
03-0329-61-00	Lot Mowing	10,000.00				
Subtotal:		60,400.00				
03-0401-61-00	Buildings & Grounds	100,000.00				
Subtotal:		100,000.00				
03-0504-61-00	Motor Vehicles	400.00				
Subtotal:		400.00				
03-0605-61-00	Auditing	1,500.00				
Subtotal:		1,500.00				
Program number: General		587,872.00				

Account	Description	Proposed FY2022 Budget	FY 2020 Budget	FY 2019 Budget	FY 2018 Budget	FY 2017 Budget
05-0204-31-00	Ballistic Vests/Covers/Honor G	47,000.00				
05-0205-31-00	CID Equipment	9,320.00				
05-0206-31-00	Stop Sticks/Dual Radar	8,500.00				
05-0209-31-00	Portable Radios	11,000.00				
05-0210-31-00	Office Furniture/Chairs	14,500.00				
05-0217-31-00	Inclinator	5,000.00				
Subtotal:		95,320.00				
05-0314-31-00	CID Training	18,000.00				
Subtotal:		18,000.00				
05-0401-31-00	HVAC Repair	42,000.00				
05-0402-31-00	Carpet Cleaning/Thermal Curtia	3,300.00				
05-0403-31-00	Dog Kennel Repairs	3,500.00				
05-0404-31-00	Evidence Vault Venting	3,000.00				
Subtotal:		51,800.00				
05-0510-31-00	Inventory Management Software	3,000.00				
Subtotal:		3,000.00				
Program number:		168,120.00				

[illegible]

Account	Description	Proposed FY022 Budget	Year Budget	Expended Year	FY 2020 Budget	FY 2019 Budget	FY 2018 Budget	FY 2017 Budget
05-0204-54-00	TecGen Rescue Pants	14,000.00						
05-0209-54-00	Bulk DEF Delivery System	2,500.00						
05-0217-54-00	LitePak DOT Rated Mounts	11,300.00						
Subtotal:		27,800.00						
05-0401-54-00	Remove/replace flooring eastst	13,250.00						
Subtotal:		13,250.00						
Program number:		41,050.00						

11:10 07/26/21

Fund: 5 Coronavirus Relief Fund

City of Paris
Budget Comparison FY 2021

Period Ending: 7/2021

Program: 99 Sewer Maint-CARES Funding

[illegible]

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
06-0320-86-98	Garver Engineering			309,720.57				
Subtotal:				309,720.57				
Program number:	98 Building & Structures			309,720.57				
Department number:	Wastewater Treatment			309,720.57				
Fund number:	6 Tax & Rev CO-2021 Const Fd			309,720.57				

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
10-0100-80-00	Personnel Cost							13,523.69
10-0101-80-00	Salaries & Wages	65,269.00	59,549.00	43,592.96	59,334.57	55,813.31	58,392.23	60,860.05
10-0102-80-00	Social Security	5,103.00	4,657.00	3,317.00	4,421.86	4,219.12	4,605.11	4,694.45
10-0103-80-00	TWRS & Pension	5,148.00	4,391.00	3,237.05	4,389.22	4,024.75	4,359.46	4,274.59
10-0104-80-00	Ins-Employee Hospitalization	13,662.00	13,613.00	10,995.77	13,986.11	12,871.54	7,820.60	12,537.74
10-0105-80-00	Ins-Workers Compensation	1,170.00	1,067.00	797.68	1,243.71	1,489.21	1,990.63	2,492.08
10-0108-80-00	Stability Pay	424.00	328.00	232.00	136.00		1,108.00	1,012.00
10-0110-80-00	Sick Leave Sell Back	1,000.00	1,000.00	988.92			758.34	
Subtotal:		91,776.00	84,605.00	63,161.38	83,511.47	78,417.93	79,034.37	99,394.60
10-0201-80-00	Office Supplies	1,500.00	1,500.00	363.36	2,026.74	1,242.03	1,695.86	768.38
10-0202-80-00	Postage	500.00	500.00	279.62	385.94	387.72	926.29	714.47
10-0204-80-00	Wearing Apparel	1,300.00	1,000.00	925.94	1,227.62	947.15	274.24	698.73
10-0205-80-00	Motor Vehicles-Gasoline	1,500.00	1,500.00	434.35	695.09	1,372.74	1,850.53	984.24
10-0206-80-00	Motor Vehicles-Oil & Lubricant	100.00	100.00	60.00	30.00		30.00	
10-0207-80-00	Motor Vehicles-Tires	315.00	315.00		314.00			
10-0208-80-00	Motor Vehicles-Batteries							230.90
10-0209-80-00	Minor Apparatus							299.99
10-0210-80-00	Laundry Cleaning Etc							25.51
Subtotal:		5,215.00	4,915.00	2,063.27	4,679.39	3,949.64	4,776.92	3,722.22
10-0301-80-00	Communications-Telephone	1,700.00	1,575.00	969.66	1,627.73	1,521.49	1,358.54	1,346.41
10-0303-80-00	Insurance & Bonds	2,625.00	2,625.00	2,496.45	2,615.20	2,593.48	2,417.20	2,368.38
10-0306-80-00	Travel Expenses	150.00	300.00				118.77	
10-0308-80-00	Utilities-Electricity	700.00	700.00	388.05	449.39	531.55	487.52	617.42
10-0310-80-00	Miscellaneous							6,197.50-
10-0311-80-00	Associations							745.00
10-0312-80-00	Utilities-Water & Gas	1,500.00	1,500.00	1,383.39	1,100.19	1,216.96	2,408.08	2,061.73
10-0314-80-00	Training-Tuition Etc	150.00	300.00				150.00	1,377.25
Subtotal:		6,825.00	7,000.00	5,237.55	5,792.51	5,863.48	6,940.11	2,318.69
10-0401-80-00	Buildings & Grounds	7,000.00	7,000.00	5,223.41	6,709.95	6,323.34	7,934.28	8,337.00
Subtotal:		7,000.00	7,000.00	5,223.41	6,709.95	6,323.34	7,934.28	8,337.00
10-0504-80-00	Motor Vehicles	1,000.00	1,000.00	66.61	882.38	518.93	20.12	112.78
10-0510-80-00	Electronic Data Processing	500.00	500.00	385.52	376.00	376.00	376.00	345.94
Subtotal:		1,500.00	1,500.00	452.13	1,258.38	894.93	396.12	458.72
10-0605-80-00	Auditing	500.00	500.00		500.00	500.00	500.00	500.00

11:10 07/26/21

Fund: 10 Water & Sewer Fund

City of Paris
Budget Comparison FY 2021
Department: 80 Warehouse

Program: 97 Land

[illegible]

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
10-0100-81-00	Personnel Cost							8,059.02-
10-0101-81-00	Salaries & Wages	281,904.00	264,149.00	205,500.78	255,059.58	277,371.15	266,891.46	245,135.69
10-0102-81-00	Social Security	22,140.00	20,703.00	15,681.12	19,268.51	21,349.11	20,822.85	18,990.74
10-0103-81-00	TRKS & Pension	22,342.00	19,522.00	15,293.07	19,253.80	20,587.55	19,926.72	17,307.36
10-0104-81-00	Ins-Employee Hospitalization	54,685.00	54,501.00	44,506.63	51,579.49	49,853.52	51,245.85	49,160.72
10-0105-81-00	Ins-Workers Compensation	1,251.00	1,115.00	875.92	1,492.04	1,921.46	2,432.78	2,893.59
10-0107-81-00	Overtime			6.64	11.92	16.43	24.89	
10-0108-81-00	Stability Pay	3,008.00	2,624.00	2,180.00	2,304.00	3,660.00	3,476.00	2,988.00
10-0110-81-00	Sick Leave Sell Back	4,500.00	3,877.00	4,061.88	3,666.72	4,386.00	4,885.37	2,630.40
Subtotal:		389,830.00	366,491.00	288,106.04	352,636.06	379,145.22	369,705.92	331,047.48
10-0201-81-00	Office Supplies	16,000.00	15,000.00	11,619.46	15,181.69	13,013.37	15,893.60	12,872.03
10-0202-81-00	Postage	38,000.00	37,000.00	26,878.49	35,871.16	36,666.84	37,458.43	33,003.91
10-0204-81-00	Wearing Apparel	2,500.00	2,500.00	1,403.65	1,928.24	2,491.70	2,370.06	2,145.18
10-0205-81-00	Motor Vehicles-Gasoline	7,500.00	7,500.00	4,919.17	4,874.48	6,797.37	7,185.51	5,875.87
10-0206-81-00	Motor Vehicles-Oil & Lubricant	200.00	200.00	220.13	152.44	318.78	274.16	173.54
10-0207-81-00	Motor Vehicles-Tires	1,000.00	1,000.00	904.00	969.00	934.00	1,512.00	1,007.00
10-0208-81-00	Motor Vehicles-Batteries	175.00	175.00			253.90	116.44	123.45
10-0209-81-00	Minor Apparatus						3,860.35	
10-0210-81-00	Laundry Cleaning Etc	300.00	260.00	204.06	284.61	362.08	292.09	253.63
10-0217-81-00	Furniture & Fixtures-Minor				2,716.36			
Subtotal:		65,675.00	63,635.00	46,148.96	61,977.98	60,838.04	68,962.64	55,454.61
10-0301-81-00	Communications-Telephone	1,600.00	1,600.00	1,095.92	1,599.01	1,551.43	1,485.78	1,478.78
10-0303-81-00	Insurance & Bonds	5,210.00	5,250.00	4,992.90	5,230.41	5,186.97	4,834.39	5,231.76
10-0306-81-00	Travel Expenses	800.00	800.00					471.77
10-0307-81-00	Publications	330.00	330.00	153.50			378.90	239.44
10-0308-81-00	Utilities-Electricity	4,000.00	4,000.00	1,413.27	2,877.52	3,328.78	3,398.12	4,340.11
10-0310-81-00	Miscellaneous				47.00			
10-0312-81-00	Utilities-Water & Gas	1,800.00	1,800.00	1,573.40	1,668.69	1,607.55	1,539.90	1,474.08
10-0314-81-00	Training-Tuition Etc							400.00
10-0318-81-00	Consultants	37,119.00	37,119.00	13,487.74	16,831.01	38,882.00	12,194.25	6,937.25
10-0322-81-00	Comparable Pay Study		6,900.00					
10-0350-81-00	Contract Services-Hiring Part.							
10-0395-81-00	Credit Card Service Fee	60,000.00	60,000.00	38,008.58	5,280.80	36,714.61	21,102.89	39,722.01
10-0398-81-00	Utility Franchise Fee	770,000.00	770,000.00	577,999.94	17,806.20	58,974.45	47,418.79	733,999.92
10-0399-81-00	Administrative Fees	1,200,007.00	963,950.00	722,962.53	769,999.92	769,999.92	769,999.92	898,999.92
Subtotal:		2,080,866.00	1,851,749.00	1,361,187.78	1,785,290.60	1,880,195.75	1,806,302.94	1,693,295.04
10-0401-81-00	Buildings & Grounds	7,000.00	4,750.00	7,897.10	6,114.98	10,447.70	3,167.20	3,442.40

11:10 07/26/21

Fund: 10 Water & Sewer Fund

Budget Comparison FY 2021

Department: 81 W & S Billing and Collecting

Period Ending: 7/2021

Program: Expenses

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
Subtotal:		7,000.00	4,750.00	7,897.10	6,114.98	10,447.70	3,167.20	3,442.40
10-0502-81-00	Machinery Tools Equipment	4,000.00	3,930.00	4,298.32	5,441.22	7,105.10	24,687.85	20,398.65
10-0504-81-00	Motor Vehicles	3,000.00	2,000.00	4,520.15	2,699.55	2,515.15	1,321.55	1,805.53
10-0508-81-00	Lease & Rental-Equipment	2,500.00	2,500.00	1,566.15	2,206.58	2,170.12	2,171.93	2,165.70
10-0510-81-00	Electronic Data Processing	60,000.00	43,000.00	23,979.02	33,983.74	42,859.12	24,236.75	22,986.29
10-0511-81-00	Maintenance Agreement	2,500.00	2,500.00			2,454.00	204.00	204.00
Subtotal:		72,000.00	53,930.00	34,363.64	44,331.09	57,103.49	52,622.08	47,560.17
10-0603-81-00	Judgments Damages Etc				35.00			
10-0605-81-00	Auditing	6,000.00	6,000.00		10,945.00	8,088.75	7,752.00	6,000.00
10-0609-81-00	Medical Expenses	120.00	120.00			170.00	35.00	60.00
Subtotal:		6,120.00	6,120.00		10,980.00	8,258.75	7,787.00	6,060.00
Program number:	Expenses	2,621,491.00	2,346,675.00	1,737,703.52	2,261,330.71	2,395,988.95	2,308,547.78	2,136,859.70

11:10 07/26/21

Fund: 10 Water & Sewer Fund

City of Paris
Budget Comparison FY 2021

Department: 81 W & S Billing and Collecting
Period Ending: 7/2021

Program: 99 Capital Outlay-Equipment

Account	Description	Proposed FY2022 Budget	FY 2020 Year Budget	FY 2019 Year	FY 2018	FY 2017
10-1002-81-99	Machinery Tools Equipment	83,000.00	100,000.00		40,706.88	95,615.00
10-1004-81-99	Motor Vehicles				23,615.00	875.00
Subtotal:		83,000.00	100,000.00		64,321.88	95,615.00
Program number: 99	Capital Outlay-Equipment	83,000.00	100,000.00		64,321.88	95,615.00
Department number: W & S Billing and Collecting		2,704,491.00	2,446,675.00	1,737,703.52	2,325,652.59	2,491,603.95
					2,308,547.78	2,137,734.70

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
10-0100-82-00	Personnel Cost							19,462.64-
10-0101-82-00	Salaries & Wages	713,158.00	658,371.00	490,690.80	617,764.61	620,709.47	619,244.53	631,758.10
10-0102-82-00	Social Security	58,816.00	54,405.00	40,727.28	49,745.08	49,090.54	50,393.87	48,678.14
10-0103-82-00	TRKS & Pension	59,355.00	51,297.00	38,850.61	48,862.63	47,349.99	49,262.92	45,263.13
10-0104-82-00	Ins-Employee Hospitalization	113,009.00	105,865.00	81,697.06	103,500.45	97,439.67	100,714.01	103,042.67
10-0105-82-00	Ins-Workers Compensation	8,500.00	7,840.00	5,766.63	9,421.57	12,916.58	16,603.40	103,042.67
10-0107-82-00	Overtime	24,480.00	24,480.00	16,420.35	17,048.50	22,294.30	23,010.60	18,634.92
10-0108-82-00	Stability Pay	11,212.00	11,020.00	11,996.00	11,224.00	10,892.00	10,700.00	9,880.00
10-0110-82-00	Sick Leave Sell Back	17,000.00	14,279.00	15,845.46	13,480.88	13,222.10	12,502.16	7,904.80
Subtotal:		1,005,530.00	927,557.00	701,994.19	871,057.72	873,914.65	882,431.49	865,962.72
10-0201-82-00	Office Supplies	4,000.00	4,000.00	1,507.68	3,531.97	2,547.39	4,165.22	3,776.29
10-0202-82-00	Postage	4,000.00	4,400.00	2,982.85	3,512.15	671.94	976.20	6,220.49
10-0203-82-00	Food-Humans	450.00	450.00	266.89	249.01	556.58	577.66	653.69
10-0204-82-00	Wearing Apparel	11,000.00	11,000.00	7,130.10	7,474.27	12,114.27	10,065.37	9,708.12
10-0205-82-00	Motor Vehicles-Gasoline	11,000.00	11,700.00	6,267.57	7,519.16	9,809.50	14,053.71	10,169.07
10-0206-82-00	Motor Vehicles-Oil & Lubricant	400.00	400.00	103.26	93.66	143.91	53.88	30.00
10-0207-82-00	Motor Vehicles-Tires	1,500.00	1,500.00	834.00	956.00	1,968.00	1,223.99	1,764.26
10-0208-82-00	Motor Vehicles-Batteries	350.00	350.00	132.95	612.05	850.45	130.03	563.34
10-0209-82-00	Minor Apparatus	25,000.00	25,000.00	20,210.58	12,016.07	27,686.52	21,215.56	32,653.21
10-0210-82-00	Laundry Cleaning Etc	3,100.00	3,100.00	1,501.56	2,879.92	2,763.60	2,641.31	2,379.87
10-0211-82-00	Chemical Medical Etc	658,164.00	500,000.00	489,902.59	636,339.85	609,007.27	644,629.80	457,429.43
10-0214-82-00	Public Information	4,000.00	4,500.00	7,122.83	3,528.24	3,724.53	3,864.36	3,436.99
10-0217-82-00	Furniture & Fixtures-Minor	300.00	300.00		324.96	327.65	79.98	445.55
Subtotal:		723,164.00	566,700.00	537,962.86	679,037.07	672,171.61	703,677.07	529,230.28
10-0301-82-00	Communications-Telephone	14,000.00	13,000.00	9,773.78	13,057.07	11,897.87	12,233.72	12,550.45
10-0302-82-00	Car Allowance	3,000.00	3,000.00	2,500.00	3,000.00	3,000.00	3,000.00	3,000.00
10-0303-82-00	Insurance & Bonds	52,000.00	52,000.00	49,453.44	52,304.09	51,869.67	48,343.95	51,673.81
10-0305-82-00	Court Costs-Special Servs Fees				585.60			
10-0306-82-00	Travel Expenses	2,000.00	2,000.00	2,568.94	2,529.34	852.38	1,963.88	714.94
10-0307-82-00	Publications	1,500.00	1,500.00	2,568.94	2,529.34	1,304.83	2,101.78	1,331.57
10-0308-82-00	Utilities-Electricity	525,000.00	550,000.00	312,467.96	473,683.97	495,122.54	529,998.24	690,524.01
10-0309-82-00	Freight & Express	200.00	200.00		210.07	50.00	34.70	241.14
10-0310-82-00	Permits & Fees	40,000.00	40,000.00	47,997.74	40,328.79	38,345.39	38,313.79	37,526.74
10-0311-82-00	Associations	2,600.00	2,500.00	223.00	2,728.00	2,593.00	2,591.99	2,704.00
10-0312-82-00	Operation & Maint-Pat Mayse	120,000.00	120,000.00	100,281.70	123,800.47	101,025.44	119,044.03	77,453.48
10-0314-82-00	Training-Tuition Etc	10,000.00	10,000.00	10,319.25	8,651.60	6,781.00	7,590.00	11,068.45
10-0318-82-00	Consultants	25,000.00	20,000.00	15,186.00	12,681.00	34,090.00	32,760.00	13,522.50
10-0330-82-00	Testing Analysis	30,000.00	30,000.00	12,784.23	23,301.22	19,811.81	39,132.60	26,622.03
10-0350-82-00	Contract Services-RPM Temps				20,600.86			

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
Subtotal:		825,300.00	844,200.00	563,556.04	777,462.08	766,743.93	837,108.68	928,933.12
10-0401-82-00	Buildings & Grounds	30,000.00	30,000.00	18,992.59	23,106.97	33,774.56	34,401.92	21,977.71
10-0403-82-00	Filter Beds & Valves	25,000.00	30,000.00	950.00	27,332.00	6,036.00	27,429.69	23,460.07
10-0410-82-00	Plant Towers Etc	6,000.00	6,000.00	3,979.00	3,885.00	7,720.00	3,805.00	6,655.00
10-0411-82-00	Meters & Meter Boxes	1,000.00	1,000.00				107.10	1,989.91
10-0413-82-00	Hydrants & Valves	8,000.00	8,000.00		12,087.64	6,328.97	3,624.27	7,475.85
Subtotal:		70,000.00	75,000.00	23,921.59	66,411.61	53,859.53	69,367.98	61,558.54
10-0501-82-00	Furniture & Fixtures	150.00	150.00				61.80	
10-0502-82-00	Machinery Tools Equipment	35,000.00	30,000.00	20,192.71	46,100.64	31,977.60	41,458.97	32,596.63
10-0503-82-00	Instruments Etc-Radio Maint	600.00	1,250.00	250.00	529.50	551.25	677.58	431.00
10-0504-82-00	Motor Vehicles	6,000.00	5,000.00	2,884.14	6,175.68	5,223.77	5,693.77	3,194.66
10-0508-82-00	Lease & Rental-Equipment	6,000.00	50,000.00	14,625.76	6,160.34	5,295.00	3,240.00	36,772.56
10-0509-82-00	Pumps & Motors	45,000.00	50,000.00	30,329.86	32,164.44	38,955.74	71,961.06	
10-0510-82-00	Electronic Data Processing	3,000.00	2,000.00	2,313.12	2,256.00	2,256.00	2,256.00	2,075.64
10-0512-82-00	Tire Repair	100.00	100.00					
Subtotal:		95,850.00	93,500.00	70,595.59	93,386.60	84,259.36	125,349.18	75,070.49
10-0601-82-00	Amortization of Water Rights							
10-0605-82-00	Auditing	10,300.00	10,300.00		10,300.00	10,300.00	10,959.00	10,959.00
10-0609-82-00	Medical Expenses	200.00	200.00	160.00	195.00	205.00	320.00	35.00
Subtotal:		10,500.00	10,500.00	160.00	10,495.00	10,505.00	46,911.00	46,626.00
Program number:	Expenses	2,730,344.00	2,517,457.00	1,898,190.27	2,497,850.08	2,461,454.08	2,664,845.40	2,507,381.15

[illegible]

11:10 07/26/21

Fund: 10 Water & Sewer Fund

City of Paris
Budget Comparison FY 2021

Department: 82 Water Production
Period Ending: 7/2021

Program: 98 Capital Outlay-Bldg Structures

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
10-0901-82-98	Replace Roof & Paint Building		106,000.00	8,300.00			6,960.12	98,400.00-
10-0903-82-98	Pneumatic Valves		100,000.00	96,952.00		55,493.00		1,165.00
10-0907-82-98	WTP Storage Tanks						81,841.94	98,400.00
10-0911-82-98	Pat Mayse Intake #4 Pump Rehab	172,000.00	56,000.00		50,000.00	102,525.13	4,084.35	5,460.41
10-0912-82-98	Meters & Meter Boxes				132,820.00			
10-0915-82-98	Filtration Plant	181,030.00						
Subtotal:		353,030.00	262,000.00	105,252.00	182,820.00	158,018.13	92,886.41	6,625.41
Program number: 98 Capital Outlay-Bldg Structures		353,030.00	262,000.00	105,252.00	182,820.00	158,018.13	92,886.41	6,625.41

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
10-0100-83-00	Personnel Cost							8,049.38-
10-0101-83-00	Salaries & Wages	266,409.00	265,461.00	136,986.48	177,989.90	233,241.30	241,600.20	285,174.52
10-0102-83-00	Social Security	23,361.00	23,291.00	11,822.70	14,842.16	19,681.28	20,735.02	23,741.64
10-0103-83-00	TWRS & Pension	23,573.00	21,962.00	11,349.18	14,602.20	18,952.52	20,220.74	22,168.03
10-0104-83-00	Ins-Employee Hospitalization	51,272.00	57,885.00	22,306.59	32,639.44	44,328.57	46,761.30	60,461.18
10-0105-83-00	Ins-Workers Compensation	2,964.00	2,977.00	1,529.88	2,966.23	5,037.93	6,997.82	11,784.67
10-0106-83-00	Unemployment Comp Benefits				198.00-			198.00
10-0107-83-00	Overtime	30,601.00	30,601.00	11,196.13	11,462.41	20,919.22	29,200.87	29,624.10
10-0108-83-00	Stability Pay	4,140.00	4,328.00	4,824.00	4,784.00	4,692.00	4,672.00	4,492.00
10-0110-83-00	Sick Leave Sell Back	4,200.00	4,079.00	4,063.62	3,982.20	3,920.40	3,916.20	2,477.60
Subtotal:		406,520.00	410,584.00	204,078.58	263,070.54	350,773.22	374,104.15	432,072.36
10-0201-83-00	Office Supplies	2,500.00	2,000.00	848.32	2,148.08	2,430.21	1,810.50	2,799.09
10-0202-83-00	Postage	500.00	500.00	268.37	366.59	300.41	449.10	418.24
10-0203-83-00	Food-Humans	1,000.00	1,000.00	664.56	956.32	941.14	905.17	1,146.81
10-0204-83-00	Wearing Apparel	8,000.00	9,000.00	4,870.76	7,793.47	9,048.20	6,304.37	6,659.51
10-0205-83-00	Motor Vehicles-Gasoline	15,000.00	20,000.00	7,646.16	9,177.85	16,676.33	18,302.33	26,358.93
10-0206-83-00	Motor Vehicles-Oil & Lubricant	3,000.00	3,000.00	1,783.02	2,483.05	2,704.31	1,292.08	1,297.39
10-0207-83-00	Motor Vehicles-Tires	5,000.00	5,000.00	2,790.50	6,174.18	1,722.90	1,722.90	4,244.59
10-0208-83-00	Motor Vehicles-Batteries	1,500.00	1,500.00	1,455.40	1,042.60	1,463.90	1,317.95	1,156.50
10-0209-83-00	Minor Apparatus	3,000.00	3,000.00	439.03	885.10	2,456.37	3,951.43	1,476.23
10-0211-83-00	Chemical Medical Etc	5,000.00	5,000.00	2,661.79	4,279.23	793.41	22,320.29	7,580.46
10-0212-83-00	Mechanical					14.99		
Subtotal:		44,500.00	50,000.00	20,637.41	31,942.79	43,003.45	58,376.12	53,137.75
10-0301-83-00	Communications-Telephone	4,500.00	4,000.00	2,715.76	4,324.94	3,866.55	4,458.91	3,922.51
10-0303-83-00	Insurance & Bonds	30,000.00	30,000.00	28,530.83	29,169.59	29,568.63	27,016.32	29,243.56
10-0305-83-00	Court Costs-Special Servs Fees						222.00	
10-0308-83-00	Utilities-Electricity	225,000.00	250,000.00	132,737.36	201,321.65	223,683.96	195,183.33	274,522.71
10-0310-83-00	Digress-utility line locator	200.00	200.00					149.71
10-0312-83-00	Utilities-Water & Gas	3,500.00	3,500.00	3,172.61	4,401.73	3,905.56	3,518.84	2,617.68
10-0313-83-00	Daisy Water Meter Electricity							267.77
10-0314-83-00	Training-Tuition Etc	2,000.00	2,000.00	182.00	1,829.00	1,528.50	1,335.00	2,090.00
10-0330-83-00	Testing Analysis	1,500.00	1,500.00	626.00	357.00	483.00	1,449.00	1,344.00
10-0350-83-00	Contract Services-Hiring Part.	80,000.00	80,000.00	49,832.68	71,727.28	79,757.19	63,089.00	48,332.24
10-0351-83-00	Railroad ROW Crossings	13,000.00	13,000.00	13,359.72	13,367.04	12,291.90	11,010.74	14,780.18
10-0352-83-00	Grant Match							55,000.00
Subtotal:		359,700.00	384,200.00	221,156.96	326,498.23	355,085.29	307,283.14	432,270.36
10-0401-83-00	Buildings & Grounds							565.57
10-0403-83-00	Filter Beds & Valves	3,500.00	3,500.00	1,228.29	1,945.37	3,227.87	7,451.41	1,486.88

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
10-0404-83-00	Sanitary Sewer	1,000.00	1,000.00		659.67	65.14	1,514.86	288.43
10-0407-83-00	Street & Alley Repairs	70,000.00	80,000.00	13,276.33	40,494.07	67,572.35	53,545.99	104,599.12
10-0408-83-00	Water Main Repairs	90,000.00	100,000.00	25,956.21	81,614.54	80,113.31	133,424.12	134,637.08
10-0410-83-00	Plant Towers Etc					35.66		
10-0411-83-00	Meters & Meter Boxes	140,000.00	120,000.00	159,858.41	183,333.37	106,136.40	123,318.28	167,288.80
10-0412-83-00	Service Line Replacement	250,000.00	230,000.00	123,905.05	281,295.14	291,757.21	227,033.16	202,781.86
10-0413-83-00	Fire Hydrants & Valves	25,000.00	25,000.00	21,496.49	8,272.81	52,531.28	11,612.86	22,225.55
Subtotal:		579,500.00	559,500.00	345,720.78	597,614.97	601,439.22	557,900.68	633,873.29
10-0501-83-00	Furniture & Fixtures				99.99			
10-0502-83-00	Machinery Tools Equipment	40,000.00	40,000.00	26,510.73	45,984.37	47,263.69	42,477.48	26,393.31
10-0503-83-00	Instruments Etc-Radio Maint	1,100.00	1,100.00	460.50	475.80	643.70	475.80	844.24
10-0504-83-00	Motor Vehicles	6,000.00	5,000.00	6,312.88	2,024.34	6,717.36	5,157.29	2,324.73
10-0508-83-00	Lease & Rental-Equipment	2,000.00	1,000.00	4,673.71	1,742.72	610.45	112.71	103.85
10-0512-83-00	Tire Repair	200.00	200.00	15.00		35.00		195.00
Subtotal:		49,300.00	47,300.00	37,972.82	50,327.22	55,270.20	48,223.28	29,861.13
10-0603-83-00	Judgments Damages Etc	200.00	200.00		116.00			
10-0605-83-00	Auditing	1,500.00	1,500.00		1,500.00	1,500.00	1,509.00	1,509.00
10-0609-83-00	Medical Expenses	1,100.00	1,100.00	90.00	48.00	581.00	589.00	893.00
10-0611-83-00	Easements			310.58		3,493.30		
Subtotal:		2,800.00	2,800.00	400.58	1,664.00	5,574.30	2,098.00	2,402.00
Program number:	Expenses	1,442,320.00	1,454,384.00	839,967.13	1,271,117.75	1,411,145.68	1,347,985.37	1,583,616.89

11:10 07/26/21

Fund: 10 Water & Sewer Fund

City of Paris

Budget Comparison FY 2021

Department: 83 Water Distribution

Period Ending: 7/2021

Program: 6 Capital Improvement Projects

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
10-0101-83-06	Salaries & Wages	118,840.00	73,746.00	68,341.92	70,363.05	66,924.98	68,534.61	29,476.92
10-0102-83-06	Social Security	9,748.00	6,153.00	5,791.29	5,655.60	5,350.28	5,719.73	2,360.72
10-0103-83-06	TWRS & Pension	9,839.00	5,803.00	5,540.82	5,549.92	5,136.63	5,532.79	2,228.72
10-0104-83-06	Ins-Employee Hospitalization	20,529.00	13,639.00	12,778.24	14,016.86	13,297.08	11,502.36	6,376.72
10-0105-83-06	Ins-Workers Compensation	1,106.00	528.00	707.55	726.95	890.90	723.02	381.45
10-0107-83-06	Overtime	5,100.00	5,100.00	5,486.56	3,494.03	3,559.23	7,433.63	2,274.88
10-0108-83-06	Longevity & Stability Pay	1,196.00	1,028.00	928.00	832.00	736.00	472.00	424.00
10-0110-83-06	Sick Leave Sell Back	2,300.00	562.00	2,104.71	538.80			
Subtotal:		168,658.00	106,559.00	101,679.09	101,177.21	95,895.10	99,918.14	43,523.41
10-0201-83-06	Office Supplies	1,000.00	1,000.00	374.20	1,408.83	765.43	911.60	1,776.48
10-0203-83-06	Food-Humans							81.32
10-0204-83-06	Wearing Apparel	2,000.00	2,000.00	1,526.04	1,262.78	2,763.47	1,674.12	1,444.55
10-0205-83-06	Motor Vehicles-Gasoline	8,000.00	8,000.00	4,230.17	5,103.54	6,691.38	8,872.20	6,114.47
10-0206-83-06	Motor Vehicles-Oil & Lubricant	500.00	500.00	203.19	129.83	121.85	118.69	32.49
10-0207-83-06	Motor Vehicles-Tires	1,200.00	1,000.00	1,223.90	1,063.42	971.65	774.55	973.80
10-0208-83-06	Motor Vehicles-Batteries	150.00	150.00	161.91				
10-0209-83-06	Minor Apparatus	1,000.00	1,000.00	390.38	632.64	545.37	523.96	1,164.12
Subtotal:		13,850.00	13,650.00	8,109.79	9,601.04	11,859.15	12,875.12	11,587.23
10-0301-83-06	Communications-Telephone	1,200.00	1,200.00	236.14	1,185.26	1,220.71	1,189.87	1,341.89
10-0303-83-06	Insurance & Bonds							152.60
10-0306-83-06	Travel Expenses	125.00	125.00					454.80
10-0314-83-06	Training-Tuition	2,000.00	2,000.00	8,926.74	1,700.64	400.00	15.00	2,038.00
10-0350-83-06	Contract Services-Hiring Part.		23,000.00		7,257.78	15,193.74	20,211.10	21,785.71
Subtotal:		3,325.00	26,325.00	9,162.88	10,143.68	16,814.45	21,415.97	25,773.00
10-0407-83-06	Street & Alley Repairs	20,000.00	20,000.00	1,947.93	1,000.00	4,155.79		11,934.00
10-0416-83-06	Service Line Projects	20,000.00	20,000.00	3,346.79	5,986.55	4,968.86	11,494.55	21,989.25
Subtotal:		40,000.00	40,000.00	5,294.72	6,986.55	9,124.65	11,494.55	33,923.25
10-0502-83-06	Machinery Tools Equipment	15,000.00	10,000.00	7,851.07	16,265.31	21,324.91	6,543.13	12,425.94
10-0503-83-06	Instruments Etc-Radio Maint	440.00	440.00	395.00				338.79
10-0504-83-06	Motor Vehicles	1,000.00	1,000.00	409.76	2.49	1,442.09	1,172.48	14.34
10-0508-83-06	Lease & Rental-Equipment	900.00	900.00					
10-0512-83-06	Tire Repair	200.00	200.00		89.10		119.95	12.50
Subtotal:		17,540.00	12,540.00	8,655.83	16,356.90	22,767.00	7,835.56	12,791.57
10-0609-83-06	Medical Expenses			115.00	110.00	68.00		

11:10 07/26/21

Fund: 10 Water & Sewer Fund

City of Paris
Budget Comparison FY 2021
Department: 83 Water Distribution

Program: 6 Capital Improvement Projects

[illegible]

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
10-0100-85-00	Personnel Cost							10,099.04-
10-0101-85-00	Salaries & Wages	205,519.00	165,983.00	115,184.54	156,335.94	117,787.98	142,279.58	155,855.44
10-0102-85-00	Social Security	17,376.00	14,493.00	9,465.99	13,190.54	9,782.72	12,243.30	13,007.49
10-0103-85-00	TWRS & Pension	17,534.00	13,668.00	9,149.76	12,911.17	9,551.92	11,763.35	11,997.30
10-0104-85-00	Ins-Employee Hospitalization	44,337.00	37,447.00	24,426.45	28,581.79	18,858.02	26,288.36	29,736.37
10-0105-85-00	Ins-Workers Compensation	2,175.00	1,812.00	1,201.68	1,913.75	1,922.50	3,333.13	4,770.38
10-0106-85-00	Unemployment Comp Benefits						12.06	81.59
10-0107-85-00	Overtime	18,360.00	18,360.00	11,685.40	14,805.07	11,023.98	16,371.67	13,986.60
10-0108-85-00	Stability Pay	1,240.00	2,896.00	52.00	1,692.00	1,596.00	1,824.00	2,136.00
10-0110-85-00	Sick Leave Sell Back	2,000.00	2,244.00		2,106.00	2,057.16	2,054.40	1,273.60
Subtotal:		308,541.00	256,903.00	171,165.82	231,536.26	172,580.28	216,169.85	222,745.73
10-0201-85-00	Office Supplies	2,500.00	2,500.00	1,192.18	3,353.44	2,417.61	1,971.39	2,766.50
10-0202-85-00	Postage	100.00	100.00	1.02	5.00	48.38	46.65	74.10
10-0203-85-00	Food-Humans	500.00	500.00	270.58	475.87	483.54	325.06	343.38
10-0204-85-00	Wearing Apparel	8,000.00	7,000.00	6,603.79	8,008.58	7,032.65	5,822.96	4,534.51
10-0205-85-00	Motor Vehicles-Gasoline	40,000.00	40,000.00	22,600.13	22,672.11	38,589.50	34,708.18	22,881.69
10-0206-85-00	Motor Vehicles-Oil & Lubricant	2,500.00	2,500.00	1,679.93	2,335.67	2,476.06	1,322.86	1,237.66
10-0207-85-00	Motor Vehicles-Tires	8,000.00	5,000.00	1,412.60	7,919.28	4,928.74	9,703.58	3,582.77
10-0208-85-00	Motor Vehicles-Batteries	300.00	300.00	290.90	413.65	477.80	617.29	666.70
10-0209-85-00	Minor Apparatus	700.00	700.00	1,618.69	60.55	2,590.81	287.08	201.91
10-0210-85-00	Laundry Cleaning Etc	100.00	100.00					
10-0211-85-00	Chemical Medical Etc	15,000.00	13,000.00	14,359.30	17,071.11	9,024.08	8,023.69	27,210.07
Subtotal:		77,700.00	71,700.00	50,029.12	62,315.26	68,069.17	62,828.74	63,499.29
10-0301-85-00	Communications-Telephone	3,000.00	2,000.00	1,805.77	2,849.30	2,182.13	2,580.25	2,256.49
10-0303-85-00	Insurance & Bonds	12,000.00	12,000.00	11,912.33	10,357.31	10,293.32	8,786.62	9,758.23
10-0306-85-00	Travel Expenses	500.00	500.00		305.05		7.13	
10-0308-85-00	Utilities-Electricity	2,500.00	2,500.00	955.73	1,823.10	2,087.23	2,142.48	2,462.29
10-0310-85-00	Digless-utility line locator	100.00	100.00					
10-0312-85-00	Utilities-Water & Gas	4,500.00	4,000.00	3,172.63	4,401.73	3,905.57	3,518.84	2,617.66
10-0314-85-00	Training-Tuition Etc	300.00	300.00		381.00	538.50	786.00	135.00
10-0350-85-00	Contract Services-Hiring Part.	60,000.00	50,000.00	43,171.49	59,525.44	73,187.55	37,947.99	39,328.66
10-0351-85-00	Railroad ROW Crossings	5,000.00	5,000.00	2,746.79	4,351.82	4,754.01	5,389.26	6,288.66
Subtotal:		87,900.00	76,400.00	63,764.74	83,994.75	96,948.31	61,158.57	62,846.99
10-0401-85-00	Buildings & Grounds	500.00	500.00	190.98	80.67	479.18	130.50	166.26
10-0402-85-00	Bridges & Culverts						435.00	
10-0404-85-00	Sanitary Sewer Repairs	30,000.00	30,000.00	25,008.83	11,119.74	8,431.38	22,512.60	27,930.14
10-0406-85-00	Storm Sewers	1,000.00	1,000.00					
10-0407-85-00	Street & Alley Repairs	80,000.00	80,000.00	11,910.84	25,595.58	74,869.27	85,663.43	82,337.38

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
10-0408-85-00	Mains-Water or Gas			582.00	1,673.16	1,292.08		
10-0409-85-00	Manholes Lampholes Etc	2,000.00	2,000.00		87.64	5,000.00	46.55	473.00
10-0410-85-00	Plant Towers Etc						1,275.28	
10-0411-85-00	Meters & Meter Boxes						48,001.52	113,125.54
10-0412-85-00	Service Lines Replacement	70,000.00	70,000.00	68,395.24	54,243.24	56,867.21	293.75	
10-0416-85-00	Service Line Projects			28.27			7,943.63	9,714.27
10-0420-85-00	Sewer Force Main	8,000.00	8,000.00	6,243.83	16,010.57	7,482.85		
Subtotal:		191,500.00	191,500.00	112,359.99	108,810.60	154,421.97	166,302.26	233,746.59
10-0501-85-00	Furniture & Fixtures	200.00	200.00	17,842.45	31,307.00	57,345.60	34,778.09	33,652.71
10-0502-85-00	Machinery Tools Equipment	30,000.00	30,000.00	396.50	475.80	611.69	504.56	507.11
10-0503-85-00	Instruments Etc-Radio Maint	1,200.00	1,200.00	18,734.12	7,451.71	27,909.37	32,908.12	8,570.50
10-0504-85-00	Motor Vehicles	14,700.00	14,700.00	4,434.69	888.98	160.00		20.00
10-0508-85-00	Lease & Rental-Equipment	1,000.00	400.00					
10-0512-85-00	Tire Repair	200.00	200.00	15.00				
Subtotal:		47,300.00	46,700.00	41,422.76	40,223.48	86,026.66	68,190.77	42,750.32
10-0603-85-00	Judgments Damages Etc	200.00	200.00		93.00	15,240.00		
10-0605-85-00	Auditing	2,700.00	2,700.00		2,700.00	2,700.00	2,659.00	2,659.00
10-0609-85-00	Medical Expenses	700.00	700.00	305.00	689.00	343.00	145.00	355.00
10-0611-85-00	Easements				250.00	789.82		
Subtotal:		3,600.00	3,600.00	305.00	3,732.00	19,072.82	2,804.00	3,014.00
Program number:	Expenses	716,541.00	646,803.00	439,047.43	530,612.35	597,119.21	577,454.19	628,602.92

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
10-0101-85-06	Salaries & Wages	70,288.00	76,702.00	24,072.43	62,438.52	69,637.34	68,205.54	64,397.54
10-0102-85-06	Social Security	5,939.00	6,404.00	2,307.15	5,431.81	5,757.76	5,535.78	5,046.72
10-0103-85-06	TWRS & Pension	5,994.00	6,038.00	2,203.98	5,260.26	5,452.80	5,258.90	4,632.81
10-0104-85-06	Ins-Employee Hospitalization	13,671.00	13,644.00	5,866.29	12,573.02	13,307.44	12,796.22	11,035.47
10-0105-85-06	Ins-Workers Compensation	430.00	412.00	320.55	221.16	674.01	1,122.53	1,103.34
10-0107-85-06	Overtime	5,100.00	5,100.00	4,552.93	7,224.19	4,453.11	3,305.03	2,405.31
10-0108-85-06	Longevity & Stability Pay	948.00	532.00	748.00	336.00	240.00	124.00	124.00
10-0110-85-06	Sick Leave Sell Back	1,300.00	1,377.00	1,057.32	1,336.80	1,272.12	1,016.59	
Subtotal:		103,670.00	110,209.00	41,228.65	94,831.76	100,794.58	97,364.59	88,745.19
10-0201-85-06	Office Supplies	1,000.00	1,000.00	553.17	1,217.02	772.00	1,824.74	968.76
10-0203-85-06	Food-Humans						207.40	
10-0204-85-06	Wearing Apparel	2,000.00	2,000.00	2,490.53	2,564.16	3,737.27	1,774.29	1,369.94
10-0205-85-06	Motor Vehicles-Gasoline	8,000.00	8,000.00	4,281.84	5,104.52	6,633.77	8,872.26	7,282.64
10-0206-85-06	Motor Vehicles-Oil & Lubricant	250.00	220.00	167.75	261.80	20.56	66.32	132.38
10-0207-85-06	Motor Vehicles-Tires	1,000.00	1,000.00	1,268.90	1,066.78	1,514.00		465.00
10-0208-85-06	Motor Vehicles-Batteries	150.00	150.00					
10-0209-85-06	Minor Apparatus	700.00	700.00	205.68	733.96	1,019.10	640.84	207.51
Subtotal:		13,100.00	13,100.00	8,967.87	10,948.24	13,696.70	13,385.85	10,426.23
10-0301-85-06	Communications-Telephone	200.00	200.00	533.93	304.41	277.00	580.93	41.00
10-0303-85-06	Insurance & Bonds							152.61
10-0306-85-06	Travel Expenses	400.00	400.00		305.05			635.88
10-0314-85-06	Training-Tuition	500.00	500.00		410.00	15.00	1,185.00	
10-0350-85-06	Contract Services-Hiring Part.	20,000.00	20,000.00	10,097.94	10,667.84	18,183.21	27,607.78	17,369.97
Subtotal:		21,100.00	21,100.00	10,631.87	11,687.30	18,475.21	29,373.71	18,199.46
10-0401-85-06	Buildings & Grounds					95.97		
10-0407-85-06	Street & Alley Repairs	20,000.00	20,000.00	1,329.83	6,468.76	5,097.75	4,130.36	36,628.72
10-0416-85-06	Service Line Projects	20,000.00	20,000.00	997.27	4,187.04	8,950.13	14,281.24	29,732.33
Subtotal:		40,000.00	40,000.00	2,327.10	10,655.80	14,143.85	18,411.60	66,361.05
10-0502-85-06	Machinery Tools Equipment	10,000.00	10,000.00	7,729.45	9,786.79	20,072.24	8,507.05	14,790.81
10-0503-85-06	Instruments Etc-Radio Maint	300.00	300.00				291.50	
10-0504-85-06	Motor Vehicles	700.00	700.00	180.73	451.68	1,365.68	1,144.04	135.00
10-0508-85-06	Lease & Rental-Equipment	400.00	400.00	60.00				535.00
10-0512-85-06	Tire Repair	500.00	500.00	95.00			50.00	25.00
Subtotal:		11,900.00	11,900.00	8,065.18	10,238.47	21,437.92	9,992.59	15,485.81

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
10-0100-86-00	Personnel Cost							25,785.97-
10-0101-86-00	Salaries & Wages	929,934.00	798,690.00	559,963.57	706,526.17	758,079.16	724,310.11	746,786.32
10-0102-86-00	Social Security	75,180.00	64,977.00	45,909.58	55,714.75	58,088.95	57,460.65	59,312.13
10-0103-86-00	TWRS & Pension	75,865.00	61,269.00	44,227.71	55,487.11	56,420.80	55,412.90	55,871.49
10-0104-86-00	Ins-Employee Hospitalization	147,129.00	139,832.00	97,287.87	124,340.35	129,688.09	115,255.64	122,944.12
10-0105-86-00	Ins-Workers Compensation	9,071.00	7,832.00	5,790.57	8,130.70	11,038.60	13,158.01	15,945.18
10-0106-86-00	Unemployment Comp Benefits			3,730.23	947.88			
10-0107-86-00	Overtime	30,601.00	30,601.00	35,785.02	29,856.77	9,223.93	43,433.70	48,534.98
10-0108-86-00	Stability Pay	12,493.00	10,000.00	8,244.00	7,816.00	7,340.00	9,248.00	10,188.00
10-0110-86-00	Sick Leave Sell Back	6,700.00	5,610.00	6,517.26	4,820.40	5,782.86	2,612.76	2,531.60
Subtotal:		1,286,973.00	1,118,811.00	807,455.81	993,640.13	1,035,662.39	1,020,891.77	1,036,327.85
10-0201-86-00	Office Supplies	5,500.00	5,500.00	1,972.80	4,896.99	5,340.66	5,332.75	5,296.58
10-0202-86-00	Postage	1,000.00	1,000.00	390.10	772.94	591.95	702.60	618.30
10-0203-86-00	Food-Humans	300.00	300.00	132.45	232.21	242.47	449.59	391.19
10-0204-86-00	Wearing Apparel	10,500.00	10,500.00	8,941.05	8,550.16	14,741.14	9,518.71	10,448.63
10-0205-86-00	Motor Vehicles-Gasoline	18,000.00	19,000.00	14,506.81	11,871.73	15,065.15	17,255.33	15,827.67
10-0206-86-00	Motor Vehicles-oil & Lubricant	400.00	400.00	384.30	619.49	722.37	223.59	547.35
10-0207-86-00	Motor Vehicles-Tires	1,700.00	1,700.00	2,821.60	15.00	2,200.39	1,047.04	1,731.00
10-0208-86-00	Motor Vehicles-Batteries	400.00	400.00	765.19	1,034.70	611.09	350.35	648.97
10-0209-86-00	Minor Apparatus	30,000.00	30,000.00	20,910.05	19,480.91	23,741.82	28,236.97	29,004.70
10-0210-86-00	Laundry Cleaning Etc	1,800.00	2,000.00	1,085.49	1,535.56	1,316.43	1,368.32	1,172.12
10-0211-86-00	Chemical Medical Etc	200,000.00	185,000.00	219,863.71	232,935.09	180,345.66	173,075.78	168,256.91
10-0212-86-00	Mechanical	400.00	400.00	1,605.36				115.32
10-0214-86-00	Public Information	4,000.00	5,000.00	850.63	2,493.56	3,319.68	5,077.44	2,198.44
Subtotal:		274,000.00	261,200.00	274,229.54	284,438.34	248,238.81	242,638.47	236,257.18
10-0301-86-00	Communications-Telephone	2,000.00	2,600.00	1,400.55	1,732.55	1,692.66	1,926.54	2,148.50
10-0302-86-00	Car Allowance	3,000.00	3,000.00	2,500.00	3,000.00	3,000.00	3,000.00	3,000.00
10-0303-86-00	Insurance & Bonds	15,000.00	15,000.00	14,265.42	14,081.87	14,331.91	14,141.72	14,279.68
10-0306-86-00	Travel Expenses	2,000.00	2,000.00	53.01	2,121.12	789.14	1,203.17	670.35
10-0307-86-00	Publications	200.00	200.00	270.55	204.03	204.03	108.25	
10-0308-86-00	Utilities-Electricity	225,000.00	250,000.00	129,483.99	203,886.41	217,011.38	238,622.11	339,951.77
10-0309-86-00	Freight & Express	400.00	400.00			57.03	209.11	21.20
10-0310-86-00	Fees and Permits	44,000.00	44,000.00	43,685.86	45,649.48	43,634.48	43,634.48	43,634.48
10-0311-86-00	Associations	3,000.00	3,000.00	595.00	3,073.00	3,018.00	2,803.00	2,915.00
10-0312-86-00	Utilities-Water & Gas	10,000.00	10,000.00	35,007.48	9,616.67	8,376.69	8,762.08	5,559.53
10-0314-86-00	Training-Tuition Etc	14,000.00	14,000.00	8,157.10	7,758.31	13,919.00	13,078.50	5,584.00
10-0318-86-00	Consultants	6,000.00	6,000.00	3,700.00	6,065.00	6,205.00	5,794.00	5,697.50
10-0330-86-00	Testing Analysis	27,000.00	27,000.00	16,299.75	27,388.09	18,769.62	26,475.35	21,436.01
10-0350-86-00	Contract Services-RPM Temps				2,896.60			

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
Subtotal:		351,600.00	377,200.00	255,418.71	327,289.10	331,008.94	359,758.31	444,898.02
10-0401-86-00	Buildings & Grounds							
10-0403-86-00	Filter Beds & Valves	15,000.00	15,000.00	12,209.55	18,282.38	30,907.26	9,591.69	13,093.33
10-0407-86-00	Street & Alley Repairs	10,000.00	10,000.00	174.24	5,733.98	17,777.31	11,865.00	2,229.34
10-0409-86-00	Manholes Lampholes Etc			368.01			303.08	
10-0411-86-00	Meters & Meter Boxes							224.44
10-0412-86-00	Service Lines				1,974.55			248.73
10-0414-86-00	Other-Sludge Removal	100,000.00	100,000.00	153,233.20	151,564.72	101,094.39	91,935.01	75,502.82
10-0415-86-00	Screenings-Landfill Fees	4,000.00	4,000.00	2,412.03	3,196.54	2,427.16	2,822.26	2,646.33
Subtotal:		129,000.00	129,000.00	168,397.03	180,752.17	152,206.12	116,517.04	93,944.99
10-0501-86-00	Furniture & Fixtures	300.00	300.00	374.50			269.99	
10-0502-86-00	Machinery Tools Equipment	200,000.00	180,000.00	189,273.13	211,427.76	202,505.50	166,452.60	172,972.85
10-0503-86-00	Instruments & Apparatus	7,100.00	7,100.00	1,511.92	8,223.18	5,868.72	6,674.22	4,038.14
10-0504-86-00	Motor Vehicles	6,000.00	6,000.00	4,563.76	9,400.93	5,442.61	4,846.09	9,313.50
10-0507-86-00	Miscellaneous Repair	2,000.00	2,000.00		680.00			70.00
10-0508-86-00	Lease & Rental-Equipment	10,000.00	6,000.00	6,178.05	16,564.42	11,245.49	3,640.00	4,468.00
10-0509-86-00	Pumps & Motors	60,000.00	60,000.00	53,222.74	58,449.26	41,006.62	45,124.76	47,696.16
10-0510-86-00	Electronic Data Processing			578.28	564.00	564.00	564.00	518.91
10-0512-86-00	Tire Repair	100.00	100.00	110.00	35.29	20.00		
Subtotal:		285,500.00	261,500.00	255,812.38	305,344.84	266,652.94	227,571.66	239,077.56
10-0603-86-00	Judgments Damages Etc				150.00			
10-0605-86-00	Auditing	11,700.00	11,700.00		11,700.00	11,700.00	11,659.00	11,659.00
10-0609-86-00	Medical Expenses	300.00	300.00	205.00	365.00	275.00	435.00	45.00
Subtotal:		12,000.00	12,000.00	205.00	12,215.00	11,975.00	12,094.00	11,704.00
Program number:	Expenses	2,339,073.00	2,159,711.00	1,761,518.47	2,103,679.58	2,045,744.20	1,979,471.25	2,062,209.60

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
10-0100-87-00	Personnel Cost							4,429.00-
10-0101-87-00	Salaries & Wages	139,613.00	129,507.00	98,676.46	124,334.31	120,776.13	119,396.16	115,549.01
10-0102-87-00	Social Security	11,718.00	10,918.00	8,136.66	10,063.60	9,941.59	9,882.61	9,404.53
10-0103-87-00	TWRS & Pension	11,825.00	10,293.00	7,691.70	9,729.47	9,404.87	9,380.65	8,499.54
10-0104-87-00	Ins-Employee Hospitalization	20,569.00	20,493.00	16,723.60	20,958.25	19,929.40	19,198.29	18,836.59
10-0105-87-00	Ins-Workers Compensation	1,407.00	1,311.00	998.00	1,322.18	1,646.42	2,022.51	2,303.14
10-0107-87-00	Overtime	6,119.00	6,119.00	884.10	997.03	4,160.91	4,916.84	3,618.02
10-0108-87-00	Stability Pay	3,444.00	3,300.00	3,148.00	3,004.00	2,860.00	2,716.00	2,572.00
10-0110-87-00	Sick Leave Sell Back	4,000.00	3,773.00	3,710.28	3,639.60	2,579.58	2,576.82	1,637.60
Subtotal:		198,695.00	185,714.00	139,968.80	174,048.44	171,298.90	170,089.88	157,991.43
10-0201-87-00	Office Supplies	200.00	300.00		171.13	28.99	173.83	216.89
10-0202-87-00	Postage	600.00	600.00	267.87	385.94	298.75	458.43	427.12
10-0204-87-00	Wearing Apparel	1,600.00	1,800.00	856.87	1,285.29	1,546.72	1,260.15	1,148.92
10-0205-87-00	Motor Vehicles-Gasoline	9,000.00	9,000.00	5,981.33	5,142.81	7,720.08	8,159.68	7,219.35
10-0206-87-00	Motor Vehicles-Oil & Lubricant	850.00	600.00	632.68	954.96	1,062.56	586.37	493.00
10-0207-87-00	Motor Vehicles-Tires	1,500.00	1,000.00	676.00	1,374.00	445.00	1,314.00	1,283.95
10-0208-87-00	Motor Vehicles-Batteries	300.00	300.00	126.95	290.90	131.95	334.68	127.27
10-0209-87-00	Minor Apparatus							410.44
10-0211-87-00	Chemical Medical Etc						66.09	
10-0214-87-00	Public Information	500.00	500.00		30.00		500.00	531.89
Subtotal:		14,550.00	14,100.00	8,541.70	9,635.03	11,234.05	12,853.23	11,858.83
10-0301-87-00	Communications-Telephone	2,500.00	3,000.00	1,181.33	1,943.01	1,623.28	2,414.16	2,720.44
10-0303-87-00	Insurance & Bonds	4,500.00	4,500.00	4,279.62	4,325.15	4,322.47	4,028.66	4,306.15
10-0306-87-00	Travel Expenses	800.00	800.00				536.80	
10-0308-87-00	Utilities-Electricity	115,000.00	115,000.00	67,350.19	99,056.71	102,062.42	98,713.43	111,860.48
10-0311-87-00	Associations	500.00	500.00		405.34	405.00	405.00	405.00
10-0312-87-00	Utilities-Water & Gas	4,000.00	4,000.00	2,548.58	3,105.34	3,952.06	2,001.12	3,806.76
10-0314-87-00	Training-Tuition Etc	1,500.00	1,500.00	111.00	951.00	800.00	1,422.00	1,301.00
10-0330-87-00	Testing Analysis	100.00	100.00					54.00
Subtotal:		128,900.00	129,400.00	75,470.72	109,786.21	113,165.23	109,521.17	124,453.83
10-0401-87-00	Buildings & Grounds	6,000.00	6,000.00	11,395.92	2,061.69	7,743.51	2,336.31	3,612.41
10-0402-87-00	Feb Improvements & Cleaning	27,000.00	27,000.00	1,463.25		14.80		
10-0413-87-00	Fire Hydrants & Valves	5,000.00	5,000.00	4,631.80	1,145.35	4,956.82	159.30	3,201.81
10-0415-87-00	Screenings-Landfill Fees	4,000.00	4,000.00	1,809.84	2,430.04	1,523.76		
Subtotal:		42,000.00	42,000.00	19,300.81	5,637.08	14,238.89	2,495.61	6,814.22
10-0501-87-00	Furniture & Fixtures	200.00	200.00		134.99			7.92

11:10 07/26/21

Fund: 10 Water & Sewer Fund

City of Paris
Budget Comparison FY 2021
Department: 87 Lift Stations
Period Ending: 7/2021

Program: Expenses

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
10-0502-87-00	Machinery Tools Equipment	8,000.00	8,000.00	7,098.25	4,381.57	7,465.35	4,616.61	7,620.06
10-0503-87-00	Instruments Etc-Radio Maint	500.00	1,000.00		599.00		117.29	
10-0504-87-00	Motor Vehicles	2,000.00	2,000.00	2,297.33	2,224.98	1,381.99	2,344.76	2,070.37
10-0508-87-00	Lease & Rental-Equipment	5,000.00	5,000.00	520.00	1,105.00	5,602.59	2,048.01	500.00
10-0509-87-00	Pumps & Motors	24,000.00	20,000.00	22,226.45	10,982.54	17,509.43	16,322.54	27,274.53
10-0512-87-00	Tire Repair	100.00	100.00			43.87	9.98	114.97
Subtotal:		39,800.00	36,300.00	32,142.03	19,428.08	32,003.23	25,459.19	37,587.85
10-0605-87-00	Auditing	4,700.00	4,700.00		4,700.00	4,700.00	4,659.00	4,659.00
10-0609-87-00	Medical Expenses							55.00
Subtotal:		4,700.00	4,700.00		4,700.00	4,700.00	4,659.00	4,714.00
Program number:	Expenses	428,645.00	412,214.00	275,424.06	323,234.84	346,640.30	325,078.08	343,420.16

[illegible]

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
11-0320-46-97	Engineering-Cobb Fendley							79,910.00
Subtotal:								79,910.00
11-0802-46-97	Land-Drainage Improvements						35,920.32	577,223.77
Subtotal:							35,920.32	577,223.77
Program number:	97 Capital Outlay-Land						35,920.32	657,133.77

[illegible]

Account	Description	Proposed FY2022 Budget	FY 2020 Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
11-0901-86-98	FEB Automatic Barscreen				2,795.00	427,946.40		
Subtotal:					2,795.00	427,946.40		
Program number:	98 Capital Outlay-Bldg Structures				2,795.00	427,946.40		
Department number:	Waste Water Treatment				2,795.00	427,946.40		
Fund number:	11 Capital Projects Fund	20,000.00		17,552.63	85,823.96	565,124.15	281,558.42	745,736.30

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
25-0101-31-04	Salaries & Wages-Auto Theft	119,121.00	112,286.00	87,298.59	111,155.93	109,898.88	107,269.92	106,811.55
25-0102-31-04	Social Security	9,328.00	8,802.00	6,845.22	8,737.54	8,739.49	8,166.89	8,325.23
25-0103-31-04	TWRS & Pension	9,414.00	8,299.00	6,621.39	8,596.95	8,475.39	8,226.78	7,968.24
25-0104-31-04	Ins-Employee Hospitalization	13,757.00	13,088.00	11,138.23	13,910.91	13,392.86	12,872.30	12,585.85
25-0105-31-04	Ins-Workers Compensation	1,268.00	1,197.00	949.68	1,192.38	1,814.77	2,314.20	4,683.17
25-0107-31-04	Overtime			2,836.41	3,345.89	5,652.63	4,536.74	6,740.45
25-0108-31-04	Longevity & Stability Pay	2,217.00	2,169.00	1,613.53	1,975.94	1,974.71	1,831.52	1,735.36
Subtotal:		155,105.00	145,841.00	117,303.05	148,915.54	149,948.73	145,218.35	148,849.85
25-0201-31-04	Office Supplies						238.74	
25-0205-31-04	Motor Vehicles-Gasoline			4,956.66	5,241.63	5,277.48	7,234.68	6,810.57
25-0209-31-04	Minor Apparatus			304.42-	4,000.00			551.32-
25-0218-31-04	Uniform Cleaning Allowance	600.00	600.00	475.00	600.00	600.00	600.00	600.00
Subtotal:		600.00	600.00	5,127.24	9,841.63	5,877.48	8,073.42	6,859.25
25-0301-31-04	Communications-Telephone			1,839.32	2,523.53	922.14	3,188.71	2,782.49
25-0306-31-04	Travel				1,056.14	2,453.20	690.35	4,712.12
25-0310-31-04	Other Expenses	35,101.00	4,586.00	214.90	1,789.53	499.53	557.88	148.98
25-0314-31-04	Training					400.00		400.00
Subtotal:		35,101.00	4,586.00	2,054.22	5,369.20	4,274.87	4,436.94	8,043.59
25-0504-31-04	Vehicle Maintenance			46.99	490.00			
Subtotal:				46.99	490.00			
25-0609-31-04	Medical Services				35.00			
Subtotal:					35.00			
Program number: 4	Auto Theft Prevention Grant	190,806.00	151,027.00	124,531.50	164,651.37	160,101.08	157,728.71	163,752.69

Account	Description	Proposed FY2022 Budget	FY 2020 Year Budget	Expended FY 2020 Year
25-1002-31-22	Machinery Tools Equipment			6,105.00
Subtotal:				6,105.00
Program number:	22 JAG 2019			6,105.00

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Account	Description	Proposed FY2022 Budget	FY 2020 Year Budget	FY 2019 Expended Year	FY 2018	FY 2017
25-0908-40-98	1st Street Project	500,000.00				
Subtotal:		500,000.00				
Program number :	98 1st Street Project	500,000.00				
Department number : Community Development		980,000.00	855,000.00	90,626.04	197,297.08	1,036,530.05
					150,445.47	155,946.48

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
25-0350-41-98	Design-Dickson/Orange				2,275.00	288,024.36	48,648.75	
Subtotal:					2,275.00	288,024.36	48,648.75	
Program number:	98 CDBG Dickson/Orange				2,275.00	288,024.36	48,648.75	
Department number:	Engineering				2,275.00	288,024.36	48,648.75	

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
25-0342-43-00	Trail de Paris 8th SE-4th SW						116,065.27	94,122.39-
25-0343-43-00	W. Paris Multi-Use Trail						116,065.27	94,122.39-
Subtotal:							116,065.27	94,122.39-
Program number:							116,065.27	94,122.39-

Account	Description	Proposed FY2022 Budget	FY 2020 Year Budget	FY 2019 Year Expend	FY 2018	FY 2017
25-0908-43-98	W Parls Multt Use Trail				113,767.77-	653,296.83
Subtotal:					113,767.77-	653,296.83
Program number:	98 W Parls Multt Use Trail				113,767.77-	653,296.83
Department number:	Parks & ROW				2,297.50	559,174.44

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11:10 07/26/21

Fund: 25 Grant Fund

City of Paris
Budget Comparison FY 2021

Department: 61 Airport

Period Ending: 7/2021

Program: 98 Airport Development

[illegible]

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
28-1002-43-02	Wade Park - Equipment						43,888.16	
28-1010-43-02	Wade Park - Other						3,200.00	
Subtotal:							47,088.16	
Program number:	2 Parks-Equipment/Other						47,088.16	
Department number:	Parks						69,032.24	
Fund number:	28 Parks Fund						69,032.24	

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Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
33-0310-14-00	Miscellaneous Expense	10,000.00	10,000.00	1,832.30	6,904.37	7,458.94	32,638.05	7,395.52
Subtotal:		10,000.00	10,000.00	1,832.30	6,904.37	7,458.94	32,638.05	7,395.52
Program number:	Municipal Court Tech Fee	10,000.00	10,000.00	1,832.30	6,904.37	7,458.94	32,638.05	7,395.52
Department number:	Municipal Court Tech Fee	10,000.00	10,000.00	1,832.30	6,904.37	7,458.94	32,638.05	7,395.52
Fund number:	33 Municipal Court Tech Fee	10,000.00	10,000.00	3,470.25	7,149.51	9,420.06	33,189.31	8,112.15

11:10 07/26/21

Fund: 34 Municipal Court Security Fee

City of Paris
Budget Comparison FY 2021
Department: 14 Municipal Court Security Fee
Period Ending: 7/2021

Program: Municipal Court Security Fee

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
34-0100-14-00	Accrued Payroll Expense							109.00-
34-0101-14-00	Salaries & Wages	16,225.00	16,225.00	5,330.00	7,010.06	5,221.84	6,027.04	5,715.00
34-0102-14-00	Social Security	1,240.00	1,240.00	407.75	536.26	399.47	461.08	437.19
34-0105-14-00	Ins-Workers Compensation	785.00	785.00	55.44	72.38	81.46	123.66	235.14
Subtotal:		18,250.00	18,250.00	5,793.19	7,618.70	5,702.77	6,611.78	6,278.33
34-0310-14-00	Miscellaneous	5,000.00	5,000.00			1,823.00	689.44	
Subtotal:		5,000.00	5,000.00			1,823.00	689.44	
Program number:	Municipal Court Security Fee	23,250.00	23,250.00	5,793.19	7,618.70	7,525.77	7,301.22	6,278.33
Department number:	Municipal Court Security Fee	23,250.00	23,250.00	5,793.19	7,618.70	7,525.77	7,301.22	6,278.33
Fund number:	34 Municipal Court Security Fee	23,250.00	23,250.00	5,793.19	7,618.70	7,525.77	7,301.22	6,278.33

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
35-0310-14-00	Miscellaneous Expense	5,000.00	5,000.00				2,719.85	4,626.00
Subtotal:		5,000.00	5,000.00				2,719.85	4,626.00
Program number:	Municipal Court Child Safe Fee	5,000.00	5,000.00				2,719.85	4,626.00
Department number:	Municipal Court Child Safe Fee	5,000.00	5,000.00				2,719.85	4,626.00
Fund number:	35 Municipal Court Child Safe Fee	5,000.00	5,000.00				2,719.85	4,626.00

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
36-0310-14-00	Miscellaneous Expense	5,000.00	5,000.00	100.00	50.00		240.00	1,652.20
Subtotal:		5,000.00	5,000.00	100.00	50.00		240.00	1,652.20
Program number:	Municipal Court Time Pay Fee	5,000.00	5,000.00	100.00	50.00		240.00	1,652.20
Department number:	Municipal Court Time Pay Fee	5,000.00	5,000.00	100.00	50.00		240.00	1,652.20
Fund number:	36 Municipal Court Time Pay Fee	5,000.00	5,000.00	100.00	50.00		240.00	1,652.20

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11:10 07/26/21

Fund: 38 Police Judicial Forfeitures

City of Paris
Budget Comparison FY 2021

Program: Police Judicial Forfeitures

Department: 31 Police Judicial Forfeitures

Period Ending: 7/2021

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
38-0204-31-00	Uniforms/Clothing							
38-0209-31-00	Minor Apparatus	10,000.00	10,000.00	4,461.00	3,050.70	2,089.25	1,175.00	8,306.27
38-0214-31-00	Supplies				3,039.24	10,532.51	2,973.79	
Subtotal:		10,000.00	10,000.00	4,461.00	6,089.94	12,621.76	4,148.79	8,306.27
38-0306-31-00	Travel							
38-0310-31-00	Miscellaneous Expense	5,000.00	5,000.00	2,450.00	880.00	2,457.60	2,194.50	3,920.00
38-0314-31-00	Training-Tuition				250.00		484.57	4,158.00
Subtotal:		5,000.00	5,000.00	2,450.00	1,130.00	2,457.60	2,679.07	9,306.07
Program number:	Police Judicial Forfeitures	15,000.00	15,000.00	6,911.00	7,219.94	15,079.36	6,827.86	17,612.34

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
38-1004-31-99	Vehicles						2,313.77	
Subtotal:							2,313.77	
Program number:	99 Machinery-Vehicles-Equipment						2,313.77	
Department number:	Police Judicial Forfeitures	15,000.00	15,000.00	6,911.00	7,219.94	15,079.36	9,141.63	17,612.34
Fund number:	38 Police Judicial Forfeitures	15,000.00	15,000.00	6,911.00	7,219.94	15,079.36	13,041.63	17,612.34

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
39-0209-31-00	Minor Apparatus	20,000.00	20,000.00	35,389.90	17,472.57	19,930.00	19,605.74	43,593.04
Subtotal:		20,000.00	20,000.00	35,389.90	17,472.57	19,930.00	19,605.74	43,593.04
39-0306-31-00	Travel Expenses				1,477.10		2,152.50	4,095.48
39-0310-31-00	Miscellaneous Expense	1,000.00	1,000.00					
Subtotal:		1,000.00	1,000.00		1,477.10		2,152.50	4,095.48
39-0503-31-00	Grounding Project:EOC, Dispath						4,385.02	
39-0504-31-00	Vehicle Expenses							473.98
39-0510-31-00	EDP				42,356.00			
Subtotal:					42,356.00		4,385.02	473.98
Program number:	Police	21,000.00	21,000.00	35,389.90	61,305.67	19,930.00	26,143.26	48,162.50

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11:10 07/26/21

Fund: 44 CO 2016 Construction Fund

City of Paris
Budget Comparison FY 2021
Department: 83 Water Distribution
Period Ending: 7/2021

Program:

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
44-0305-83-00	Bond Issue Costs							49,867.68
44-0320-83-00	Engineering			697,409.18	1,590,411.18	859,392.74		
44-0323-83-00	Inspection Services			7,171.50				
44-0324-83-00	Engineering Audit			30,075.75				
Subtotal:				734,656.43	1,590,411.18	859,392.74		49,867.68
44-0601-83-00	Bond Amortization						9,820.60-	5,368.26-
Subtotal:							9,820.60-	5,368.26-
Program number:				734,656.43	1,590,411.18	859,392.74	9,820.60-	44,499.42

11:10 07/26/21

Fund: 44 CO 2016 Construction Fund

City of Paris
Budget Comparison FY 2021
Department: 85 Sewer Collection
Period Ending: 7/2021

Program:

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
44-0305-85-00	Bond Issue Costs							41,087.67
44-0320-85-00	Engineering			705,961.34	2,608,389.50	1,488,467.23	20,787.03	
44-0323-85-00	Inspection Services-EST			7,171.50				
44-0324-85-00	Engineering Audit			30,075.73				
Subtotal:				743,208.57	2,608,389.50	1,488,467.23	20,787.03	41,087.67
Program number:				743,208.57	2,608,389.50	1,488,467.23	20,787.03	41,087.67
Department number: Sewer Collection				743,208.57	2,608,389.50	1,488,467.23	20,787.03	41,087.67

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
45-0100-44-00	Accrued Payroll Expense	108,502.00	96,991.00	74,592.72	92,271.99	89,660.72	88,428.24	6,895.64-
45-0101-44-00	Salaries & Wages	10,057.00	9,266.00	6,246.37	7,795.16	7,837.38	7,425.78	100,041.28
45-0102-44-00	Social Security	10,149.00	8,737.00	6,279.17	7,943.99	7,865.43	7,449.18	8,035.47
45-0103-44-00	TWRS & Pension	13,740.00	13,683.00	11,083.90	13,875.73	13,342.48	13,007.67	7,800.61
45-0104-44-00	Ins-Employee Hospitalization	2,530.00	2,305.00	1,644.23	4,576.62	4,331.50	6,618.91	15,552.37
45-0105-44-00	Ins-Workers Compensation	17,647.00	17,647.00	8,556.61	10,564.80	14,709.42	9,909.11	8,085.42
45-0106-44-00	Unemployment Comp Benefits	2,484.00	2,388.00	2,288.00	2,192.00	2,096.00	2,000.00	3,949.15
45-0107-44-00	Overtime	1,800.00	3,060.00	1,533.48	2,706.00	2,584.56	2,582.38	9,865.31
45-0108-44-00	Stability Pay							2,286.00
45-0110-44-00	Sick Leave Sell Back							1,507.20
Subtotal:		166,909.00	154,077.00	112,224.48	141,926.29	142,427.49	137,421.27	150,237.17
45-0201-44-00	Office Supplies	1,101.00	1,101.00	477.11	1,026.27	854.46	958.38	1,523.89
45-0202-44-00	Postage	400.00	400.00	2.54	20.48	46.29	40.79	46.65
45-0203-44-00	Food-Humans	300.00	100.00	639.58	559.18	292.51	105.95	
45-0204-44-00	Wearing Apparel	4,500.00	4,000.00	3,802.74	4,355.41	3,676.53	3,296.55	3,132.04
45-0205-44-00	Motor Vehicles-Gasoline	30,000.00	30,000.00	12,646.85	18,500.50	27,154.48	23,761.50	27,470.68
45-0206-44-00	Motor Vehicles-Oil & Lubricant	1,500.00	1,500.00	539.49	764.75	805.39	382.35	623.54
45-0207-44-00	Motor Vehicles- Tires	14,000.00	14,000.00	245.00	5,814.25	15,519.97	3,869.04	
45-0208-44-00	Motor Vehicles- Batteries	725.00	725.00	399.85	1,572.38	638.25	1,585.30	698.70
45-0209-44-00	Minor Apparatus	600.00	600.00			4.64	254.76	765.00
45-0210-44-00	Laundry Cleaning Etc	1,200.00	1,200.00	274.17	392.73	733.53	879.00	679.04
45-0211-44-00	Chemical Medical Etc	100.00	100.00					
Subtotal:		54,426.00	53,726.00	19,027.33	33,005.95	49,726.05	35,133.62	34,939.54
45-0301-44-00	Communications-Telephone	2,400.00	2,400.00	1,432.37	2,088.93	1,876.77	2,581.35	2,505.32
45-0303-44-00	Insurance & Bonds	15,000.00	15,000.00	14,265.42	14,685.38	14,534.31	13,898.90	15,856.22
45-0306-44-00	Travel Expenses	100.00	100.00					
45-0308-44-00	UTILITIES-ELECTRICITY	400.00	400.00	169.09	303.65	440.80	386.43	299.21
45-0310-44-00	Miscellaneous					64.97		439.93
45-0312-44-00	Utilities-Water & Gas	5,000.00	5,000.00	3,090.15	5,218.62	4,290.81	13,569.97	3,499.07
45-0314-44-00	Training-Tuition Etc							11,426.60
45-0317-44-00	Landfill Fee	184,000.00	184,000.00	151,354.56	160,922.89	157,690.53	188,241.59	151,041.64
45-0322-44-00	Comparable Pay Study	600.00	600.00					
45-0325-44-00	Landfill Fee-Resident Drop off	38,000.00	38,000.00	26,400.25	49,141.29	33,409.13	36,657.12	34,802.28
45-0328-44-00	House Demolition			1,603.60				82,373.89
45-0329-44-00	Lot Mowing				60,775.25	64,954.85	39,212.57	11,956.46
45-0330-44-00	Sanitation Fees	30,000.00	30,000.00		40,098.67	57,153.01	20,544.01	45,353.92
45-0340-44-00	City Wide Cleanup				21,793.58	28,143.04	18,927.02	8,496.20
45-0350-44-00	Contract Services-Hiring Part.					6,028.00	3,153.87	
Subtotal:		275,500.00	275,500.00	198,315.44	355,028.26	368,586.22	337,172.83	368,050.74

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
45-0401-44-00	Buildings & Grounds	500.00	500.00	1,509.03	639.69	334.02	349.54	2,562.52
45-0416-44-00	POST CLOSURE MAINTENANCE-LFILL	98,650.00	90,000.00	35,420.00	71,367.00	39,831.40	49,470.92	23,579.73
45-0417-44-00	Recycling Costs	12,000.00	12,000.00	3,050.00	3,126.50	24,601.90	12,060.00	2,601.58
Subtotal:		111,150.00	102,500.00	39,979.03	75,133.19	64,767.32	61,880.46	28,743.83
45-0502-44-00	Machinery Tools Equipment	5,700.00	5,700.00	2,667.75	8,305.50	1,697.13	2,382.13	156.60
45-0503-44-00	Instrument Etc-Radio Maint	800.00	800.00	791.40	475.68	475.68	475.68	467.35
45-0504-44-00	Motor Vehicles	45,000.00	45,000.00	54,968.89	62,002.85	33,175.17	26,630.25	296.98-
45-0505-44-00	Markers			2,053.19	317.03	2,207.15	2,947.90	159.24
45-0506-44-00	Sweepers			537.24		33.54	1,977.03	4,934.97
Subtotal:		51,500.00	51,500.00	61,018.47	71,101.06	37,588.67	34,412.99	5,421.18
45-0605-44-00	Auditing	400.00	400.00		400.00	400.00	400.00	400.00
45-0609-44-00	Medical Expenses	500.00	500.00	15.00	93.00		116.00	933.00
Subtotal:		900.00	900.00	15.00	493.00	400.00	516.00	1,333.00
Program number:	Expenses	660,385.00	638,203.00	430,579.75	676,687.75	663,495.75	606,537.17	588,725.46

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
45-0101-44-01	Salaries & Wages	122,402.00	166,172.00	96,088.78	103,591.13	123,959.37	170,573.67	154,612.29
45-0102-44-01	Social Security	11,369.00	14,728.00	8,456.41	8,872.62	10,844.16	13,929.69	12,704.29
45-0103-44-01	TWRS & Pension	11,472.00	13,885.00	8,055.28	8,379.62	10,781.79	13,859.45	11,942.07
45-0104-44-01	Ins-Employee Hospitalization	27,309.00	40,820.00	17,743.75	20,794.67	23,775.85	37,504.34	33,608.34
45-0105-44-01	Ins-Workers Compensation	2,880.00	3,735.00	2,099.80	4,452.98	5,301.89	8,981.93	12,045.82
45-0107-44-01	Overtime	24,480.00	24,480.00	14,961.25	12,567.95	23,584.34	20,053.37	16,824.62
45-0108-44-01	Stability Pay	716.00	808.00	628.00	632.00	976.00	856.00	208.00
45-0110-44-01	Sick Leave Sell Back	1,000.00	1,019.00		935.40	954.06		
Subtotal:		201,628.00	265,647.00	148,033.27	160,226.37	200,177.46	265,758.45	241,945.43
45-0203-44-01	Food-Humans					87.87		
45-0204-44-01	Wearing Apparel	800.00	800.00	106.95	375.72	863.88	639.27	122.27
45-0205-44-01	Motor Vehicles-Gasoline	32,000.00	32,000.00	19,798.07	18,176.44	28,379.21	31,395.61	20,390.83
45-0206-44-01	Motor Vehicles-Oil & Lubricant	200.00	200.00		24,066.21	4,411.82	60.00	5,541.71
45-0207-44-01	Motor Vehicles- Tires							
Subtotal:		33,000.00	33,000.00	19,905.02	42,618.37	33,742.78	32,094.88	26,054.81
45-0303-44-01	Motor Vehicles- Tires				35.00			
45-0350-44-01	Contract Services-Hiring Part.	180,000.00	180,000.00	147,414.77	222,470.99	174,941.48	100,432.34	127,528.49
Subtotal:		180,000.00	180,000.00	147,414.77	222,505.99	174,941.48	100,432.34	127,528.49
45-0502-44-01	Machinery Tools Equipment	2,000.00	2,000.00		5.94	1,421.42	1,043.87	7,805.05
45-0504-44-01	Motor Vehicles			1,175.51	76.15	13,726.16	25,727.81	66,724.76
45-0512-44-01	Tire Repair						486.79	553.28
Subtotal:		2,000.00	2,000.00	1,175.51	82.09	15,147.58	27,258.47	75,083.09
45-0609-44-01	Medical Expenses	1,500.00	1,500.00	350.00	164.00	244.00	184.00	362.00
Subtotal:		1,500.00	1,500.00	350.00	164.00	244.00	184.00	362.00
Program number: 1	Residential Pick Up Cost	418,128.00	482,147.00	316,878.57	425,596.82	424,253.30	425,728.14	470,973.82

11:10 07/26/21

Budget Comparison FY 2021

Fund: 46 60 2017 Street Construction Fd

Department: 41 Engineering

Program: 98 Streets

Period Ending: 7/2021

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
46-0908-41-98-ST1701-S	Church Street ST1701			2,543.10	1,449,831.74	1,418,290.96	169,105.12	30,584.50
46-0908-41-98-ST1702-S	3rd SE-7th NW-7th SW ST1702			360.00			821,861.47	
46-0908-41-98-ST1803-S	Collegiate-33 SE-Graham ST1803			144,674.65	1,748,174.73	484,255.25	308,093.73	
46-0908-41-98-ST1905-S	24th SE-17th NE ST1905			255,614.19	282,692.89	220,545.51		
46-0908-41-98-ST1908-S	E. Kaufman-W. Washington-1stSE				19,573.00			
Subtotal:				147,217.75	3,453,980.66	2,204,812.10	1,519,605.83	30,584.50
Program number: 98 Streets				147,217.75	3,453,980.66	2,204,812.10	1,519,605.83	30,584.50
Department number: Engineering				147,217.75	3,453,980.66	2,204,812.10	1,519,605.83	30,584.50

[illegible]

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
49-0350-11-00	Civic Center Remodel				18,314.00	222,697.00		
Subtotal:					18,314.00	222,697.00		
Program number:	CO 2020 Civic Ctr Const fd				18,314.00	222,697.00		
Department number:	City Council				18,314.00	222,697.00		
Fund number:	49 CO 2020 Civic Ctr Const Fund				18,314.00	222,697.00		

Account	Description	Proposed FY2022		Year		Expended		FY 2020		FY 2019		FY 2018		FY 2017	
		Budget		Budget	Year		Year								
61-0001-90-00	Principal	90,402.00		87,193.00		87,193.00		84,097.75		81,112.80		68,992.68		89,822.57	
61-0002-90-00	Interest	10,426.00		13,634.00		13,633.95		16,729.20		19,714.15		31,834.27		11,004.38	
Subtotal:		100,828.00		100,827.00		100,826.95		100,826.95		100,826.95		100,826.95		100,826.95	
Program number:		100,828.00		100,827.00		100,826.95		100,826.95		100,826.95		100,826.95		100,826.95	
Department number: Debt Service		100,828.00		100,827.00		100,826.95		100,826.95		100,826.95		100,826.95		100,826.95	
Fund number: 61 Interlocal Coop Agreement I&S		100,828.00		100,827.00		100,826.95		100,826.95		100,826.95		100,826.95		100,826.95	

11:10 07/26/21

Fund: 62 G 0 Bonds 2013 I&S Fund

Budget Comparison FY 2021

Department: 90 Debt Service

Period Ending: 7/2021

Program: 60 Bds 2013 I&S Fund

Account	Description	Proposed FY2022		Year		Expended		FY 2020	FY 2019	FY 2018	FY 2017
		Budget	Year	Budget	Year	Year	Year				
62-0001-90-00	Principal Payment	1,730,000.00	1,500,000.00	1,500,000.00	750,000.00	750,000.00	885,164.40				
62-0002-90-00	Interest Payment	1,192,475.00	1,269,475.00	1,269,475.00	1,320,100.00	1,351,975.00	500.00				
62-0003-90-00	Fees	500.00	500.00	500.00	500.00	1,000.00	500.00				
Subtotal:		2,922,975.00	2,769,975.00	2,769,975.00	2,070,600.00	2,102,975.00	885,664.40				
Program number:	60 Bds 2013 I&S Fund	2,922,975.00	2,769,975.00	2,769,975.00	2,070,600.00	2,102,975.00	885,664.40				
Department number:	Debt Service	2,922,975.00	2,769,975.00	2,769,975.00	2,070,600.00	2,102,975.00	885,664.40				
Fund number:	62 G 0 Bonds 2013 I&S Fund	2,922,975.00	2,769,975.00	2,769,975.00	2,070,600.00	2,102,975.00	885,664.40				

Account	Description	Proposed FY2022 Budget	Year Budget	Expended Year	FY 2020	FY 2019	FY 2018	FY 2017
79-0220-64-00	Programs	500.00	500.00			295.00		
Subtotal:		500.00	500.00			295.00		
79-0401-64-00	Building & Grounds					10,253.92		
Subtotal:						10,253.92		
Program number:		500.00	500.00			10,548.92		

Exhibit C - Personnel Itemization

Payroll Budgeting Listing of Positions by Dept FY 21/22

Fund No X	Dept No X	Position Desc	Pay Rate
001	012	City Manager	160,000
001	012	Human Resources/Civil Svc Dir	89,695
001	012	Assistant City Manager	120,000
001	012	Executive Assistant	54,337
001	013	City Attorney	135,799
001	013	Paralegal	48,943
001	014	Court Clerk	44,087
001	014	City Judge	57,587
001	014	Clerk 4	32,403
001	014	Clerk 3	28,463
001	015	City Clerk	79,694
001	015	Deputy City Clerk	27,611
001	021	Finance Director	117,348
001	021	Senior Accountant/DP Manager	56,165
001	021	Accounting Assistant	37,286
001	021	Accounting Assistant	34,446
001	021	Payroll Clerk	37,985
001	031	Police Chief	108,346
001	031	Assistant Police Chief	87,173
001	031	P Chief Sectary	34,000
001	031	Property/Evidence Technician	33,620
001	031	Police Records Clerk	31,830
001	031	Property/Evidence Technician	19,708
001	031	Police Records Clerk	33,407
001	031	Police Records Clerk	39,716
001	031	Secretary	27,611
001	031	Property/Evidence Technician	37,514
001	031	Animal Control Officer	31,607
001	031	Animal Control Officer	33,000
001	031	Custodian	-
001	031	Dispatcher	38,414
001	031	Dispatcher	34,471
001	031	Dispatcher	34,471
001	031	Dispatcher	44,327
001	031	Dispatcher	34,471
001	031	Dispatcher	36,443
001	031	Dispatcher	34,471
001	031	Dispatcher	34,471
001	031	Dispatcher	44,327
001	031	Dispatcher	44,327
001	031	Dispatcher	34,471
001	031	Dispatcher	44,327
001	031	Dispatcher	42,356
001	031	Animal Control Perm Part Time	11,941

001	031	Animal Control Perm Part Time	12,491
001	031	Animal Control Perm Part Time	13,591
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Police Sergeant	59,542
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Police Sergeant	59,542
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	-
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	-
001	031	Police Sergeant	59,542
001	031	Patrolman	52,000
001	031	Police Sergeant	59,542
001	031	Police Sergeant	59,542
001	031	Police Lieutenant	68,230
001	031	Police Sergeant	59,542
001	031	Patrolman	52,000
001	031	Police Lieutenant	68,230
001	031	Police Lieutenant	-
001	031	Police Lieutenant	68,230
001	031	Patrolman	52,000
001	031	Police Lieutenant	68,230
001	031	Police Lieutenant	68,230
001	031	Police Captain	77,529
001	031	Police Captain	77,529
001	031	Police Captain	77,529
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	-
001	031	Patrolman	52,000

001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	031	Patrolman	52,000
001	032	Fire Chief	93,887
001	032	Assistant Chief	84,439
001	032	Deputy Chief/Fire Marshall	72,915
001	032	Fire Chief Secretary	37,143
001	032	Deputy Fire Chief	72,915
001	032	Deputy Fire Chief	72,915
001	032	Deputy Fire Chief	72,915
001	032	Fire Driver	54,533
001	032	Fire Driver	54,533
001	032	Firefighter	46,224
001	032	Fire Driver	54,533
001	032	Firefighter	46,224
001	032	Fire Driver	54,533
001	032	Fire Engineer	63,234
001	032	Fire Engineer	63,234
001	032	Fire Engineer	63,234
001	032	Fire Engineer	63,234
001	032	Fire Engineer	63,234
001	032	Fire Engineer	63,234
001	032	Fire Engineer	63,234
001	032	Fire Engineer	63,234
001	032	Fire Engineer	63,234
001	032	Fire Engineer	63,234
001	032	Fire Engineer	63,234
001	032	Fire Engineer	63,234
001	032	Firefighter	46,244
001	032	Firefighter	46,244
001	032	Fire Driver	54,533
001	032	Firefighter	46,244
001	032	Firefighter	46,244
001	032	Firefighter	46,244
001	032	Firefighter	46,244
001	032	Firefighter	46,244
001	032	Fire Driver	54,533
001	032	Firefighter	46,244
001	032	Firefighter	46,244
001	032	Firefighter	46,244
001	032	Fire Driver	54,533
001	032	Firefighter	46,244
001	032	Firefighter	46,244
001	032	Firefighter	46,244
001	032	Firefighter	46,244
001	032	Fire Driver	54,533
001	032	Firefighter	46,244
001	032	Firefighter	46,244
001	032	Firefighter	46,244
001	032	Fire Driver	54,533
001	032	Firefighter	46,244

001	032	Firefighter	46,244
001	032	Firefighter	46,244
001	032	Fire Driver	54,533
001	032	Firefighter	46,244
001	040	Assistant Building Off/Inspect	51,720
001	040	Community Dev Maintenance 4	42,080
001	040	Community Dev Maintenance 2	30,104
001	040	Community Dev Maintenance 2	26,989
001	040	Code Enforcment Sr. Officer	49,361
001	040	Public Info/Main Street	56,884
001	040	Code Enforce Officer	45,083
001	040	Code Enforcement Supervisor	60,143
001	040	Community Services Administrat	-
001	040	Code Enforce Officer	37,372
001	040	Permit Technician	32,472
001	040	Code Maintenance 2	26,989
001	040	Director of Planning & Com Dev	79,928
001	040	Cheif Blg Off/Asst Dir Com Dev	70,921
001	040	Community Development Coordina	35,571
001	040	Building/Engineer Inspector	53,970
001	041	City Engineer	92,734
001	041	GIS Coordinator	37,665
001	041	Engineer Technician	44,077
001	041	Perm P/T Clerk 2	5,546
001	041	Engineer Interns	-
001	042	Public Works Director	91,264
001	042	Secretary	29,024
001	042	Secretary	31,851
001	043	Park Maint Super	64,643
001	043	Recreation Supervisor	42,476
001	043	Maintenance 2	-
001	043	Maintenance 2	-
001	043	Maintenance 3	36,541
001	043	Maintenance 2	28,547
001	043	Maintenance 2	26,989
001	043	Maintenance 2	26,989
001	043	Maintenance 3	26,015
001	043	Park Maintenance 4	38,311
001	043	Parks Supervisor	46,288
001	043	Maintenance 2	23,192
001	046	Street Superintendent	64,643
001	046	Maintenance Supervisor	46,288
001	046	Maintenance 2	-
001	046	Maintenance 2	26,989
001	046	Maintenance 2	26,989
001	046	Maintenance 2	26,989
001	046	Maintenance 3	-
001	046	Maintenance 3	-
001	046	Maintenance 4	26,015
001	046	Maintenance 3	33,115
001	046	Maintenance 3	26,015

001	046	Maintenance 4	40,195
001	046	Maintenance 2	-
001	046	Maintenance 4	34,448
001	046	Maintenance 4	28,687
001	046	Street Sweeper	37,004
001	048	Traffic Maintenance 2	-
001	048	Maintenance 3	33,115
001	049	Mechanic 2	31,937
001	049	Mechanic 3	45,189
001	049	Mechanic 2	37,424
001	049	Garage Superintendent	62,214
001	049	Mechanic 2	31,937
001	049	Mechanic 1	30,696
001	054	EMS Administrator	91,493
001	054	EMS Billing Clerk	31,187
001	054	EMS Sr Bill Clk	47,876
001	054	EMS Shift Supervisor	48,080
001	054	EMS Shift Supervisor	40,084
001	054	EMS Shift Supervisor	48,080
001	054	EMT 1	29,803
001	054	EMT 1	29,803
001	054	EMT 1	29,803
001	054	EMT 1	29,803
001	054	EMT 1	30,992
001	054	EMT 1	29,803
001	054	EMT 1	35,748
001	054	EMT 1	29,803
001	054	EMT 1	29,803
001	054	EMT 1	34,559
001	054	EMT 1	30,549
001	054	EMT 2	35,175
001	054	EMT 2	37,875
001	054	EMT 2	33,826
001	054	EMT 2	33,735
001	054	EMT 2	33,826
001	054	EMT 2	35,175
001	054	EMT 2	37,875
001	054	EMT 2	39,224
001	054	EMT 2	37,875
001	054	EMT 1	29,803
001	064	Library Dir	71,537
001	064	Childrens Librarian	41,584
001	064	Lib Clk 1 Ptime	11,280
001	064	Clerk 1	21,383
001	064	Library Clerk 2	26,211
001	064	Clerk 2	33,298
001	064	Library Clerk 2	33,298
001	064	Paraprofessional	36,187
001	064	Paraprofessional	36,187
001	064	Paraprofessional	28,716
001	064	Library Supervisor	43,770

001	089	Senior Network Administrator	63,148
001	089	Clerk 2	29,404
001	089	MIS Administrator	63,148
003	061	Airport Mgr/Fixed Based Operat	65,000
010	080	Warehouse Supervisor	36,259
010	080	Inventory Control Specialist	29,010
010	081	Utility Billing Office Manager	52,284
010	081	Clerk 3-Utility Billing	33,102
010	081	Utility Billing Clerk	47,876
010	081	Clerk 3-Utility Billing	28,623
010	081	Clerk 3-Utility Billing	25,637
010	081	Customer Service Rep	35,317
010	081	Meter Reader	28,812
010	081	Meter Reader	28,812
010	082	Water Plant Superintendant	64,643
010	082	Utilities Director	103,696
010	082	Maintenance 2	26,989
010	082	Maintenance 3	26,015
010	082	Maintenance 2	26,989
010	082	Maintenance 3	31,401
010	082	Maintenance 4	36,426
010	082	Water Prod. Maint. Supervisor	48,361
010	082	Plant Operator 2	42,927
010	082	Plant Operator 3	34,643
010	082	Plant Operator 3	47,220
010	082	Electrician	26,552
010	082	Plant Operator 2	32,915
010	082	Plant Operator 3	45,384
010	082	Plant Operator 2	36,252
010	082	Plant Operator 3	36,206
010	082	Plant Operator 4	51,942
010	082	Secretary	34,678
010	083	W&S Dist Super	64,643
010	083	Supervisor	46,288
010	083	Secretary	36,091
010	083	CIP Superindent	52,500
010	083	Maintenace 2	-
010	083	Maintenace 2	-
010	083	Maintenace 2	-
010	083	Maintenace 4	38,311
010	083	Maintenace 4	28,687
010	083	Maintenace 2	23,192
010	083	Maintenace 4	28,687
010	083	Maintenace 3	26,015
010	083	Maintenace 4	42,080
010	083	CIP Maintenance 2	26,989
010	085	Maintenance 3	31,401
010	085	Maintenance 4	28,610
010	085	Maintenance 3	29,608
010	085	Maintenance 4	28,687
010	085	Maintenance 3	29,688

010	085	Sewer Maintenance 2	26,916
010	085	Maintenance 3	29,688
010	085	CIP Inspector	37,847
010	086	W W Plant Supervisor	57,357
010	086	Maintenance 2	30,104
010	086	Maintenance 3	29,688
010	086	Maintenance 2	36,335
010	086	Maintenance 2	26,989
010	086	Maintenance 3	29,688
010	086	Maintenance 2	23,129
010	086	ENS Supervisor	47,123
010	086	ENS Technician	34,680
010	086	ENS Technician	46,920
010	086	Lab Supervisor	51,282
010	086	Lab Technician	34,680
010	086	Lab Tech PT	22,440
010	086	Lab Tech PT	17,340
010	086	Plant Operator 2	42,927
010	086	Plant Operator 2	42,927
010	086	Plant Operator 2	32,915
010	086	Plant Operator 1	29,922
010	086	Plant Operator 2	32,915
010	086	Plant Operator 4	47,775
010	086	Plant Operator 3	41,484
010	086	Plant Operator 4	49,923
010	087	Lift Station Supervisor	51,942
010	087	Maintenance 4	42,080
010	087	Maintenance 4	38,311
025	031	Patrolman	52,120
025	031	Police Sergeant	59,287
045	044	Solid Waste Superintendent	62,214
045	044	Maint Super	46,288
045	044	Maintenance 4	-
045	044	Solid Waste Collector/Driver	26,550
045	044	Solid Waste Collector/Driver	30,000
045	044	Solid Waste Collector	-
045	044	Solid Waste Collector/Driver	37,004
045	044	Solid Waste Collector	-
045	044	Solid Waste Collector	-
045	044	Solid Waste Collector	27,808
045	044	Solid Waste Collector	-
045	044	Solid Waste Collector	-

City of Paris, Texas



Debt Model

Updated: April 12, 2021

Presented by:
SAMCO Capital Markets, Inc.
Mark McLiney
Andrew Friedman
(210) 832-9760

Debt Model

City of Paris, Texas

Debt Model

General Fund Debt Service							
Fiscal Year	CO's	GO Ref	GO	GO	GO Ref	Tax Notes	
Ending 9/30	Series 2010	Series 2012	Series 2017	Series 2018	Series 2020	Series 2020	Totals
2021	\$ 157,480	\$ 410,063	\$ 632,836	\$ 99,921	\$ 12,220	\$ 166,537	\$ 1,479,056
2022	-	410,063	636,136	97,461	200,770	195,028	1,539,457
2023	-	-	633,986	-	203,507	198,085	1,035,578
2024	-	-	636,536	-	206,182	196,090	1,038,808
2025	-	-	633,636	-	208,795	199,095	1,041,526
2026	-	-	635,436	-	206,377	197,048	1,038,861
2027	-	-	636,786	-	208,928	-	845,714
2028	-	-	637,686	-	211,417	-	849,103
2029	-	-	637,380	-	208,875	-	846,255
2030	-	-	651,243	-	211,302	-	862,545
2031	-	-	651,423	-	-	-	651,423
2032	-	-	651,175	-	-	-	651,175
2033	-	-	650,500	-	-	-	650,500
2034	-	-	654,398	-	-	-	654,398
2035	-	-	652,725	-	-	-	652,725
2036	-	-	650,625	-	-	-	650,625
2037	-	-	653,098	-	-	-	653,098
Total	\$ 157,480	\$ 820,125	\$ 10,935,605	\$ 197,382	\$ 1,878,373	\$ 1,151,882	\$ 15,140,846

Hotel Occupancy Tax	
Fiscal Year	CO's
Ending 9/30	Series 2020
2021	\$ 164,250
2022	166,618
2023	168,888
2024	166,060
2025	168,233
2026	165,308
2027	167,383
2028	164,360
2029	166,338
2030	168,218
2031	-
2032	-
2033	-
2034	-
2035	-
2036	-
2037	-
Total	\$ 1,665,653

Utility System Supported Debt Service						
Fiscal Year	CO's	GO	GO	GO	CO's	
Ending 9/30	Series 2013	Series 2013	Series 2016	Series 2018	Series 2021	Totals
2021	\$ 169,373	\$ 2,769,475	\$ 773,885	\$ 125,900		\$ 3,838,633
2022	168,848	2,922,475	550,535	148,310	\$ 1,497,129	5,287,296
2023	168,008	2,918,850	555,110	145,073	2,513,825	6,300,865
2024	166,883	2,920,725	554,310	146,835	3,111,450	6,900,203
2025	165,548	2,922,725	553,210	143,468	3,114,700	6,899,651
2026	169,078	2,920,475	551,810	140,101	1,821,075	5,602,539
2027	167,419	2,919,775	548,135	136,734	1,646,575	5,418,638
2028	165,652	2,920,575	543,958	133,367	1,649,700	5,413,252
2029	168,777	2,920,575	546,170	-	1,651,075	5,286,597
2030	166,745	2,918,163	542,995	-	1,650,700	5,278,602
2031	164,617	2,918,375	544,432	-	1,653,450	5,280,874
2032	167,393	2,922,000	545,405	-	1,649,325	5,284,123
2033	-	2,921,250	545,913	-	2,245,425	5,712,588
2034	-	-	545,955	-	2,187,625	2,733,580
2035	-	-	545,533	-	2,186,300	2,731,833
2036	-	-	544,645	-	2,185,775	2,730,420
2037	-	-	543,293	-	2,188,825	2,732,118
2038	-	-	-	-	2,188,675	2,188,675
2039	-	-	-	-	2,185,775	2,185,775
2040	-	-	-	-	2,187,225	2,187,225
2041	-	-	-	-	2,187,975	2,187,975
2042	-	-	-	-	2,188,025	2,188,025
2043	-	-	-	-	2,186,250	2,186,250
2044	-	-	-	-	2,186,425	2,186,425
2045	-	-	-	-	2,189,519	2,189,519
2046	-	-	-	-	2,186,656	2,186,656
2047	-	-	-	-	2,187,838	2,187,838
2048	-	-	-	-	2,188,006	2,188,006
2049	-	-	-	-	2,185,875	2,185,875
2050	-	-	-	-	2,186,356	2,186,356
2051	-	-	-	-	2,185,650	2,185,650
Total	\$ 2,008,336	\$ 37,815,438	\$ 9,535,292	\$ 1,119,788	\$ 63,573,204	\$ 114,052,057

Debt Service Schedules

BOND DEBT SERVICE

City of Paris, Texas
\$3,005,000 Combination Tax and Limited Pledge Revenue Certificates of Obligation, Series 2010
Callable 12-15-20 @ PAR

Dated Date 06/15/2012
Delivery Date 06/15/2012

<i>Period Ending</i>	<i>Principal</i>	<i>Coupon</i>	<i>Interest</i>	<i>Debt Service</i>	<i>Annual Debt Service</i>
12/15/2020	155,000	3.200%	2,480	157,480	
09/30/2021					157,480
	155,000		2,480	157,480	157,480

BOND DEBT SERVICE

City of Paris, Texas
\$4,505,000 General Obligation Refunding Bonds, Series 2012
Non Callable

Dated Date 12/01/2012
Delivery Date 12/18/2012

<i>Period Ending</i>	<i>Principal</i>	<i>Coupon</i>	<i>Interest</i>	<i>Debt Service</i>	<i>Annual Debt Service</i>
12/15/2020	395,000	2.500%	10,000.00	405,000.00	
06/15/2021			5,062.50	5,062.50	
09/30/2021					410,062.50
12/15/2021	405,000	2.500%	5,062.50	410,062.50	
09/30/2022					410,062.50
	800,000		20,125.00	820,125.00	820,125.00

BOND DEBT SERVICE

City of Paris, Texas
\$2,900,000 Combination Tax and Surplus Revenue Certificates of Obligation, Series 2013
Callable 6-15-23 @ Par

Dated Date 02/28/2013
Delivery Date 02/28/2013

<i>Period Ending</i>	<i>Principal</i>	<i>Coupon</i>	<i>Interest</i>	<i>Debt Service</i>	<i>Annual Debt Service</i>
12/15/2020			9,686.25	9,686.25	
06/15/2021	150,000	0.350%	9,686.25	159,686.25	
09/30/2021					169,372.50
12/15/2021			9,423.75	9,423.75	
06/15/2022	150,000	0.560%	9,423.75	159,423.75	
09/30/2022					168,847.50
12/15/2022			9,003.75	9,003.75	
06/15/2023	150,000	0.750%	9,003.75	159,003.75	
09/30/2023					168,007.50
12/15/2023			8,441.25	8,441.25	
06/15/2024	150,000	0.890%	8,441.25	158,441.25	
09/30/2024					166,882.50
12/15/2024			7,773.75	7,773.75	
06/15/2025	150,000	0.980%	7,773.75	157,773.75	
09/30/2025					165,547.50
12/15/2025			7,038.75	7,038.75	
06/15/2026	155,000	1.070%	7,038.75	162,038.75	
09/30/2026					169,077.50
12/15/2026			6,209.50	6,209.50	
06/15/2027	155,000	1.140%	6,209.50	161,209.50	
09/30/2027					167,419.00
12/15/2027			5,326.00	5,326.00	
06/15/2028	155,000	1.210%	5,326.00	160,326.00	
09/30/2028					165,652.00
12/15/2028			4,388.25	4,388.25	
06/15/2029	160,000	1.270%	4,388.25	164,388.25	
09/30/2029					168,776.50
12/15/2029			3,372.25	3,372.25	
06/15/2030	160,000	1.330%	3,372.25	163,372.25	
09/30/2030					166,744.50
12/15/2030			2,308.25	2,308.25	
06/15/2031	160,000	1.390%	2,308.25	162,308.25	
09/30/2031					164,616.50
12/15/2031			1,196.25	1,196.25	
06/15/2032	165,000	1.450%	1,196.25	166,196.25	
09/30/2032					167,392.50
	1,860,000		148,336.00	2,008,336.00	2,008,336.00

BOND DEBT SERVICE

City of Paris, Texas
\$33,925,000 General Obligation Bonds, Series 2013
Callable 12-15-23 @ Par

Dated Date 07/01/2013
Delivery Date 08/15/2013

<i>Period Ending</i>	<i>Principal</i>	<i>Coupon</i>	<i>Interest</i>	<i>Debt Service</i>	<i>Annual Debt Service</i>
12/15/2020	1,500,000	4.500%	651,612.50	2,151,612.50	
06/15/2021			617,862.50	617,862.50	
09/30/2021					2,769,475.00
12/15/2021	1,730,000	5.000%	617,862.50	2,347,862.50	
06/15/2022			574,612.50	574,612.50	
09/30/2022					2,922,475.00
12/15/2022	1,815,000	5.000%	574,612.50	2,389,612.50	
06/15/2023			529,237.50	529,237.50	
09/30/2023					2,918,850.00
12/15/2023	1,910,000	5.000%	529,237.50	2,439,237.50	
06/15/2024			481,487.50	481,487.50	
09/30/2024					2,920,725.00
12/15/2024	2,010,000	5.000%	481,487.50	2,491,487.50	
06/15/2025			431,237.50	431,237.50	
09/30/2025					2,922,725.00
12/15/2025	2,100,000	4.000%	431,237.50	2,531,237.50	
06/15/2026			389,237.50	389,237.50	
09/30/2026					2,920,475.00
12/15/2026	2,185,000	4.000%	389,237.50	2,574,237.50	
06/15/2027			345,537.50	345,537.50	
09/30/2027					2,919,775.00
12/15/2027	2,275,000	4.000%	345,537.50	2,620,537.50	
06/15/2028			300,037.50	300,037.50	
09/30/2028					2,920,575.00
12/15/2028	2,380,000	5.000%	300,037.50	2,680,037.50	
06/15/2029			240,537.50	240,537.50	
09/30/2029					2,920,575.00
12/15/2029	2,490,000	4.250%	240,537.50	2,730,537.50	
06/15/2030			187,625.00	187,625.00	
09/30/2030					2,918,162.50
12/15/2030	2,600,000	4.375%	187,625.00	2,787,625.00	
06/15/2031			130,750.00	130,750.00	
09/30/2031					2,918,375.00
12/15/2031	2,720,000	4.375%	130,750.00	2,850,750.00	
06/15/2032			71,250.00	71,250.00	
09/30/2032					2,922,000.00
12/15/2032	2,850,000	5.000%	71,250.00	2,921,250.00	
09/30/2033					2,921,250.00
	28,565,000		9,250,437.50	37,815,437.50	37,815,437.50

BOND DEBT SERVICE

City of Paris, Texas
\$8,780,000 General Obligation Bonds, Series 2016
Callable 12-15-26 at PAR

Dated Date 12/01/2016
Delivery Date 12/29/2016

<i>Period Ending</i>	<i>Principal</i>	<i>Coupon</i>	<i>Interest</i>	<i>Debt Service</i>	<i>Annual Debt Service</i>
12/15/2020	550,000	3.000%	116,067.50	666,067.50	
06/15/2021			107,817.50	107,817.50	
09/30/2021					773,885.00
12/15/2021	340,000	3.000%	107,817.50	447,817.50	
06/15/2022			102,717.50	102,717.50	
09/30/2022					550,535.00
12/15/2022	355,000	3.000%	102,717.50	457,717.50	
06/15/2023			97,392.50	97,392.50	
09/30/2023					555,110.00
12/15/2023	365,000	3.000%	97,392.50	462,392.50	
06/15/2024			91,917.50	91,917.50	
09/30/2024					554,310.00
12/15/2024	375,000	3.000%	91,917.50	466,917.50	
06/15/2025			86,292.50	86,292.50	
09/30/2025					553,210.00
12/15/2025	385,000	3.000%	86,292.50	471,292.50	
06/15/2026			80,517.50	80,517.50	
09/30/2026					551,810.00
12/15/2026	395,000	4.000%	80,517.50	475,517.50	
06/15/2027			72,617.50	72,617.50	
09/30/2027					548,135.00
12/15/2027	405,000	3.100%	72,617.50	477,617.50	
06/15/2028			66,340.00	66,340.00	
09/30/2028					543,957.50
12/15/2028	420,000	3.100%	66,340.00	486,340.00	
06/15/2029			59,830.00	59,830.00	
09/30/2029					546,170.00
12/15/2029	430,000	3.100%	59,830.00	489,830.00	
06/15/2030			53,165.00	53,165.00	
09/30/2030					542,995.00
12/15/2030	445,000	3.100%	53,165.00	498,165.00	
06/15/2031			46,267.50	46,267.50	
09/30/2031					544,432.50
12/15/2031	460,000	3.100%	46,267.50	506,267.50	
06/15/2032			39,137.50	39,137.50	
09/30/2032					545,405.00
12/15/2032	475,000	3.100%	39,137.50	514,137.50	
06/15/2033			31,775.00	31,775.00	
09/30/2033					545,912.50
12/15/2033	490,000	3.100%	31,775.00	521,775.00	
06/15/2034			24,180.00	24,180.00	
09/30/2034					545,955.00
12/15/2034	505,000	3.100%	24,180.00	529,180.00	
06/15/2035			16,352.50	16,352.50	
09/30/2035					545,532.50
12/15/2035	520,000	3.100%	16,352.50	536,352.50	

BOND DEBT SERVICE

City of Paris, Texas
\$8,780,000 General Obligation Bonds, Series 2016
Callable 12-15-26 at PAR

<i>Period Ending</i>	<i>Principal</i>	<i>Coupon</i>	<i>Interest</i>	<i>Debt Service</i>	<i>Annual Debt Service</i>
06/15/2036			8,292.50	8,292.50	
09/30/2036					544,645.00
12/15/2036	535,000	3.100%	8,292.50	543,292.50	
09/30/2037					543,292.50
	7,450,000		2,085,292.50	9,535,292.50	9,535,292.50

BOND DEBT SERVICE

City of Paris, Texas
\$9,750,000 General Obligation Bonds, Series 2017
Callable 6-15-27 @ PAR

Dated Date 07/15/2017
Delivery Date 08/23/2017

<i>Period Ending</i>	<i>Principal</i>	<i>Coupon</i>	<i>Interest</i>	<i>Debt Service</i>	<i>Annual Debt Service</i>
12/15/2020			121,418.13	121,418.13	
06/15/2021	390,000	3.000%	121,418.13	511,418.13	
09/30/2021					632,836.26
12/15/2021			115,568.13	115,568.13	
06/15/2022	405,000	3.000%	115,568.13	520,568.13	
09/30/2022					636,136.26
12/15/2022			109,493.13	109,493.13	
06/15/2023	415,000	3.000%	109,493.13	524,493.13	
09/30/2023					633,986.26
12/15/2023			103,268.13	103,268.13	
06/15/2024	430,000	3.000%	103,268.13	533,268.13	
09/30/2024					636,536.26
12/15/2024			96,818.13	96,818.13	
06/15/2025	440,000	3.000%	96,818.13	536,818.13	
09/30/2025					633,636.26
12/15/2025			90,218.13	90,218.13	
06/15/2026	455,000	3.000%	90,218.13	545,218.13	
09/30/2026					635,436.26
12/15/2026			83,393.13	83,393.13	
06/15/2027	470,000	3.000%	83,393.13	553,393.13	
09/30/2027					636,786.26
12/15/2027			76,343.13	76,343.13	
06/15/2028	485,000	2.125%	76,343.13	561,343.13	
09/30/2028					637,686.26
12/15/2028			71,190.00	71,190.00	
06/15/2029	495,000	2.250%	71,190.00	566,190.00	
09/30/2029					637,380.00
12/15/2029			65,621.25	65,621.25	
06/15/2030	520,000	2.850%	65,621.25	585,621.25	
09/30/2030					651,242.50
12/15/2030			58,211.25	58,211.25	
06/15/2031	535,000	2.850%	58,211.25	593,211.25	
09/30/2031					651,422.50
12/15/2031			50,587.50	50,587.50	
06/15/2032	550,000	2.850%	50,587.50	600,587.50	
09/30/2032					651,175.00
12/15/2032			42,750.00	42,750.00	
06/15/2033	565,000	2.850%	42,750.00	607,750.00	
09/30/2033					650,500.00
12/15/2033			34,698.75	34,698.75	
06/15/2034	585,000	2.850%	34,698.75	619,698.75	
09/30/2034					654,397.50
12/15/2034			26,362.50	26,362.50	
06/15/2035	600,000	2.850%	26,362.50	626,362.50	
09/30/2035					652,725.00
12/15/2035			17,812.50	17,812.50	
06/15/2036	615,000	2.850%	17,812.50	632,812.50	

BOND DEBT SERVICE

City of Paris, Texas
\$9,750,000 General Obligation Bonds, Series 2017
Callable 6-15-27 @ PAR

<i>Period Ending</i>	<i>Principal</i>	<i>Coupon</i>	<i>Interest</i>	<i>Debt Service</i>	<i>Annual Debt Service</i>
09/30/2036					650,625.00
12/15/2036			9,048.75	9,048.75	
06/15/2037	635,000	2.850%	9,048.75	644,048.75	
09/30/2037					653,097.50
	8,590,000		2,345,605.08	10,935,605.08	10,935,605.08

BOND DEBT SERVICE

City of Paris, Texas
\$1,390,000 General Obligation Bonds, Series 2018
Non-Callable

Dated Date 05/01/2018
Delivery Date 05/08/2018

<i>Period Ending</i>	<i>Principal</i>	<i>Coupon</i>	<i>Interest</i>	<i>Debt Service</i>	<i>Annual Debt Service</i>
12/15/2020			15,410.50	15,410.50	
06/15/2021	195,000	2.590%	15,410.50	210,410.50	
09/30/2021					225,821.00
12/15/2021			12,885.25	12,885.25	
06/15/2022	220,000	2.590%	12,885.25	232,885.25	
09/30/2022					245,770.50
12/15/2022			10,036.25	10,036.25	
06/15/2023	125,000	2.590%	10,036.25	135,036.25	
09/30/2023					145,072.50
12/15/2023			8,417.50	8,417.50	
06/15/2024	130,000	2.590%	8,417.50	138,417.50	
09/30/2024					146,835.00
12/15/2024			6,734.00	6,734.00	
06/15/2025	130,000	2.590%	6,734.00	136,734.00	
09/30/2025					143,468.00
12/15/2025			5,050.50	5,050.50	
06/15/2026	130,000	2.590%	5,050.50	135,050.50	
09/30/2026					140,101.00
12/15/2026			3,367.00	3,367.00	
06/15/2027	130,000	2.590%	3,367.00	133,367.00	
09/30/2027					136,734.00
12/15/2027			1,683.50	1,683.50	
06/15/2028	130,000	2.590%	1,683.50	131,683.50	
09/30/2028					133,367.00
	1,190,000		127,169.00	1,317,169.00	1,317,169.00

DETAILED BOND DEBT SERVICE

City of Paris, Texas
\$1,390,000 General Obligation Bonds, Series 2018
Non-Callable

Dated Date 05/01/2018
Delivery Date 05/08/2018

Street GO Bonds (CIB1)

<i>Period Ending</i>	<i>Principal</i>	<i>Coupon</i>	<i>Interest</i>	<i>Debt Service</i>	<i>Annual Debt Service</i>
12/15/2020			2,460.50	2,460.50	
06/15/2021	95,000	2.590%	2,460.50	97,460.50	
09/30/2021					99,921.00
12/15/2021			1,230.25	1,230.25	
06/15/2022	95,000	2.590%	1,230.25	96,230.25	
09/30/2022					97,460.50
	190,000		7,381.50	197,381.50	197,381.50

DETAILED BOND DEBT SERVICE

City of Paris, Texas
\$1,390,000 General Obligation Bonds, Series 2018
Non-Callable

Dated Date 05/01/2018
Delivery Date 05/08/2018

Utility System GO Bonds (CIB2)

<i>Period Ending</i>	<i>Principal</i>	<i>Coupon</i>	<i>Interest</i>	<i>Debt Service</i>	<i>Annual Debt Service</i>
12/15/2020			12,950.00	12,950.00	
06/15/2021	100,000	2.590%	12,950.00	112,950.00	
09/30/2021					125,900.00
12/15/2021			11,655.00	11,655.00	
06/15/2022	125,000	2.590%	11,655.00	136,655.00	
09/30/2022					148,310.00
12/15/2022			10,036.25	10,036.25	
06/15/2023	125,000	2.590%	10,036.25	135,036.25	
09/30/2023					145,072.50
12/15/2023			8,417.50	8,417.50	
06/15/2024	130,000	2.590%	8,417.50	138,417.50	
09/30/2024					146,835.00
12/15/2024			6,734.00	6,734.00	
06/15/2025	130,000	2.590%	6,734.00	136,734.00	
09/30/2025					143,468.00
12/15/2025			5,050.50	5,050.50	
06/15/2026	130,000	2.590%	5,050.50	135,050.50	
09/30/2026					140,101.00
12/15/2026			3,367.00	3,367.00	
06/15/2027	130,000	2.590%	3,367.00	133,367.00	
09/30/2027					136,734.00
12/15/2027			1,683.50	1,683.50	
06/15/2028	130,000	2.590%	1,683.50	131,683.50	
09/30/2028					133,367.00
	1,000,000		119,787.50	1,119,787.50	1,119,787.50

BOND DEBT SERVICE

City of Paris, Texas
\$1,500,000 Combination Tax and Surplus Revenue Certificates of Obligation, Series 2020
Non Callable

Dated Date 02/11/2020
Delivery Date 02/11/2020

<i>Period Ending</i>	<i>Principal</i>	<i>Coupon</i>	<i>Interest</i>	<i>Debt Service</i>	<i>Annual Debt Service</i>
12/15/2020			14,625.00	14,625.00	
06/15/2021	135,000	1.950%	14,625.00	149,625.00	
09/30/2021					164,250.00
12/15/2021			13,308.75	13,308.75	
06/15/2022	140,000	1.950%	13,308.75	153,308.75	
09/30/2022					166,617.50
12/15/2022			11,943.75	11,943.75	
06/15/2023	145,000	1.950%	11,943.75	156,943.75	
09/30/2023					168,887.50
12/15/2023			10,530.00	10,530.00	
06/15/2024	145,000	1.950%	10,530.00	155,530.00	
09/30/2024					166,060.00
12/15/2024			9,116.25	9,116.25	
06/15/2025	150,000	1.950%	9,116.25	159,116.25	
09/30/2025					168,232.50
12/15/2025			7,653.75	7,653.75	
06/15/2026	150,000	1.950%	7,653.75	157,653.75	
09/30/2026					165,307.50
12/15/2026			6,191.25	6,191.25	
06/15/2027	155,000	1.950%	6,191.25	161,191.25	
09/30/2027					167,382.50
12/15/2027			4,680.00	4,680.00	
06/15/2028	155,000	1.950%	4,680.00	159,680.00	
09/30/2028					164,360.00
12/15/2028			3,168.75	3,168.75	
06/15/2029	160,000	1.950%	3,168.75	163,168.75	
09/30/2029					166,337.50
12/15/2029			1,608.75	1,608.75	
06/15/2030	165,000	1.950%	1,608.75	166,608.75	
09/30/2030					168,217.50
	1,500,000		165,652.50	1,665,652.50	1,665,652.50

BOND DEBT SERVICE

City of Paris, Texas
General Obligation Refunding Bonds, Series 2020
Non Callable

Dated Date 11/24/2020
Delivery Date 11/24/2020

<i>Period Ending</i>	<i>Principal</i>	<i>Coupon</i>	<i>Interest</i>	<i>Debt Service</i>	<i>Annual Debt Service</i>
06/15/2021			12,219.68	12,219.68	
09/30/2021					12,219.68
12/15/2021	180,000	1.240%	10,943.00	190,943.00	
06/15/2022			9,827.00	9,827.00	
09/30/2022					200,770.00
12/15/2022	185,000	1.240%	9,827.00	194,827.00	
06/15/2023			8,680.00	8,680.00	
09/30/2023					203,507.00
12/15/2023	190,000	1.240%	8,680.00	198,680.00	
06/15/2024			7,502.00	7,502.00	
09/30/2024					206,182.00
12/15/2024	195,000	1.240%	7,502.00	202,502.00	
06/15/2025			6,293.00	6,293.00	
09/30/2025					208,795.00
12/15/2025	195,000	1.240%	6,293.00	201,293.00	
06/15/2026			5,084.00	5,084.00	
09/30/2026					206,377.00
12/15/2026	200,000	1.240%	5,084.00	205,084.00	
06/15/2027			3,844.00	3,844.00	
09/30/2027					208,928.00
12/15/2027	205,000	1.240%	3,844.00	208,844.00	
06/15/2028			2,573.00	2,573.00	
09/30/2028					211,417.00
12/15/2028	205,000	1.240%	2,573.00	207,573.00	
06/15/2029			1,302.00	1,302.00	
09/30/2029					208,875.00
12/15/2029	210,000	1.240%	1,302.00	211,302.00	
09/30/2030					211,302.00
	1,765,000		113,372.68	1,878,372.68	1,878,372.68

BOND DEBT SERVICE

City of Paris, Texas
Tax Notes, Series 2020
Non Callable

Dated Date 11/24/2020
Delivery Date 11/24/2020

<i>Period Ending</i>	<i>Principal</i>	<i>Coupon</i>	<i>Interest</i>	<i>Debt Service</i>	<i>Annual Debt Service</i>
06/15/2021	160,000	1.050%	6,536.69	166,536.69	
09/30/2021					166,536.69
12/15/2021			5,013.75	5,013.75	
06/15/2022	185,000	1.050%	5,013.75	190,013.75	
09/30/2022					195,027.50
12/15/2022			4,042.50	4,042.50	
06/15/2023	190,000	1.050%	4,042.50	194,042.50	
09/30/2023					198,085.00
12/15/2023			3,045.00	3,045.00	
06/15/2024	190,000	1.050%	3,045.00	193,045.00	
09/30/2024					196,090.00
12/15/2024			2,047.50	2,047.50	
06/15/2025	195,000	1.050%	2,047.50	197,047.50	
09/30/2025					199,095.00
12/15/2025			1,023.75	1,023.75	
06/15/2026	195,000	1.050%	1,023.75	196,023.75	
09/30/2026					197,047.50
	1,115,000		36,881.69	1,151,881.69	1,151,881.69

BOND DEBT SERVICE

City of Paris, Texas
\$43,855,000 Combination Tax and Surplus Revenue Certificates of Obligation, Series 2021
Callable 12/15/2030 at Par

Dated Date 05/01/2021
Delivery Date 05/12/2021

<i>Period Ending</i>	<i>Principal</i>	<i>Coupon</i>	<i>Interest</i>	<i>Debt Service</i>	<i>Annual Debt Service</i>
12/15/2021			830,091.11	830,091.11	
06/15/2022			667,037.50	667,037.50	
09/30/2022					1,497,128.61
12/15/2022	1,210,000	5.000%	667,037.50	1,877,037.50	
06/15/2023			636,787.50	636,787.50	
09/30/2023					2,513,825.00
12/15/2023	1,885,000	5.000%	636,787.50	2,521,787.50	
06/15/2024			589,662.50	589,662.50	
09/30/2024					3,111,450.00
12/15/2024	1,985,000	5.000%	589,662.50	2,574,662.50	
06/15/2025			540,037.50	540,037.50	
09/30/2025					3,114,700.00
12/15/2025	760,000	5.000%	540,037.50	1,300,037.50	
06/15/2026			521,037.50	521,037.50	
09/30/2026					1,821,075.00
12/15/2026	620,000	5.000%	521,037.50	1,141,037.50	
06/15/2027			505,537.50	505,537.50	
09/30/2027					1,646,575.00
12/15/2027	655,000	5.000%	505,537.50	1,160,537.50	
06/15/2028			489,162.50	489,162.50	
09/30/2028					1,649,700.00
12/15/2028	690,000	5.000%	489,162.50	1,179,162.50	
06/15/2029			471,912.50	471,912.50	
09/30/2029					1,651,075.00
12/15/2029	725,000	5.000%	471,912.50	1,196,912.50	
06/15/2030			453,787.50	453,787.50	
09/30/2030					1,650,700.00
12/15/2030	765,000	5.000%	453,787.50	1,218,787.50	
06/15/2031			434,662.50	434,662.50	
09/30/2031					1,653,450.00
12/15/2031	800,000	5.000%	434,662.50	1,234,662.50	
06/15/2032			414,662.50	414,662.50	
09/30/2032					1,649,325.00
12/15/2032	1,445,000	4.000%	414,662.50	1,859,662.50	
06/15/2033			385,762.50	385,762.50	
09/30/2033					2,245,425.00
12/15/2033	1,445,000	4.000%	385,762.50	1,830,762.50	
06/15/2034			356,862.50	356,862.50	
09/30/2034					2,187,625.00
12/15/2034	1,495,000	3.000%	356,862.50	1,851,862.50	
06/15/2035			334,437.50	334,437.50	
09/30/2035					2,186,300.00
12/15/2035	1,540,000	3.000%	334,437.50	1,874,437.50	
06/15/2036			311,337.50	311,337.50	
09/30/2036					2,185,775.00
12/15/2036	1,590,000	3.000%	311,337.50	1,901,337.50	
06/15/2037			287,487.50	287,487.50	
09/30/2037					2,188,825.00

BOND DEBT SERVICE

City of Paris, Texas
\$43,855,000 Combination Tax and Surplus Revenue Certificates of Obligation, Series 2021
Callable 12/15/2030 at Par

<i>Period Ending</i>	<i>Principal</i>	<i>Coupon</i>	<i>Interest</i>	<i>Debt Service</i>	<i>Annual Debt Service</i>
12/15/2037	1,630,000	2.000%	287,487.50	1,917,487.50	
06/15/2038			271,187.50	271,187.50	
09/30/2038					2,188,675.00
12/15/2038	1,660,000	2.000%	271,187.50	1,931,187.50	
06/15/2039			254,587.50	254,587.50	
09/30/2039					2,185,775.00
12/15/2039	1,695,000	2.000%	254,587.50	1,949,587.50	
06/15/2040			237,637.50	237,637.50	
09/30/2040					2,187,225.00
12/15/2040	1,730,000	2.000%	237,637.50	1,967,637.50	
06/15/2041			220,337.50	220,337.50	
09/30/2041					2,187,975.00
12/15/2041	1,765,000	2.000%	220,337.50	1,985,337.50	
06/15/2042			202,687.50	202,687.50	
09/30/2042					2,188,025.00
12/15/2042	1,800,000	2.125%	202,687.50	2,002,687.50	
06/15/2043			183,562.50	183,562.50	
09/30/2043					2,186,250.00
12/15/2043	1,840,000	2.250%	183,562.50	2,023,562.50	
06/15/2044			162,862.50	162,862.50	
09/30/2044					2,186,425.00
12/15/2044	1,885,000	2.250%	162,862.50	2,047,862.50	
06/15/2045			141,656.25	141,656.25	
09/30/2045					2,189,518.75
12/15/2045	1,925,000	2.250%	141,656.25	2,066,656.25	
06/15/2046			120,000.00	120,000.00	
09/30/2046					2,186,656.25
12/15/2046	1,970,000	2.250%	120,000.00	2,090,000.00	
06/15/2047			97,837.50	97,837.50	
09/30/2047					2,187,837.50
12/15/2047	2,015,000	2.250%	97,837.50	2,112,837.50	
06/15/2048			75,168.75	75,168.75	
09/30/2048					2,188,006.25
12/15/2048	2,060,000	2.375%	75,168.75	2,135,168.75	
06/15/2049			50,706.25	50,706.25	
09/30/2049					2,185,875.00
12/15/2049	2,110,000	2.375%	50,706.25	2,160,706.25	
06/15/2050			25,650.00	25,650.00	
09/30/2050					2,186,356.25
12/15/2050	2,160,000	2.375%	25,650.00	2,185,650.00	
09/30/2051					2,185,650.00
	43,855,000		19,718,203.61	63,573,203.61	63,573,203.61

Attachment A - New Step Plan

Grade	Occupational Job Families and Job Classes	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	Clerk I - Library	\$ 20,263	\$ 21,441	\$ 22,618	\$ 23,796	\$ 24,973	\$ 26,151	\$ 27,328	\$ 28,506
5	Animal Control Technician	\$ 23,881	\$ 24,981	\$ 26,082	\$ 27,182	\$ 28,282	\$ 29,382	\$ 30,482	\$ 31,582
7	Clerk 1	\$ 22,184	\$ 23,476	\$ 24,768	\$ 26,060	\$ 27,352	\$ 28,645	\$ 29,937	\$ 31,229
10	Clerk 2	\$ 23,848	\$ 25,237	\$ 26,626	\$ 28,015	\$ 29,404	\$ 30,793	\$ 32,182	\$ 33,571
12	Maintenance 1	\$ 24,535	\$ 25,951	\$ 27,367	\$ 28,783	\$ 30,199	\$ 31,615	\$ 33,031	\$ 34,447
15	Maintenance 2	\$ 26,989	\$ 28,547	\$ 30,104	\$ 31,662	\$ 33,219	\$ 34,777	\$ 36,335	\$ 37,892
20	Clerk 3	\$ 25,637	\$ 27,130	\$ 28,623	\$ 30,116	\$ 31,609	\$ 33,102	\$ 34,595	\$ 36,089
25	Clerk II - Library	\$ 26,211	\$ 27,628	\$ 29,046	\$ 30,463	\$ 31,880	\$ 33,298	\$ 34,715	\$ 36,132
30	Inventory Control Specialist	\$ 25,964	\$ 27,487	\$ 29,010	\$ 30,533	\$ 32,056	\$ 33,579	\$ 35,102	\$ 36,625
35	Plant Operator 1	\$ 29,922	\$ 30,935	\$ 31,947	\$ 32,960	\$ 33,972	\$ 34,985	\$ 35,997	\$ 37,010
40	Clerk III - Court	\$ 28,463	\$ 30,167	\$ 31,872	\$ 33,576	\$ 35,280	\$ 36,985	\$ 38,689	\$ 40,394
45	Solid Waste Collector	\$ 24,906	\$ 26,357	\$ 27,808	\$ 29,259	\$ 30,709	\$ 32,160	\$ 33,611	\$ 35,062
50	Meter Reader	\$ 28,812	\$ 30,147	\$ 31,482	\$ 32,817	\$ 34,153	\$ 35,488	\$ 36,823	\$ 38,158
55	Secretary	\$ 26,197	\$ 27,611	\$ 29,024	\$ 30,438	\$ 31,851	\$ 33,264	\$ 34,678	\$ 36,091
55	Deputy City Clerk	\$ 26,197	\$ 27,611	\$ 29,024	\$ 30,438	\$ 31,851	\$ 33,264	\$ 34,678	\$ 36,091
60	Property/Evidence Technician	\$ 33,711	\$ 35,612	\$ 37,514	\$ 39,415	\$ 41,317	\$ 43,218	\$ 45,120	\$ 47,021
65	Maintenance 3	\$ 29,688	\$ 31,401	\$ 33,115	\$ 34,828	\$ 36,541	\$ 38,255	\$ 39,968	\$ 41,681
70	Environmental Service Technician	\$ 34,680	\$ 36,720	\$ 38,760	\$ 40,800	\$ 42,840	\$ 44,880	\$ 46,920	\$ 48,960
70	Lab Technician	\$ 34,680	\$ 36,720	\$ 38,760	\$ 40,800	\$ 42,840	\$ 44,880	\$ 46,920	\$ 48,960
75	Mechanic 1	\$ 29,034	\$ 30,696	\$ 32,359	\$ 34,022	\$ 35,684	\$ 37,347	\$ 39,009	\$ 40,672
80	Solid Waste Collector/Driver	\$ 30,000	\$ 31,751	\$ 33,502	\$ 35,253	\$ 37,004	\$ 38,755	\$ 40,506	\$ 42,258
80	Street Sweeper	\$ 30,000	\$ 31,751	\$ 33,502	\$ 35,253	\$ 37,004	\$ 38,755	\$ 40,506	\$ 42,258
85	Library Paraprofessional	\$ 28,716	\$ 30,210	\$ 31,704	\$ 33,199	\$ 34,693	\$ 36,187	\$ 37,682	\$ 39,176
90	EMT-1	\$ 29,803	\$ 30,992	\$ 32,181	\$ 33,370	\$ 34,559	\$ 35,748	\$ 36,937	\$ 38,126
95	Customer Service Representative	\$ 31,312	\$ 32,647	\$ 33,982	\$ 35,317	\$ 36,653	\$ 37,988	\$ 39,323	\$ 40,658
100	EMS Billing Clerk	\$ 29,260	\$ 31,187	\$ 33,114	\$ 35,041	\$ 36,968	\$ 38,896	\$ 40,823	\$ 42,750
105	Clerk 4	\$ 31,000	\$ 32,679	\$ 34,357	\$ 36,036	\$ 37,714	\$ 39,393	\$ 41,071	\$ 42,750
110	Animal Control Officer	\$ 30,215	\$ 31,607	\$ 33,000	\$ 34,393	\$ 35,786	\$ 37,179	\$ 38,572	\$ 39,965
115	Police Records Clerk	\$ 31,830	\$ 33,407	\$ 34,985	\$ 36,562	\$ 38,139	\$ 39,716	\$ 41,293	\$ 42,871
120	Clerk IV - Court	\$ 32,403	\$ 33,870	\$ 35,337	\$ 36,803	\$ 38,270	\$ 39,737	\$ 41,204	\$ 42,671
125	Mechanic 2	\$ 31,937	\$ 33,766	\$ 35,595	\$ 37,424	\$ 39,253	\$ 41,081	\$ 42,910	\$ 44,739
130	Maintenance 4	\$ 32,657	\$ 34,541	\$ 36,426	\$ 38,311	\$ 40,195	\$ 42,080	\$ 43,965	\$ 45,850
135	Fire Chief Secretary	\$ 34,000	\$ 35,571	\$ 37,143	\$ 38,714	\$ 40,286	\$ 41,857	\$ 43,429	\$ 45,000
135	Police Chief Secretary	\$ 34,000	\$ 35,571	\$ 37,143	\$ 38,714	\$ 40,286	\$ 41,857	\$ 43,429	\$ 45,000
140	Mechanic 3	\$ 35,131	\$ 37,143	\$ 39,154	\$ 41,166	\$ 43,178	\$ 45,189	\$ 47,201	\$ 49,213
145	Permit Technician	\$ 30,797	\$ 32,472	\$ 34,148	\$ 35,824	\$ 37,499	\$ 39,175	\$ 40,850	\$ 42,526
150	Child Librarian	\$ 30,826	\$ 32,619	\$ 34,412	\$ 36,205	\$ 37,998	\$ 39,791	\$ 41,584	\$ 43,377
155	EMT-2	\$ 33,826	\$ 35,175	\$ 36,525	\$ 37,875	\$ 39,224	\$ 40,574	\$ 41,923	\$ 43,273

160	Dispatcher	\$ 34,471	\$ 36,443	\$ 38,414	\$ 40,385	\$ 42,356	\$ 44,327	\$ 46,298	\$ 48,269
165	Plant Operator 2	\$ 32,915	\$ 34,583	\$ 36,252	\$ 37,921	\$ 39,590	\$ 41,259	\$ 42,927	\$ 44,596
170	Warehouse Supervisor	\$ 32,030	\$ 34,145	\$ 36,259	\$ 38,374	\$ 40,488	\$ 42,603	\$ 44,717	\$ 46,832
175	Library Supervisor	\$ 33,909	\$ 35,881	\$ 37,853	\$ 39,826	\$ 41,798	\$ 43,770	\$ 45,742	\$ 47,714
180	Accounting Assistant	\$ 33,026	\$ 34,446	\$ 35,866	\$ 37,286	\$ 38,706	\$ 40,126	\$ 41,546	\$ 42,966
185	Maintenance Supervisor	\$ 35,922	\$ 37,995	\$ 40,069	\$ 42,142	\$ 44,215	\$ 46,288	\$ 48,361	\$ 50,434
190	Recreation Supervisor	\$ 35,482	\$ 37,230	\$ 38,979	\$ 40,727	\$ 42,476	\$ 44,224	\$ 45,972	\$ 47,721
195	Community Development Coordinator	\$ 34,000	\$ 35,571	\$ 37,143	\$ 38,714	\$ 40,286	\$ 41,857	\$ 43,429	\$ 45,000
200	Lab Supervisor	\$ 39,582	\$ 41,922	\$ 44,262	\$ 46,602	\$ 48,942	\$ 51,282	\$ 53,622	\$ 55,962
205	Payroll Clerk	\$ 34,028	\$ 36,006	\$ 37,985	\$ 39,963	\$ 41,941	\$ 43,919	\$ 45,898	\$ 47,876
205	Utility Billing Clerk	\$ 34,028	\$ 36,006	\$ 37,985	\$ 39,963	\$ 41,941	\$ 43,919	\$ 45,898	\$ 47,876
205	Sr. EMS Billing Clerk	\$ 34,028	\$ 36,006	\$ 37,985	\$ 39,963	\$ 41,941	\$ 43,919	\$ 45,898	\$ 47,876
215	Plant Operator 3	\$ 36,206	\$ 38,042	\$ 39,877	\$ 41,713	\$ 43,549	\$ 45,384	\$ 47,220	\$ 49,056
220	Code Enforcement Officer	\$ 35,445	\$ 37,372	\$ 39,300	\$ 41,227	\$ 43,155	\$ 45,083	\$ 47,010	\$ 48,938
225	Court Administrator	\$ 44,087	\$ 46,438	\$ 48,788	\$ 51,138	\$ 53,488	\$ 55,839	\$ 58,189	\$ 60,539
230	Construction Inspector	\$ 37,847	\$ 40,209	\$ 42,570	\$ 44,931	\$ 47,293	\$ 49,654	\$ 52,016	\$ 54,377
235	Sr Code Enforcement Officer	\$ 37,217	\$ 39,241	\$ 41,265	\$ 43,289	\$ 45,313	\$ 47,337	\$ 49,361	\$ 51,385
240	EMT Supervisor	\$ 40,084	\$ 41,683	\$ 43,282	\$ 44,881	\$ 46,481	\$ 48,080	\$ 49,679	\$ 51,278
245	GIS Coordinator	\$ 37,665	\$ 39,818	\$ 41,972	\$ 44,125	\$ 46,279	\$ 48,433	\$ 50,586	\$ 52,740
250	Water Office Manager	\$ 38,296	\$ 40,627	\$ 42,959	\$ 45,290	\$ 47,621	\$ 49,953	\$ 52,284	\$ 54,616
255	Plant Operator 4	\$ 39,827	\$ 41,846	\$ 43,865	\$ 45,884	\$ 47,904	\$ 49,923	\$ 51,942	\$ 53,961
256	Network Administrator	\$ 38,499	\$ 40,737	\$ 42,975	\$ 45,213	\$ 47,452	\$ 49,690	\$ 51,928	\$ 54,166
260	Lift Station Supervisor	\$ 39,827	\$ 41,846	\$ 43,865	\$ 45,884	\$ 47,904	\$ 49,923	\$ 51,942	\$ 53,961
265	Executive Assistant (to CM)	\$ 39,178	\$ 41,344	\$ 43,509	\$ 45,675	\$ 47,841	\$ 50,006	\$ 52,172	\$ 54,337
270	Building Inspector	\$ 41,450	\$ 43,954	\$ 46,458	\$ 48,962	\$ 51,466	\$ 53,970	\$ 56,474	\$ 58,978
275	Paralegal	\$ 39,806	\$ 42,090	\$ 44,374	\$ 46,659	\$ 48,943	\$ 51,227	\$ 53,512	\$ 55,796
280	Engineering Technician	\$ 44,077	\$ 46,150	\$ 48,223	\$ 50,296	\$ 52,369	\$ 54,442	\$ 56,515	\$ 58,588
285	Main Street Coordinator	\$ 45,875	\$ 48,627	\$ 51,379	\$ 54,132	\$ 56,884	\$ 59,636	\$ 62,388	\$ 65,140
290	Environmental Service Manager	\$ 44,483	\$ 47,123	\$ 49,763	\$ 52,403	\$ 55,043	\$ 57,683	\$ 60,324	\$ 62,964
295	Code Enforcement Supervisor	\$ 48,000	\$ 50,429	\$ 52,857	\$ 55,286	\$ 57,714	\$ 60,143	\$ 62,571	\$ 65,000
300	Electrician	\$ 42,227	\$ 43,781	\$ 45,335	\$ 46,889	\$ 48,443	\$ 49,996	\$ 51,550	\$ 53,104
305	CIP Supt/Sr Const Inspector	\$ 52,500	\$ 54,929	\$ 57,357	\$ 59,786	\$ 62,214	\$ 64,643	\$ 67,071	\$ 69,500
305	Parks & ROW Superintendent	\$ 52,500	\$ 54,929	\$ 57,357	\$ 59,786	\$ 62,214	\$ 64,643	\$ 67,071	\$ 69,500
305	Street Superintendent	\$ 52,500	\$ 54,929	\$ 57,357	\$ 59,786	\$ 62,214	\$ 64,643	\$ 67,071	\$ 69,500
305	Garage Superintendent	\$ 52,500	\$ 54,929	\$ 57,357	\$ 59,786	\$ 62,214	\$ 64,643	\$ 67,071	\$ 69,500
305	SW/Traffic Superintendent	\$ 52,500	\$ 54,929	\$ 57,357	\$ 59,786	\$ 62,214	\$ 64,643	\$ 67,071	\$ 69,500
305	Distribution Superintendent	\$ 52,500	\$ 54,929	\$ 57,357	\$ 59,786	\$ 62,214	\$ 64,643	\$ 67,071	\$ 69,500
310	Water Plant Superintendent	\$ 52,500	\$ 54,929	\$ 57,357	\$ 59,786	\$ 62,214	\$ 64,643	\$ 67,071	\$ 69,500
310	Waste Water Superintendent	\$ 52,500	\$ 54,929	\$ 57,357	\$ 59,786	\$ 62,214	\$ 64,643	\$ 67,071	\$ 69,500
315	Senior Network Administrator	\$ 48,861	\$ 51,718	\$ 54,576	\$ 57,433	\$ 60,291	\$ 63,148	\$ 66,006	\$ 68,863

315	MIS Administrator	\$ 48,861	\$ 51,718	\$ 54,576	\$ 57,433	\$ 60,291	\$ 63,148	\$ 66,006	\$ 68,863
320	Senior Accountant/Data Manager	\$ 49,236	\$ 51,546	\$ 53,855	\$ 56,165	\$ 58,475	\$ 60,784	\$ 63,094	\$ 65,403
323	Assistant Building Official/Inspector	\$ 51,720	\$ 54,460	\$ 57,201	\$ 59,941	\$ 62,682	\$ 65,423	\$ 68,163	\$ 70,904
325	Library Director	\$ 63,521	\$ 66,193	\$ 68,865	\$ 71,537	\$ 74,208	\$ 76,880	\$ 79,552	\$ 82,224
330	Building Official/Assistant Director	\$ 61,989	\$ 64,966	\$ 67,943	\$ 70,921	\$ 73,898	\$ 76,875	\$ 79,853	\$ 82,830
335	City Clerk	\$ 69,224	\$ 71,842	\$ 74,459	\$ 77,076	\$ 79,694	\$ 82,311	\$ 84,928	\$ 87,546
340	HR/Civil Service Director	\$ 80,294	\$ 83,427	\$ 86,561	\$ 89,695	\$ 92,829	\$ 95,963	\$ 99,097	\$ 102,230
345	Director of Planning & Community Development	\$ 76,010	\$ 79,928	\$ 83,846	\$ 87,765	\$ 91,683	\$ 95,601	\$ 99,520	\$ 103,438
350	EMS Director	\$ 81,844	\$ 85,060	\$ 88,277	\$ 91,493	\$ 94,710	\$ 97,926	\$ 101,143	\$ 104,359
355	Utilities Director	\$ 79,237	\$ 82,731	\$ 86,226	\$ 89,720	\$ 93,214	\$ 96,708	\$ 100,202	\$ 103,696
360	Public Works Director	\$ 91,264	\$ 94,784	\$ 98,305	\$ 101,826	\$ 105,346	\$ 108,867	\$ 112,387	\$ 115,908
365	Fire Chief	\$ 90,028	\$ 93,887	\$ 97,745	\$ 101,603	\$ 105,461	\$ 109,319	\$ 113,177	\$ 117,035
370	City Engineer	\$ 92,734	\$ 96,206	\$ 99,677	\$ 103,149	\$ 106,620	\$ 110,092	\$ 113,563	\$ 117,035
375	Finance Director	\$ 92,312	\$ 95,888	\$ 99,465	\$ 103,041	\$ 106,618	\$ 110,194	\$ 113,771	\$ 117,348
380	Police Chief	\$ 93,941	\$ 97,542	\$ 101,143	\$ 104,744	\$ 108,346	\$ 111,947	\$ 115,548	\$ 119,149
385	City Attorney	\$ 128,373	\$ 130,848	\$ 133,324	\$ 135,799	\$ 138,274	\$ 140,749	\$ 143,224	\$ 145,699
390	Assistant City Manager	\$ 120,000	\$ 123,571	\$ 127,143	\$ 130,714	\$ 134,286	\$ 137,857	\$ 141,429	\$ 145,000

Fire Department			
Job Title		Step 1	Step 2 (1 year)
	Hourly	12.810	13.730
Firefighter	Bi-Weekly	1,434.960	1,538.230
	Annual	37,308.938	39,994.136
	Hourly		14.440
Fire Driver/Engineer	Bi-Weekly		1,617.150
Ordinance 2013-003	Annual		42,045.934
	Hourly		31.050
Fire Captain	Bi-Weekly		1,756.370
Ordinance 2013-003	Annual		45,665.660
	Hourly		18.270
Deputy Fire Chief	Bi-Weekly		2,046.490
	Annual		53,208.500
	Hourly		32.750
Asst Chief/Training Officer	Bi-Weekly		2,619.930
	Annual		68,118.120
Certification and/or Longevity are not included in the above amounts.			
STEP UP PAY			
Firefighter to Driver/Engineer	.70 P/H		
Driver/Engineer to Captian	1.21 P/H		
Captian to Deputy Chief	2.54 P/H		
BI-WEEKLY CERTIFICATE PAY			
Master Certificate	110.00		
Advanced Certificate	87.00		
Intermediate Certificate	62.00		
EMT Certificiate	11.54		
Dive Certification	37.50		effective 07/01/14
Haz Mat Certification	37.50		effective 07/01/14
Haz Mat & Dive Certification	62.50		effective 07/01/14
Seniority			
Fire Seniority 1 year Firefighter	23.08		Effective 06/01/2019
Fire Seniority 2-3 year Firefighter	35.00		Effective 06/01/2019
Fire Seniority 4-5 year Firefighter	68.61		Effective 06/01/2019

2020-2021 Consolidated Step Plan Salary Range

Fire Seniority 6-7 years Firefighter	87.85		Effective 06/01/2019
Fire Seniority 8-9 years Firefighter	145.54		Effective 06/01/2019
Fire Seniority 10 years Firefighter	186.68		Effective 06/01/2019
Fire Seniority 11+ years Firefighter	225.00		Effective 06/01/2019
Fire Driver/Engineer 1-14 Years	115.46		Effective 10/01/2015
Fire Driver/Engineer 15+ Years	152.60		Effective 10/01/2015
Fire Captian 1-14 Years	127.50		Effective 10/01/2015
Fire Captian 15+ Years	164.50		Effective 10/01/2015
Deputy Fire Chief 1-14 Years	139.54		Effective 10/01/2015
Deputy Fire Chief 15+ Years	176.68		Effective 10/01/2015
Asst Chief 1-14 years	145.31		Effective 10/01/2015
Asst Chief 15+ years	182.45		Effective 10/01/2015
Longevity pay-begins at 1 year anniversary	\$1.85 per paycheck, increases each year by \$1.85		

Police Department			
Job Title		Step 1	Step 2 (1 year)
	Hourly	20.280	22.950
Police Officer	Bi-Weekly	1,623.200	1,835.860
	Annual	42,176.520	47,732.310
	Hourly		24.550
Police Sergeant	Bi-Weekly		1,964.210
Ordinance 2012-035	Annual		51,069.540
	Hourly		26.310
Police Lieutenant	Bi-Weekly		2,104.600
Ordinance 2012-035	Annual		54,719.380
	Hourly		29.240
Police Captain	Bi-Weekly		2,339.100
Ordinance 2012-035	Annual		60,816.990
	Hourly		32.830
Assistant Police Chief	Bi-Weekly		2,626.620
	Annual		68,292.060
Certification and/or Longevity are not included in the above amounts.			
BI-WEEKLY CERTIFICATE PAY			
Master Certificate	110.00		
Advanced Certificate	87.00		
Intermediate Certificate	62.00		
Assistant Chief 1-14 years	145.31		effective 10/01/12
Assistant Chief 15+ years	182.45		effective 01/01/15
Sergeant 1-14 years	115.46		effective 10/01/12
Sergeant 15+ years	152.60		effective 01/01/15
Lieutenant 1-14 years	171.54		effective 10/01/12
Lieutenant 15+ years	208.68		effective 01/01/15
Captain 1-14 years	139.54		effective 10/01/12
Captain 15+ years	176.68		effective 01/01/15
Patrol 2-3 years	35.00		effective 01/01/19
Patrol 4-5 years	68.61		effective 01/01/19
Patrol 6-7 years	87.85		effective 01/01/19
Patrol 8-9 years	145.54		effective 01/01/19
Patrol 10 years	186.68		effective 01/01/19
Patrol 11+ years	225.00		effective 01/01/19
Bilingual	46.16		effective 01/30/16
SWAT/Hostage Negotiation	43.75		effective 01/27/18
Accident Reconstruction	43.75		effective 01/27/18
Dispatch Intermediate Certificate	25.00		

2020-2021 Consolidated Step Plan Salary Range

Dispatch Advanced Certificate	37.50				
Dispatch Master Certificate	52.50				
Shift Pay-Dispatchers	per hour .50		effective 10/01/12		
Court Clerk Intermediate Certificate	25.00				
Court Clerk Advanced Certificate	37.50				
Longevity Pay-begins at 1 year anniversary	1.85 per payroll, increases each year by \$1.85				

Attachment C - Civil Service Pay Plan

Fire Department Phase 1		Base Pay	Seniority 0-1	Seniority 2-3	Seniority 4-5	Seniority 6-7	Seniority 8-9	Seniority 10-11	Seniority 12-13	Seniority 14+
Asst Chief/Training Officer		\$ 84,438.71	\$ -	\$ 16.66	\$ 33.32	\$ 49.97	\$ 66.63	\$ 83.29	\$ 99.95	\$ 116.60
Deputy Fire Chief		\$ 72,915.43	\$ -	\$ 16.66	\$ 33.32	\$ 49.97	\$ 66.63	\$ 83.29	\$ 99.95	\$ 116.60
Fire Captain		\$ 63,233.85	\$ -	\$ 16.66	\$ 33.32	\$ 49.97	\$ 66.63	\$ 83.29	\$ 99.95	\$ 116.60
Fire Driver/Engineer		\$ 54,533.04	\$ -	\$ 16.66	\$ 33.32	\$ 49.97	\$ 66.63	\$ 83.29	\$ 99.95	\$ 116.60
Firefighter		\$ 46,224.22	\$ -	\$ 16.66	\$ 33.32	\$ 49.97	\$ 66.63	\$ 83.29	\$ 99.95	\$ 116.60

Police Department Phase 1		Base Pay	Seniority 0-1	Seniority 2-3	Seniority 4-5	Seniority 6-7	Seniority 8-9	Seniority 10-11	Seniority 12-13	Seniority 14+
Asst Chief/Training Officer		\$ 87,172.54	\$ -	\$ 16.61	\$ 33.23	\$ 49.84	\$ 66.45	\$ 83.06	\$ 99.68	\$ 116.29
Captain		\$ 77,528.89	\$ -	\$ 16.61	\$ 33.23	\$ 49.84	\$ 66.45	\$ 83.06	\$ 99.68	\$ 116.29
Lieutenant		\$ 68,229.61	\$ -	\$ 16.61	\$ 33.23	\$ 49.84	\$ 66.45	\$ 83.06	\$ 99.68	\$ 116.29
Sergeant		\$ 59,542.27	\$ -	\$ 16.61	\$ 33.23	\$ 49.84	\$ 66.45	\$ 83.06	\$ 99.68	\$ 116.29
Officer		\$ 52,000.00	\$ -	\$ 16.61	\$ 33.23	\$ 49.84	\$ 66.45	\$ 83.06	\$ 99.68	\$ 116.29

Fire Department Base Pay Phasing	Senior Ranks	75%	13%	13%
	Current	Phase 1	Phase 2	Phase 3
Asst Chief/Training Officer	\$ 68,118.12	\$ 84,438.71	\$ 87,158.81	\$ 89,878.91
Deputy Fire Chief	\$ 53,208.50	\$ 72,915.43	\$ 76,199.92	\$ 79,484.41
Fire Captain	\$ 45,665.66	\$ 63,233.85	\$ 66,161.88	\$ 69,089.91
Fire Driver/Engineer	\$ 42,045.93	\$ 54,533.04	\$ 56,614.22	\$ 58,695.41
Firefighter	\$ 39,994.14	\$ 46,224.22	\$ 47,262.56	\$ 48,300.91
	FF Rank	75%	13%	13%

Seniority Step Phasing	Phase 1	Phase 2	Phase 3
Seniority 0-1	\$ -	\$ -	\$ -
Seniority 2-3	\$ 16.66	\$ 33.32	\$ 49.97
Seniority 4-5	\$ 33.32	\$ 66.63	\$ 99.95
Seniority 6-7	\$ 49.97	\$ 99.95	\$ 149.92
Seniority 8-9	\$ 66.63	\$ 133.26	\$ 199.89
Seniority 10-11	\$ 83.29	\$ 166.58	\$ 249.87
Seniority 12-13	\$ 99.95	\$ 199.89	\$ 299.84
Seniority 14+	\$ 116.60	\$ 233.21	\$ 349.81

Police Department Base Pay Phasing	Senior Ranks	75%	13%	13%
	Current	Phase 1	Phase 2	Phase 3
Asst Chief/Training Officer	\$ 68,292.06	\$ 87,172.54	\$ 90,319.28	\$ 93,466.03
Captain	\$ 60,816.99	\$ 77,528.89	\$ 80,314.20	\$ 83,099.52
Lieutenant	\$ 54,719.38	\$ 68,229.61	\$ 70,481.31	\$ 72,733.01
Sergeant	\$ 51,069.54	\$ 59,542.27	\$ 60,954.39	\$ 62,366.51
Officer	\$ 47,732.31	\$ 52,000.00	\$ 52,000.00	\$ 52,000.00
	Officer Rank	100%		

Seniority Step Phasing	Phase 1	Phase 2	Phase 3
Seniority 0-1	\$ -	\$ -	\$ -
Seniority 2-3	\$ 16.61	\$ 33.23	\$ 49.84
Seniority 4-5	\$ 33.23	\$ 66.45	\$ 99.68
Seniority 6-7	\$ 49.84	\$ 99.68	\$ 149.52
Seniority 8-9	\$ 66.45	\$ 132.90	\$ 199.36
Seniority 10-11	\$ 83.06	\$ 166.13	\$ 249.19
Seniority 12-13	\$ 99.68	\$ 199.36	\$ 299.03
Seniority 14+	\$ 116.29	\$ 232.58	\$ 348.87

CLASSIFICATION AND COMPENSATION STUDY

Proposed FY 2021-2022 Plan for the City of Paris



**PUBLIC
SECTOR**
PERSONNEL
CONSULTANTS

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1. EXECUTIVE SUMMARY

It is with pleasure that we present this summary describing the findings and recommendations from the FY 2021-2022 Compensation Study.

A. SUMMARY OF FINDINGS

1. The City has approximately 100 unique job descriptions in use for providing municipal services.
2. Using +/- 5% to define competitive, the City's current civilian pay grades are below market average for 70% of the survey sample, and competitive for 30% of the survey sample (page 2).
3. The City is offering a competitive number, type, and level of most employee benefits, but is below market average for TMRS retirement contributions (page 2).
4. A multi-year phase in will be needed to bring the City's pay grades nearer to market averages (pages 5-9).
5. Salary tables have been proposed and year-one pay grade placements are recommended for all jobs using the available market data and our interpretation of the City's hierarchy and internal job relationships (pages 5-8).
6. The proposed pay grades for jobs significantly below market will be increased over each of the following 3 years to result in all pay grade placed nearer to market.

B. SUMMARY OF RECOMMENDATIONS

1. A 4-year implementation plan to bring the City's pay tables and actual salaries nearer to market averages is recommended.
2. Adopt the proposed year-1 salary tables and pay grade placements for FY 2022 for all employees found on pages 5-8.
3. Provide salary placements within the new pay grades as budget allows and commensurate with employee time in position (page 9).

2. EXTERNAL COMPARISONS

The following paragraphs and tables describe the market data collected and used for pay plan development. Details on the benefits comparisons appear in the appendix.

A. SURVEY COMPARATORS

We obtained salary plan, benefits, and job description details from the following employers for comparison:

Corsicana	Mineral Wells
Denison	Mount Pleasant
Greenville	Nacogdoches
Jacksonville	Palestine
Marshall	Sulphur Springs

B. SURVEY METHODOLOGY: PAY STRUCTURE COMPARISONS

Salary structures and the prevailing rates are often represented by their Midpoints, which are the amounts employers pay for sustained competent job performance.

Additional analysis at entry and top out were also performed for all classifications.

C. MARKET COMPETITIVENESS COMPARISON – PAY GRADES

The following table summarizes the City's variance to market at midpoints; the City's current pay grades are competitive for 30% of the survey sample, and behind market by more than -5% for 70% of the survey sample.

<u>Relationship to Prevailing Rates</u>	<u>Benchmark Job Classes</u>	<u>% of Sample</u>	<u>Average Variance</u>
Below	62	70%	- 16.14%
Comparable	24	28%	- 1.38%
Above	2	3%	+ 8.25%

D. MARKET COMPETITIVENESS COMPARISON – BENEFITS

The City is offering a competitive list of employee benefits except for retirement:

<u>Benefit</u>	<u>Paris</u>	<u>Market Averages</u>	<u>Notes</u>
Employee-Only Health Insurance Premium	90% City Paid	90% Employer Paid	At Market
Vacation Leave – Year 1	12 Days	11 Days	At Market
Vacation Leave – Year 10	18 Days	16 Days	At Market
Sick Leave	15 Days	12.5 Days	Slightly Ahead of Market
Paid Holidays	10 Days	11 Days	Near Market
Pension Contribution	12% / 6%	13% / 7% ¹	Slightly Below Market

1 - 6 survey cities provide 14% contribution, 3 provide 12%

Prevailing Rates Comparisons – Pay Table to Pay Table
(sorted by midpoint variance)

Job Title	Market Variance		
	Entry	Midpoint	Top
Lab Technician	-33.84%	-34.57%	-35.07%
Environmental Service Technician	-33.27%	-33.65%	-33.92%
Deputy City Clerk	-32.18%	-31.68%	-31.31%
Deputy Fire Chief	-29.94%	-30.64%	-31.28%
Fire Captain	-26.61%	-28.82%	-30.73%
Fire Driver/Engineer	-26.67%	-28.10%	-29.35%
Court Clerk	-28.33%	-27.31%	-26.56%
Animal Control Technician	-26.75%	-25.16%	-23.98%
Police Lieutenant	-22.55%	-24.96%	-27.03%
Custodian	-26.91%	-24.23%	-22.21%
City Attorney	-31.51%	-23.59%	-16.76%
Assistant Police Chief	-19.93%	-23.14%	-25.93%
HR/Civil Service Director	-27.04%	-22.75%	-19.37%
Police Sergeant	-18.23%	-21.51%	-24.32%
SW/Traffic Superintendent	-21.58%	-20.74%	-20.13%
Clerk III - Court	-19.47%	-19.88%	-20.16%
Firefighter	-18.06%	-19.87%	-21.29%
Maintenance 1	-22.98%	-19.59%	-16.99%
Maintenance 2	-21.96%	-19.11%	-16.96%
Maintenance 3	-21.60%	-19.00%	-17.04%
Police Captain	-17.38%	-18.69%	-19.88%
Mechanic 3	-18.53%	-18.31%	-18.15%
Asst Chief/Training Officer	-11.92%	-17.38%	-21.91%
Police Chief Secretary	-19.37%	-17.34%	-15.84%
Distribution Superintendent	-19.48%	-17.31%	-15.70%
Fire Chief Secretary	-19.91%	-17.21%	-15.18%
Maintenance Supervisor	-18.47%	-16.98%	-15.89%
Maintenance 4	-16.57%	-16.46%	-16.38%
Solid Waste Collector/Driver	-16.98%	-16.27%	-15.76%
Water Plant Superintendent	-18.60%	-16.07%	-14.18%
Plant Operator 1	-17.48%	-16.04%	-14.98%
Clerk IV - Court	-17.97%	-14.77%	-12.35%
Main Street Coordinator	-13.98%	-14.44%	-14.76%
Meter Reader	-16.95%	-13.68%	-11.20%
Administrative Secretary	-14.00%	-13.55%	-13.22%
Mechanic 2	-14.69%	-13.24%	-12.18%
Public Works Director	-17.84%	-12.88%	-8.97%
Dispatcher	-12.76%	-12.51%	-12.33%
Administrative Assistant	-12.65%	-12.11%	-11.72%
Police Officer	-10.52%	-11.95%	-13.04%
Clerk III - Library	-12.55%	-11.51%	-10.75%
Garage Superintendent	-13.34%	-11.50%	-10.15%
Wastewater Superintendent	-13.33%	-11.39%	-9.96%
Construction Inspector	-10.09%	-11.19%	-11.96%
Senior Network Administrator	-10.86%	-10.94%	-11.00%
Recreation Supervisor	-13.12%	-10.82%	-9.10%
Street Superintendent	-11.13%	-10.59%	-10.20%
City Clerk	-15.38%	-10.06%	-5.85%

*Police and Fire variances shown using Paris Seniority Steps in place of
a formal Range MID and TOP*

Prevailing Rates Comparisons – Pay Table to Pay Table
(sorted by midpoint variance)

Job Title	Market Variance		
	Entry	Midpoint	Top
Inventory Control Specialist	-9.52%	-9.65%	-9.74%
EMS Billing Clerk	-9.15%	-9.28%	-9.38%
Animal Control Officer	-12.03%	-8.83%	-6.41%
Senior Accountant/Data Processing Manager	-11.54%	-8.55%	-6.29%
Street Sweeper	-10.56%	-8.17%	-6.39%
Library Paraprofessional	-9.69%	-8.05%	-6.86%
MIS Administrator	-6.70%	-7.87%	-8.69%
Building Inspector	-7.12%	-7.73%	-8.16%
Parks & ROW Superintendent	-10.37%	-7.55%	-5.43%
Engineering Technician	-10.48%	-7.48%	-5.23%
Mechanic 1	-7.65%	-6.58%	-5.80%
Customer Service Representative	-4.99%	-6.32%	-7.24%
Plant Operator 4	-8.00%	-5.95%	-4.45%
Water Office Manager	-4.32%	-5.07%	-5.59%
GIS Coordinator	-5.08%	-4.81%	-4.62%
Secretary	-5.79%	-4.61%	-3.76%
Police Chief	-9.69%	-4.17%	0.19%
Environmental Service Manager	-6.20%	-4.06%	-2.48%
Warehouse Supervisor	-1.34%	-3.56%	-5.07%
Solid Waste Collector	-3.32%	-3.34%	-3.36%
Library Director	-7.78%	-3.25%	0.24%
Code Enforcement Officer	-4.00%	-2.94%	-2.17%
Finance Director	-8.10%	-2.60%	1.73%
Plant Operator 2	-3.23%	-2.58%	-2.12%
Child Librarian	-4.35%	-2.58%	-1.27%
Accounting Assistant	-6.66%	-2.35%	0.96%
Community Service Coordinator	-4.07%	-2.11%	-0.66%
Utilities Director	-5.37%	-1.34%	1.75%
Electrician	-8.83%	-1.11%	5.23%
Library Supervisor	-6.36%	-0.99%	3.22%
Executive Assistant to City Manager	-1.73%	-0.91%	-0.32%
Fire Chief	-5.76%	-0.30%	3.99%
CIP Superintendent/Sr Construction Inspector	-1.08%	0.65%	1.92%
Plant Operator 3	-1.09%	0.83%	2.24%
Director of Planning & Community Development	-1.35%	1.92%	4.39%
Permit Technician	0.10%	3.01%	5.18%
Chief Building Official/Asst Dir. of Development	-3.15%	3.90%	9.57%
Payroll Clerk	3.93%	4.23%	4.45%
City Engineer	-8.51%	5.04%	17.40%
Utility Billing Clerk	13.15%	11.46%	10.30%

3. PROPOSED GRADE PLACEMENTS – YEAR 1 OF 4

The suggested pay grade table and placements for each classification can be found in the tables below, with an anticipated 4-year implementation plan to bring all pay grades nearer to market.

A. RECOMMENDED SALARY GRADES - CIVILIAN

Occupational Job Families and Job Classes	Step 1 START	Step 2 2 Years	Step 3 4 Years	Step 4 6 Years	Step 5 8 Years	Step 6 10 Years	Step 7 12 Years	Step 8 14 Years
<u>Clerical/Administrative Support</u>								
Executive Assistant (to CM)	\$39,178	\$41,344	\$43,509	\$45,675	\$47,841	\$50,006	\$52,172	\$54,337
Fire Chief Secretary	\$34,000	\$35,571	\$37,143	\$38,714	\$40,286	\$41,857	\$43,429	\$45,000
Police Chief Secretary	\$34,000	\$35,571	\$37,143	\$38,714	\$40,286	\$41,857	\$43,429	\$45,000
Administrative Assistant	\$31,000	\$32,679	\$34,357	\$36,036	\$37,714	\$39,393	\$41,071	\$42,750
Secretary	\$26,197	\$27,611	\$29,024	\$30,438	\$31,851	\$33,264	\$34,678	\$36,091
Clerk 4	\$31,000	\$32,679	\$34,357	\$36,036	\$37,714	\$39,393	\$41,071	\$42,750
Clerk 3	\$25,637	\$27,130	\$28,623	\$30,116	\$31,609	\$33,102	\$34,595	\$36,089
Clerk 2	\$23,848	\$25,237	\$26,626	\$28,015	\$29,404	\$30,793	\$32,182	\$33,571
Clerk 1	\$22,184	\$23,476	\$24,768	\$26,060	\$27,352	\$28,645	\$29,937	\$31,229
<u>Finance</u>								
Finance Director	\$92,312	\$95,888	\$99,465	\$103,041	\$106,618	\$110,194	\$113,771	\$117,348
Senior Accountant/Data Manager	\$49,236	\$51,546	\$53,855	\$56,165	\$58,475	\$60,784	\$63,094	\$65,403
Payroll Clerk	\$34,028	\$36,006	\$37,985	\$39,963	\$41,941	\$43,919	\$45,898	\$47,876
Utility Billing Clerk	\$34,028	\$36,006	\$37,985	\$39,963	\$41,941	\$43,919	\$45,898	\$47,876
Accounting Assistant	\$33,026	\$34,446	\$35,866	\$37,286	\$38,706	\$40,126	\$41,546	\$42,966
Sr. EMS Billing Clerk	\$34,028	\$36,007	\$37,985	\$39,963	\$41,941	\$43,919	\$45,898	\$47,876
EMS Billing Clerk	\$29,260	\$31,187	\$33,114	\$35,041	\$36,968	\$38,896	\$40,823	\$42,750
<u>Information Technology</u>								
Senior Network Administrator	\$48,861	\$51,718	\$54,576	\$57,433	\$60,291	\$63,148	\$66,006	\$68,863
MIS Administrator	\$48,861	\$51,718	\$54,576	\$57,433	\$60,291	\$63,148	\$66,006	\$68,863
Network Administrator	\$38,499	\$40,737	\$42,975	\$45,213	\$47,452	\$49,690	\$51,928	\$54,166
<u>Warehouse/Inventory</u>								
Warehouse Supervisor	\$32,030	\$34,145	\$36,259	\$38,374	\$40,488	\$42,603	\$44,717	\$46,832
Inventory Control Specialist	\$25,964	\$27,487	\$29,010	\$30,533	\$32,056	\$33,579	\$35,102	\$36,625
<u>Water Office</u>								
Water Office Manager	\$38,296	\$40,627	\$42,959	\$45,290	\$47,621	\$49,953	\$52,284	\$54,616
Customer Service Representative	\$31,312	\$32,647	\$33,982	\$35,317	\$36,653	\$37,988	\$39,323	\$40,658
Meter Reader	\$28,812	\$30,147	\$31,482	\$32,817	\$34,153	\$35,488	\$36,823	\$38,158
<u>Legal</u>								
City Attorney	\$128,373	\$130,848	\$133,324	\$135,799	\$138,274	\$140,749	\$143,224	\$145,699
Paralegal	\$39,806	\$42,090	\$44,374	\$46,659	\$48,943	\$51,227	\$53,512	\$55,796
<u>Court</u>								
Court Administrator	\$44,087	\$46,438	\$48,788	\$51,138	\$53,488	\$55,839	\$58,189	\$60,539
Clerk IV - Court	\$32,403	\$33,870	\$35,337	\$36,803	\$38,270	\$39,737	\$41,204	\$42,671
Clerk III - Court	\$28,463	\$30,167	\$31,872	\$33,576	\$35,280	\$36,985	\$38,689	\$40,394

PROPOSED CIVILIAN PAY GRADE PLACEMENTS (continued)

Occupational Job Families and Job Classes	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>City Clerk</u>								
City Clerk	\$69,224	\$71,842	\$74,459	\$77,076	\$79,694	\$82,311	\$84,928	\$87,546
Deputy City Clerk	\$26,197	\$27,611	\$29,024	\$30,438	\$31,851	\$33,264	\$34,678	\$36,091
<u>Human Resources</u>								
HR/Civil Service Director	\$80,294	\$83,427	\$86,561	\$89,695	\$92,829	\$95,963	\$99,097	\$102,230
<u>Library</u>								
Library Director	\$63,521	\$66,193	\$68,865	\$71,537	\$74,208	\$76,880	\$79,552	\$82,224
Library Supervisor	\$33,909	\$35,881	\$37,853	\$39,826	\$41,798	\$43,770	\$45,742	\$47,714
Child Librarian	\$30,826	\$32,619	\$34,412	\$36,205	\$37,998	\$39,791	\$41,584	\$43,377
Library Paraprofessional	\$28,716	\$30,210	\$31,704	\$33,199	\$34,693	\$36,187	\$37,682	\$39,176
Clerk II - Library	\$26,211	\$27,628	\$29,046	\$30,463	\$31,880	\$33,298	\$34,715	\$36,132
Clerk I - Library	\$20,263	\$23,873	\$24,589	\$25,327	\$26,087	\$26,869	\$27,676	\$28,506
<u>Planning & Community Development</u>								
Director of Planning & Comm. Devel.	\$76,010	\$79,928	\$83,846	\$87,765	\$91,683	\$95,601	\$99,520	\$103,438
Permit Technician	\$30,797	\$32,472	\$34,148	\$35,824	\$37,499	\$39,175	\$40,850	\$42,526
<u>Inspections</u>								
Building Official/Assistant Director	\$61,989	\$64,966	\$67,943	\$70,921	\$73,898	\$76,875	\$79,853	\$82,830
Building Inspector	\$41,450	\$43,954	\$46,458	\$48,962	\$51,466	\$53,970	\$56,474	\$58,978
Community Development Coordinator	\$34,000	\$35,571	\$37,143	\$38,714	\$40,286	\$41,857	\$43,429	\$45,000
<u>Main Street/Community Service</u>								
Main Street Coordinator	\$45,875	\$48,627	\$51,379	\$54,132	\$56,884	\$59,636	\$62,388	\$65,140
<u>Code Enforcement</u>								
Code Enforcement Supervisor	\$48,000	\$50,429	\$52,857	\$55,286	\$57,714	\$60,143	\$62,571	\$65,000
Sr Code Enforcement Officer	\$37,217	\$39,241	\$41,265	\$43,289	\$45,313	\$47,337	\$49,361	\$51,385
Code Enforcement Officer	\$35,445	\$37,372	\$39,300	\$41,227	\$43,155	\$45,083	\$47,010	\$48,938
<u>Engineering</u>								
City Engineer	\$92,734	\$96,206	\$99,677	\$103,149	\$106,620	\$110,092	\$113,563	\$117,035
Engineering Technician	\$44,077	\$46,150	\$48,223	\$50,296	\$52,369	\$54,442	\$56,515	\$58,588
GIS Coordinator	\$37,665	\$39,818	\$41,972	\$44,125	\$46,279	\$48,433	\$50,586	\$52,740

PROPOSED CIVILIAN PAY GRADE PLACEMENTS (continued)

Occupational Job Families and Job Classes	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Public Works</u>								
Public Works Director	\$91,264	\$94,784	\$98,305	\$101,826	\$105,346	\$108,867	\$112,387	\$115,908
CIP Supt/Sr Const Inspector	\$52,500	\$54,929	\$57,357	\$59,786	\$62,214	\$64,643	\$67,071	\$69,500
Construction Inspector	\$37,847	\$40,209	\$42,570	\$44,931	\$47,293	\$49,654	\$52,016	\$54,377
Parks & ROW Superintendent	\$52,500	\$54,929	\$57,357	\$59,786	\$62,214	\$64,643	\$67,071	\$69,500
Street Superintendent	\$52,500	\$54,929	\$57,357	\$59,786	\$62,214	\$64,643	\$67,071	\$69,500
Recreation Supervisor	\$35,482	\$37,230	\$38,979	\$40,727	\$42,476	\$44,224	\$45,972	\$47,721
Garage Superintendent	\$52,500	\$54,929	\$57,357	\$59,786	\$62,214	\$64,643	\$67,071	\$69,500
Mechanic 3	\$35,131	\$37,143	\$39,154	\$41,166	\$43,178	\$45,189	\$47,201	\$49,213
Mechanic 2	\$31,937	\$33,766	\$35,595	\$37,424	\$39,253	\$41,081	\$42,910	\$44,739
Mechanic 1	\$29,034	\$30,696	\$32,359	\$34,022	\$35,684	\$37,347	\$39,009	\$40,672
SW/Traffic Superintendent	\$52,500	\$54,929	\$57,357	\$59,786	\$62,214	\$64,643	\$67,071	\$69,500
Solid Waste Collector/Driver	\$30,000	\$31,751	\$33,502	\$35,253	\$37,004	\$38,755	\$40,506	\$42,258
Street Sweeper	\$30,000	\$31,751	\$33,502	\$35,253	\$37,004	\$38,755	\$40,506	\$42,258
Solid Waste Collector	\$24,906	\$26,357	\$27,808	\$29,259	\$30,709	\$32,160	\$33,611	\$35,062
<u>Utilities</u>								
Utilities Director	\$79,237	\$82,731	\$86,226	\$89,720	\$93,214	\$96,708	\$100,202	\$103,696
Water Plant Superintendent	\$52,500	\$54,929	\$57,357	\$59,786	\$62,214	\$64,643	\$67,071	\$69,500
Wastewater Superintendent	\$52,500	\$54,929	\$57,357	\$59,786	\$62,214	\$64,643	\$67,071	\$69,500
Distribution Superintendent	\$52,500	\$54,929	\$57,357	\$59,786	\$62,214	\$64,643	\$67,071	\$69,500
Lift Station Supervisor	\$39,827	\$41,846	\$43,865	\$45,884	\$47,904	\$49,923	\$51,942	\$53,961
Plant Operator 4	\$39,827	\$41,846	\$43,865	\$45,884	\$47,904	\$49,923	\$51,942	\$53,961
Plant Operator 3	\$36,206	\$38,042	\$39,877	\$41,713	\$43,549	\$45,384	\$47,220	\$49,056
Plant Operator 2	\$32,915	\$34,583	\$36,252	\$37,921	\$39,590	\$41,259	\$42,927	\$44,596
Plant Operator 1	\$29,922	\$30,935	\$31,947	\$32,960	\$33,972	\$34,985	\$35,997	\$37,010
Electrician	\$42,227	\$43,781	\$45,335	\$46,889	\$48,443	\$49,996	\$51,550	\$53,104
<u>Environmental Services/Lab</u>								
Environmental Service Manager	\$44,483	\$47,123	\$49,763	\$52,403	\$55,043	\$57,683	\$60,324	\$62,964
Environmental Service Technician	\$34,680	\$36,720	\$38,760	\$40,800	\$42,840	\$44,880	\$46,920	\$48,960
Lab Supervisor	\$39,582	\$41,922	\$44,262	\$46,602	\$48,942	\$51,282	\$53,622	\$55,962
Lab Technician	\$34,680	\$36,720	\$38,760	\$40,800	\$42,840	\$44,880	\$46,920	\$48,960

PROPOSED CIVILIAN PAY GRADE PLACEMENTS (continued)

Occupational Job Families and Job Classes	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Public Works and Utilities Maintenance</u>								
Maintenance Supervisor	\$35,922	\$37,995	\$40,069	\$42,142	\$44,215	\$46,288	\$48,361	\$50,434
Maintenance 4	\$32,657	\$34,541	\$36,426	\$38,311	\$40,195	\$42,080	\$43,965	\$45,850
Maintenance 3	\$29,688	\$31,401	\$33,115	\$34,828	\$36,541	\$38,255	\$39,968	\$41,681
Maintenance 2	\$26,989	\$28,547	\$30,104	\$31,662	\$33,219	\$34,777	\$36,335	\$37,892
Maintenance 1	\$24,535	\$25,951	\$27,367	\$28,783	\$30,199	\$31,615	\$33,031	\$34,447
<u>Public Safety</u>								
Dispatcher	\$34,471	\$36,443	\$38,414	\$40,385	\$42,356	\$44,327	\$46,298	\$48,269
Animal Control Officer	\$30,215	\$31,607	\$33,000	\$34,393	\$35,786	\$37,179	\$38,572	\$39,965
Animal Control Technician	\$23,881	\$24,981	\$26,082	\$27,182	\$28,282	\$29,382	\$30,482	\$31,582
<u>Police Department</u>								
Police Chief	\$93,941	\$97,542	\$101,143	\$104,744	\$108,346	\$111,947	\$115,548	\$119,149
Property/Evidence Technician	\$33,711	\$35,612	\$37,514	\$39,415	\$41,317	\$43,218	\$45,120	\$47,021
Police Records Clerk	\$31,830	\$33,407	\$34,985	\$36,562	\$38,139	\$39,716	\$41,293	\$42,871
<u>Fire Department</u>								
Fire Chief	\$90,028	\$93,887	\$97,745	\$101,603	\$105,461	\$109,319	\$113,177	\$117,035
<u>EMS (showing straight time plus built in overtime)</u>								
EMS Director	\$81,844	\$85,060	\$88,277	\$91,493	\$94,710	\$97,926	\$101,143	\$104,359
EMT Supervisor	\$64,651	\$67,231	\$69,810	\$72,389	\$74,969	\$77,548	\$80,127	\$82,707
2080 Hours	\$40,084	\$41,683	\$43,282	\$44,881	\$46,481	\$48,080	\$49,679	\$51,278
832 Hours	\$24,567	\$25,548	\$26,528	\$27,508	\$28,488	\$29,468	\$30,448	\$31,529
EMT-2	\$54,558	\$56,735	\$58,911	\$61,088	\$63,265	\$65,441	\$67,618	\$69,795
2080 Hours	\$33,826	\$35,175	\$36,525	\$37,875	\$39,224	\$40,574	\$41,923	\$43,273
832 Hours	\$20,732	\$21,559	\$22,386	\$23,213	\$24,041	\$24,868	\$25,695	\$26,522
EMT-1	\$48,069	\$49,986	\$51,904	\$53,822	\$55,740	\$57,658	\$59,575	\$61,493
2080 Hours	\$29,803	\$30,992	\$32,181	\$33,370	\$34,558	\$35,748	\$36,937	\$38,126
832 Hours	\$18,266	\$18,995	\$19,724	\$20,452	\$21,181	\$21,910	\$22,639	\$23,367

4. PROPOSED INITIAL IMPLEMENTATION AND ONGOING ADMINISTRATION

The following summarizes the recommended implementation plan and regular update steps.

A. INITIAL IMPLEMENTATION AND ANNUAL UPDATES

We recommend the City's salary plan be established with approval of the proposed pay grade placements, and subsequent plan updates made on the basis of the external prevailing rates and available budget.

Proposed Implementation – Multi-Year Implementation

- Adopt new pay tables and bring any civilian falling below proposed minimum up to minimum
- Provide additional salary increases (step placements) within the proposed pay grades for all employees

Subsequent Years

- Additional regular adjustments to salaries within adopted grades
- Minor adjustments to pay tables as needed to account for inflation
- Individual pay grade placement adjustments per market survey (every 4-5 years)

B. REGULAR PLAN UPDATE STEPS

- Secure re-affirmation of the City's prevailing rate salary policy (+/-5% of market).
- Obtain latest pay data from approved comparator employers (suggest every 2-4 years).
- Compute the prevailing rate for each of the benchmark job classes.
- Adjust salary grades as needed to match prevailing rates.
- Utilize professional judgment in job class re-assignment to prevent internal inequities and relationships not supported by relative job complexity.
- Provide information to the City Council for budgeting purposes.

DRAFT REFERENCE

City of Paris
2021 Salary Survey Worksheets

Page 1 of 93

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Finance Director			\$83,175	\$100,105	\$117,035
	Director of Finance	Nacogdoches	\$108,721	\$123,384	\$138,047
	Executive Dir of Finance & Admin Svcs	Denison	\$96,616	\$118,684	\$140,751
	ACM/CFO	Palestine	\$91,520	\$114,400	\$137,280
	Finance Director	Mount Pleasant	\$110,000	\$110,000	\$110,000
	Finance Director	Sulphur Springs (actual salaries only)	\$106,050	\$106,050	\$106,050
	Admin Svc/Finance Director	Greenville	\$89,425	\$104,864	\$120,303
	Finance Director	Mineral Wells	\$81,314	\$100,741	\$120,167
	City Secretary/Finance Director	Marshall	\$78,894	\$93,985	\$109,075
	Finance Director	Jacksonville	\$78,287	\$78,287	\$78,287
	Finance Director/City Secretary	Corsicana	\$64,189	\$77,348	\$90,506
		Public Sector Average Min/Mid/Max	\$90,502	\$102,774	\$115,047
		Public Sector Variance Min/Mid/Max	-8.10%	-2.60%	1.73%
	Finance Director	Regional Private Sector	\$74,452	\$82,564	\$90,675
		Private Sector Variance Min/Mid/Max	11.72%	21.25%	29.07%
		Combined Average Min/Mid/Max	\$82,477	\$92,669	\$102,861
		Variance Combined Average Min/Mid/Max	0.85%	8.02%	13.78%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Senior Accountant/Data Processing Manager			\$42,700	\$51,394	\$60,087
Assistant Director is next level up	Accountant	Denison	\$42,162	\$51,792	\$61,421
	Senior Accountant	Marshall	\$56,139	\$66,851	\$77,563
	Accounting Manager	Mineral Wells	\$52,768	\$65,375	\$77,981
	Accounting Manager	Mount Pleasant	\$55,890	\$64,408	\$72,925
	Senior Accountant	Palestine	\$46,592	\$58,240	\$69,888
	Assistant Finance Director	Corsicana	\$46,303	\$55,809	\$65,315
	Accounting Specialist	Sulphur Springs (actual salaries only)	\$53,572	\$53,572	\$53,572
Assistant Director 55299-73224	Accountant - Fiscal Officer	Greenville	\$43,530	\$52,236	\$60,942
	Accountant II	Jacksonville	\$37,481	\$37,481	\$37,481
Asst Dir of Finance 77266-103112	No Match	Nacogdoches	-	-	-
Public Sector Average Min/Mid/Max			\$48,271	\$56,196	\$64,121
Public Sector Variance Min/Mid/Max			-11.54%	-8.55%	-6.29%
Accountant Senior					
Regional Private Sector			\$56,543	\$62,630	\$68,716
Private Sector Variance Min/Mid/Max			-24.48%	-17.94%	-12.56%
Combined Average Min/Mid/Max			\$52,407	\$59,413	\$66,418
Variance Combined Average Min/Mid/Max			-18.52%	-13.50%	-9.53%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Payroll Clerk			\$33,361	\$40,149	\$46,937

Accounting Assistant	Mount Pleasant	\$39,720	\$45,773	\$51,826
Payroll/Dep City Secretary	Marshall	\$38,064	\$45,303	\$52,541
Payroll/Benefits Coord	Nacogdoches	\$35,396	\$41,317	\$47,237
Accounting Clerk	Mineral Wells	\$30,470	\$37,750	\$45,030
Accounting Clerk	Denison	\$29,952	\$36,793	\$43,634
Finance Clerk II	Corsicana	\$29,829	\$35,953	\$42,077
Accounting Tech (AP or Payroll)	Greenville	\$28,911	\$34,693	\$40,474
Payroll Clerk	Palestine	\$24,461	\$30,576	\$36,691
No Match	Jacksonville	-	-	-
No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max		\$32,100	\$38,520	\$44,939
Public Sector Variance Min/Mid/Max		3.93%	4.23%	4.45%
Payroll Clerk II	Regional Private Sector	\$34,515	\$37,790	\$41,065
Private Sector Variance Min/Mid/Max		-3.34%	6.24%	14.30%
Combined Average Min/Mid/Max		\$33,308	\$38,155	\$43,002
Variance Combined Average Min/Mid/Max		0.16%	5.23%	9.15%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Utility Billing Clerk			\$33,361	\$40,149	\$46,937
Water Utility Clerk 24523-34332	Senior Customer Service Rep	Mineral Wells	\$35,583	\$44,084	\$52,584
	Utility Billing Clerk	Mount Pleasant	\$34,312	\$39,541	\$44,769
	Water Billing Tech	Marshall	\$31,325	\$37,274	\$43,222
	Customer Service Specialist	Jacksonville	\$21,424	\$36,421	\$51,418
	Utilities Customer Serv Clerk	Denison	\$28,538	\$35,056	\$41,574
	Customer Service Rep Util Bill	Corsicana	\$28,686	\$34,575	\$40,464
	Utility Billing Clerk FT	Sulphur Springs (actual salaries only)	\$33,089	\$33,089	\$33,089
	Accounting Technician	Greenville	\$27,447	\$32,937	\$38,427
	Customer Service Rep III	Palestine	\$24,960	\$31,200	\$37,440
	No Match	Nacogdoches	-	-	-
Public Sector Average Min/Mid/Max			\$29,485	\$36,019	\$42,554
Public Sector Variance Min/Mid/Max			13.15%	11.46%	10.30%
Cust Svc Rep III=40738-49079	Billing Clerk III	Regional Private Sector	\$34,577	\$37,801	\$41,025
		Private Sector Variance Min/Mid/Max	-3.52%	6.21%	14.41%
		Combined Average Min/Mid/Max	\$32,031	\$36,910	\$41,790
Variance Combined Average Min/Mid/Max			4.15%	8.77%	12.32%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Accounting Assistant			\$30,222	\$36,374	\$42,526
Revenue & Billing Spec 51998	Accounts Payable Clerk	Sulphur Springs (actual salaries only)	\$55,673	\$55,673	\$55,673
	Accounting Assistant	Mount Pleasant	\$39,720	\$45,773	\$51,826
	Accounting Clerk	Mineral Wells	\$30,470	\$37,750	\$45,030
	Accounting Clerk/AR	Nacogdoches	\$32,106	\$37,476	\$42,845
	Accounting Clerk	Denison	\$29,952	\$36,793	\$43,634
	Finance Clerk I	Corsicana	\$28,686	\$34,575	\$40,464
	Accounting Assistant	Marshall	\$28,434	\$33,832	\$39,229
	Accounting Technician	Greenville	\$27,447	\$32,937	\$38,427
	Accounts Payable Clerk	Palestine	\$25,584	\$31,991	\$38,397
	Accountant I	Jacksonville	\$25,708	\$25,708	\$25,708
Public Sector Average Min/Mid/Max			\$32,378	\$37,251	\$42,123
Public Sector Variance Min/Mid/Max			-6.66%	-2.35%	0.96%
Accounting Technician II					
Regional Private Sector			\$31,432	\$34,140	\$36,848
Private Sector Variance Min/Mid/Max			-3.85%	6.54%	15.41%
Combined Average Min/Mid/Max			\$31,905	\$35,695	\$39,486
Variance Combined Average Min/Mid/Max			-5.28%	1.90%	7.70%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
EMS Billing Clerk			\$26,060	\$31,365	\$36,670

limited data available

EMS Clerk	Corsicana	\$28,686	\$34,575	\$40,464
No Match	Denison	-	-	-
No Match	Greenville	-	-	-
No Match	Jacksonville	-	-	-
No Match	Marshall	-	-	-
No Match	Mineral Wells	-	-	-
No Match	Mount Pleasant	-	-	-
No Match	Nacogdoches	-	-	-
No Match	Palestine	-	-	-
No Match	Sulphur Springs (actual salaries only)	-	-	-

Public Sector Average Min/Mid/Max **\$28,686** **\$34,575** **\$40,464**

Public Sector Variance Min/Mid/Max **-9.15%** **-9.28%** **-9.38%**

Cus Sv Rep II=34765-41907

Billing Clerk II

Regional Private Sector \$30,180 \$33,010 \$35,839

Private Sector Variance Min/Mid/Max **-13.65%** **-4.98%** **2.32%**

Combined Average Min/Mid/Max **\$29,433** **\$33,792** **\$38,152**

Variance Combined Average Min/Mid/Max **-11.46%** **-7.18%** **-3.88%**

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Water Office Manager			\$35,924	\$43,237	\$50,550
	Utility Billing Supervisor	Mineral Wells	\$50,694	\$58,419	\$66,144
Util Cust Service Supv 29952-43634	Meter Services Supervisor	Denison	\$36,421	\$44,740	\$53,058
	Admin Asst Utility Dept	Mount Pleasant	\$37,829	\$43,594	\$49,358
Ld Svc Tech 35816-50522	Assistant Billing Supervisor	Corsicana	\$33,848	\$40,797	\$47,746
	Utility Billing Manager	Jacksonville	\$28,933	\$40,175	\$51,418
		Greenville	-	-	-
Water Field Supervisor 38064-52541		Marshall	-	-	-
		Nacogdoches	-	-	-
		Palestine	-	-	-
		Sulphur Springs (actual salaries only)	-	-	-
		Public Sector Average Min/Mid/Max	\$37,545	\$45,545	\$53,545
		Public Sector Variance Min/Mid/Max	-4.32%	-5.07%	-5.59%
	Customer Service Supervisor	Regional Private Sector	\$44,264	\$49,568	\$54,872
		Private Sector Variance Min/Mid/Max	-18.84%	-12.77%	-7.88%
		Combined Average Min/Mid/Max	\$40,904	\$47,556	\$54,208
		Variance Combined Average Min/Mid/Max	-12.18%	-9.08%	-6.75%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Customer Service Representative			\$25,426	\$30,600	\$35,774
	Customer Service Specialist	Jacksonville	\$21,424	\$36,421	\$51,418
	Utilities Technician I	Mount Pleasant	\$31,122	\$35,865	\$40,607
	Utility CSR	Denison	\$28,538	\$35,056	\$41,574
	Field Service Technician	Corsicana	\$27,549	\$33,205	\$38,861
	Utilities Clerk	Sulphur Springs (actual salaries only)	\$33,089	\$33,089	\$33,089
	Customer Service Representative	Marshall	\$25,792	\$30,691	\$35,589
	Water Utility Clerk	Greenville	\$24,523	\$29,428	\$34,332
	Customer Service Rep I	Palestine	\$22,048	\$27,560	\$33,072
	No Match	Mineral Wells	-	-	-
	No Match	Nacogdoches	-	-	-
		Public Sector Average Min/Mid/Max	\$26,761	\$32,664	\$38,568
		Public Sector Variance Min/Mid/Max	-4.99%	-6.32%	-7.24%
	Customer Service Representative II	Regional Private Sector	\$34,765	\$33,501	\$32,236
		Private Sector Variance Min/Mid/Max	-26.86%	-8.66%	10.98%
		Combined Average Min/Mid/Max	\$30,763	\$33,082	\$35,402
		Variance Combined Average Min/Mid/Max	-17.35%	-7.50%	1.05%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Meter Reader			\$23,608	\$28,414	\$33,220
	Utility Meter Technician	Nacogdoches	\$35,396	\$41,317	\$47,237
	Meter Reader	Mount Pleasant	\$31,122	\$35,865	\$40,607
	Water Meter Technician	Denison	\$28,262	\$33,918	\$39,574
	Meter Reader	Sulphur Springs (actual salaries only)	\$33,720	\$33,720	\$33,720
	Field Service Technician	Corsicana	\$27,549	\$33,205	\$38,861
	Meter Technician	Jacksonville	\$27,851	\$31,065	\$34,278
	Meter Reader	Marshall	\$25,792	\$30,691	\$35,589
	Water Utility Clerk	Greenville	\$24,523	\$29,428	\$34,332
	Meter Reader	Palestine	\$21,632	\$27,060	\$32,488
	No Match	Mineral Wells	-	-	-
		Public Sector Average Min/Mid/Max	\$28,427	\$32,919	\$37,410
		Public Sector Variance Min/Mid/Max	-16.95%	-13.68%	-11.20%
	Meter Reader II	Regional Private Sector	\$29,269	\$31,743	\$34,217
		Private Sector Variance Min/Mid/Max	-19.34%	-10.49%	-2.91%
		Combined Average Min/Mid/Max	\$28,848	\$32,331	\$35,813
		Variance Combined Average Min/Mid/Max	-18.16%	-12.11%	-7.24%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Warehouse Supervisor			\$30,980	\$37,283	\$43,586

Warehouse Technician	Mineral Wells	\$33,248	\$41,191	\$49,134
Warehouse Specialist	Corsicana	\$31,776	\$38,300	\$44,823
Warehouse Manager	Palestine	\$29,182	\$36,483	\$43,784
No Match	Denison	-	-	-
No Match	Greenville	-	-	-
No Match	Jacksonville	-	-	-
No Match	Marshall	-	-	-
No Match	Mount Pleasant	-	-	-
No Match	Nacogdoches	-	-	-
No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max		\$31,402	\$38,658	\$45,914
Public Sector Variance Min/Mid/Max		-1.34%	-3.56%	-5.07%
Warehouse Supervisor	Regional Private Sector	\$38,062	\$42,314	\$46,565
Private Sector Variance Min/Mid/Max		-18.61%	-11.89%	-6.40%
Combined Average Min/Mid/Max		\$34,732	\$40,486	\$46,239
Variance Combined Average Min/Mid/Max		-10.80%	-7.91%	-5.74%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Inventory Control Specialist			\$23,032	\$27,720	\$32,408

limited data

Maintenance Service Worker Warehouse Corsicana			\$25,455	\$30,681	\$35,907
No Match	Denison		-	-	-
No Match	Greenville		-	-	-
No Match	Jacksonville		-	-	-
No Match	Marshall		-	-	-
No Match	Mineral Wells		-	-	-
No Match	Mount Pleasant		-	-	-
No Match	Nacogdoches		-	-	-
No Match	Palestine		-	-	-
No Match	Sulphur Springs (actual salaries only)		-	-	-
Public Sector Average Min/Mid/Max			\$25,455	\$30,681	\$35,907
Public Sector Variance Min/Mid/Max			-9.52%	-9.65%	-9.74%
Inventory Control Specialist	Regional Private Sector		\$25,274	\$27,865	\$30,455
Private Sector Variance Min/Mid/Max			-8.87%	-0.52%	6.41%
Combined Average Min/Mid/Max			\$25,365	\$29,273	\$33,181
Variance Combined Average Min/Mid/Max			-9.20%	-5.30%	-2.33%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Municipal Judge					
mostly just flat rate and not full time					
	Judge/Court Administrator	Greenville	\$72,800	\$72,800	\$72,800
	Judge	Corsicana	\$55,211	\$55,211	\$55,211
	Judge/Court Administrator	Nacogdoches	\$54,912	\$64,096	\$73,280
	Municipal Court Judge	Palestine	\$39,999	\$39,999	\$39,999
	Municipal Court Judge	Jacksonville	\$28,371	\$28,954	\$29,536
	Municipal Judge	Mount Pleasant	\$27,500	\$27,500	\$27,500
	City Judge (Appointee)	Mineral Wells	\$21,718	\$26,907	\$32,095
		Denison	-	-	-
		Marshall	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max			\$42,930	\$45,067	\$47,203
Public Sector Variance Min/Mid/Max					

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Court Clerk			\$30,980	\$37,283	\$43,586

(+) City Clerk/Court Adminiistrator	Denison	\$56,493	\$69,396	\$82,299
Municipal Court Administrator	Mount Pleasant	\$50,694	\$58,419	\$66,144
Court Administrator	Palestine	\$44,907	\$56,139	\$67,371
Court Administrator/Court Clerk	Corsicana	\$41,435	\$49,942	\$58,448
Court Clerk	Mineral Wells	\$40,162	\$49,758	\$59,353
Court Administrator	Marshall	\$39,957	\$47,560	\$55,162
Court Administrator	Greenville	\$34,759	\$41,710	\$48,661
Court Clerk II	Jacksonville	\$37,378	\$37,378	\$37,378
	Nacogdoches	-	-	-
No Match	Sulphur Springs (actual salaries only)	-	-	-

Public Sector Average Min/Mid/Max	\$43,223	\$51,288	\$59,352
Public Sector Variance Min/Mid/Max	-28.33%	-27.31%	-26.56%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Clerk IV - Court			\$26,060	\$31,365	\$36,670

Municipal Court Clerk	Sulphur Springs (actual salaries only)	\$43,936	\$43,936	\$43,936
Municipal Court Clerk II	Greenville	\$33,295	\$39,955	\$46,614
Municipal Court Clerk	Mount Pleasant	\$34,312	\$39,541	\$44,769
Court Coordinator	Marshall	\$32,885	\$39,125	\$45,365
Sr. Deputy Court Clerk	Corsicana	\$30,504	\$36,767	\$43,029
Deputy Court Clerk	Palestine	\$29,245	\$36,546	\$43,846
Court Clerk	Denison	\$28,538	\$35,056	\$41,574
Court Clerk	Jacksonville	\$21,424	\$23,483	\$25,542
No Match	Mineral Wells	-	-	-
	Nacogdoches	-	-	-

Public Sector Average Min/Mid/Max \$31,767 \$36,801 \$41,834

Public Sector Variance Min/Mid/Max -17.97% -14.77% -12.35%

Court Clerk III	Regional Private Sector	\$29,762	\$32,337	\$34,912
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Private Sector Variance Min/Mid/Max -12.44% -3.01% 5.04%

Combined Average Min/Mid/Max \$30,765 \$34,569 \$38,373

Variance Combined Average Min/Mid/Max -15.29% -9.27% -4.44%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Clerk III - Court			\$22,472	\$27,044	\$31,616

Deputy Court Clerk	Greenville	\$30,371	\$36,446	\$42,521
Deputy Court Clerk	Corsicana	\$28,686	\$34,575	\$40,464
Deputy Court Clerk	Marshall	\$28,434	\$33,832	\$39,229
Court Clerk	Palestine	\$24,128	\$30,160	\$36,192
No Match	Denison	-	-	-
No Match	Jacksonville	-	-	-
No Match	Mineral Wells	-	-	-
No Match	Mount Pleasant	-	-	-
	Nacogdoches	-	-	-
	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max		\$27,905	\$33,753	\$39,602
Public Sector Variance Min/Mid/Max		-19.47%	-19.88%	-20.16%
Court Clerk II	Regional Private Sector	\$26,655	\$28,983	\$31,310
Private Sector Variance Min/Mid/Max		-15.69%	-6.69%	0.98%
Combined Average Min/Mid/Max		\$27,280	\$31,368	\$35,456
Variance Combined Average Min/Mid/Max		-17.62%	-13.78%	-10.83%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
City Clerk			\$57,431	\$69,119	\$80,808
Actual 85K	City Secretary	Sulphur Springs (actual salaries only)	\$98,427	\$98,427	\$98,427
	City Secretary/Finance Director	Marshall	\$78,894	\$93,985	\$109,075
	City Secretary	Greenville	\$80,905	\$80,905	\$80,905
	City Secretary	Nacogdoches	\$66,745	\$77,909	\$89,072
	Fin Dir/City Secretary	Corsicana	\$64,189	\$77,348	\$90,506
	City Secretary	Mount Pleasant	\$64,700	\$74,560	\$84,419
	City Clerk	Mineral Wells	\$58,300	\$72,228	\$86,156
	City Clerk/Court Administrator	Denison	\$56,493	\$69,396	\$82,299
	City Secretary	Palestine	\$54,226	\$67,938	\$81,649
	City Secretary	Jacksonville	\$55,786	\$55,786	\$55,786
Public Sector Average Min/Mid/Max			\$67,867	\$76,848	\$85,829
Public Sector Variance Min/Mid/Max			-15.38%	-10.06%	-5.85%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Deputy City Clerk			\$24,197	\$29,125	\$34,054
	Payroll/Deputy City Secty	Marshall	\$38,064	\$45,303	\$52,541
	Deputy City Secretary	Greenville	\$33,295	\$39,955	\$46,614
	No Match	Corsicana	-	-	-
	No Match	Denison	-	-	-
	No Match	Jacksonville	-	-	-
	No Match	Mineral Wells	-	-	-
	No Match	Mount Pleasant	-	-	-
	No Match	Nacogdoches	-	-	-
		Palestine	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
		Public Sector Average Min/Mid/Max	\$35,680	\$42,629	\$49,578
		Public Sector Variance Min/Mid/Max	-32.18%	-31.68%	-31.31%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
HR/Civil Service Director			\$57,431	\$69,119	\$80,808

wide array of data from high to low

Human Resources Director	Nacogdoches	\$98,613	\$111,913	\$125,212
Human Resources Director	Sulphur Springs (actual salaries only)	\$97,615	\$97,615	\$97,615
Human Resources Director	Greenville	\$75,707	\$93,385	\$111,063
HR Manager/Civil Service Dir	Marshall	\$64,937	\$77,355	\$89,773
Human Resources Manager	Mount Pleasant	\$64,700	\$74,560	\$84,419
Human Resources Director	Palestine	\$54,226	\$67,938	\$81,649
Employee Services Manager	Denison	\$42,162	\$51,792	\$61,422
	Corsicana	-	-	-
No Match	Jacksonville	-	-	-
	Mineral Wells	-	-	-
Public Sector Average Min/Mid/Max		\$71,137	\$82,080	\$93,022
Public Sector Variance Min/Mid/Max		-19.27%	-15.79%	-13.13%
Human Resources Manager/Director	Regional Private Sector	\$74,274	\$82,724	\$91,173
Private Sector Variance Min/Mid/Max		-22.68%	-16.45%	-11.37%
Combined Average Min/Mid/Max		\$72,706	\$82,402	\$92,097
Variance Combined Average Min/Mid/Max		-21.01%	-16.12%	-12.26%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
City Attorney			\$89,569	\$107,800	\$126,031
\$51,000	City Attorney	Nacogdoches	\$152,982	\$173,614	\$194,246
	City Attorney	Sulphur Springs (actual salaries only)	\$108,562	\$108,562	\$108,562
	City Attorney	Corsicana	-	-	-
		Denison	-	-	-
Contract - not an employee	No Match	Greenville	-	-	-
	No Match	Jacksonville	-	-	-
contracted service	No Match	Marshall	-	-	-
Consultant - not an employee	No Match	Mineral Wells	-	-	-
contracted service	No Match	Mount Pleasant	-	-	-
		Palestine	-	-	-
Public Sector Average Min/Mid/Max			\$130,772	\$141,088	\$151,404
Public Sector Variance Min/Mid/Max			-31.51%	-23.59%	-16.76%
	Legal Manager Attorney	Regional Private Sector	\$117,588	\$131,196	\$144,803
Private Sector Variance Min/Mid/Max			-23.83%	-17.83%	-12.96%
Combined Average Min/Mid/Max			\$124,180	\$136,142	\$148,104
Variance Combined Average Min/Mid/Max			-27.87%	-20.82%	-14.90%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Paralegal			\$39,655	\$47,725	\$55,796

insufficient data - no matches

Legal Assistant	Nacogdoches	\$39,025	\$45,552	\$52,078
No Match	Corsicana	-	-	-
No Match	Denison	-	-	-
No Match	Greenville	-	-	-
No Match	Jacksonville	-	-	-
No Match	Marshall	-	-	-
No Match	Mineral Wells	-	-	-
No Match	Mount Pleasant	-	-	-
No Match	Palestine	-	-	-
No Match	Sulphur Springs (actual salaries only)	-	-	-

Public Sector Average Min/Mid/Max **\$39,025 \$45,552 \$52,078**

Public Sector Variance Min/Mid/Max **1.61% 4.77% 7.14%**

Paralegal I	Regional Private Sector	\$38,545	\$43,106	\$47,666
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Private Sector Variance Min/Mid/Max **2.88% 10.72% 17.06%**

Combined Average Min/Mid/Max **\$38,785 \$44,329 \$49,872**

Variance Combined Average Min/Mid/Max **2.24% 7.66% 11.88%**

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Main Street Coordinator			\$38,686	\$46,560	\$54,434
	Main Street Manager	Mineral Wells	\$60,000	\$74,335	\$88,669
	Historic Sites/Main Street Manager	Nacogdoches	\$57,657	\$67,300	\$76,943
	Main Street Manager	Greenville	\$44,993	\$53,992	\$62,990
	Main Street Coordinator	Denison	\$38,230	\$46,962	\$55,694
	Main Street Coordinator	Marshall	\$38,064	\$45,303	\$52,541
	Main Street Manager	Palestine	\$30,909	\$38,626	\$46,342
		Corsicana	-	-	-
	No Match	Jacksonville	-	-	-
	No Match	Mount Pleasant	-	-	-
		Sulphur Springs (actual salaries only)	-	-	-
		Public Sector Average Min/Mid/Max	\$44,976	\$54,419	\$63,863
		Public Sector Variance Min/Mid/Max	-13.98%	-14.44%	-14.76%
	Economic Development Coord III	Regional Private Sector	\$58,181	\$65,268	\$72,354
		Private Sector Variance Min/Mid/Max	-33.51%	-28.66%	-24.77%
		Combined Average Min/Mid/Max	\$51,578	\$59,843	\$68,109
		Variance Combined Average Min/Mid/Max	-25.00%	-22.20%	-20.08%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Community Service Coordinator			\$35,050	\$42,183	\$49,315
	Marketing Asst/Spec Events Planner	Mount Pleasant	\$39,720	\$45,773	\$51,826
	Tourism & Promo Coordinator	Marshall	\$38,064	\$45,303	\$52,541
	Engagement Coordinator	Greenville	\$31,833	\$38,200	\$44,567
	No Match	Corsicana	-	-	-
		Denison	-	-	-
	No Match	Jacksonville	-	-	-
	No Match	Mineral Wells	-	-	-
		Nacogdoches	-	-	-
	No Match	Palestine	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
		Public Sector Average Min/Mid/Max	\$36,539	\$43,092	\$49,645
		Public Sector Variance Min/Mid/Max	-4.07%	-2.11%	-0.66%
	Marketing Associate	Regional Private Sector	\$40,198	\$44,857	\$49,516
		Private Sector Variance Min/Mid/Max	-12.81%	-5.96%	-0.41%
		Combined Average Min/Mid/Max	\$38,369	\$43,974	\$49,580
		Variance Combined Average Min/Mid/Max	-8.65%	-4.07%	-0.54%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Library Director			\$57,431	\$69,119	\$80,808
	Library Director	Greenville	\$75,707	\$93,385	\$111,063
	Library Manager	Nacogdoches	\$66,745	\$77,909	\$89,072
	Library Director	Corsicana	\$64,189	\$77,348	\$90,506
	Library Director	Mount Pleasant	\$75,000	\$75,000	\$75,000
	Director of Library	Denison	\$56,493	\$69,396	\$82,299
	Library Director	Sulphur Springs (actual salaries only)	\$68,019	\$68,019	\$68,019
	Library Director	Palestine	\$54,226	\$67,938	\$81,649
	Library Director	Marshall	\$56,139	\$66,851	\$77,563
	Library Manager	Mineral Wells	\$51,719	\$64,075	\$76,431
	Librarian	Jacksonville	\$54,517	\$54,517	\$54,517
		Public Sector Average Min/Mid/Max	\$62,275	\$71,444	\$80,612
		Public Sector Variance Min/Mid/Max	-7.78%	-3.25%	0.24%
	Library Director II	Regional Private Sector	\$67,425	\$75,209	\$82,992
		Private Sector Variance Min/Mid/Max	-14.82%	-8.10%	-2.63%
		Combined Average Min/Mid/Max	\$64,850	\$73,326	\$81,802
		Variance Combined Average Min/Mid/Max	-11.44%	-5.74%	-1.22%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Library Supervisor			\$30,222	\$36,374	\$42,526

Library Circulation Supervisor	Greenville	\$34,759	\$41,710	\$48,661
Library Clerk Supervisor	Sulphur Springs (actual salaries only)	\$40,857	\$40,857	\$40,857
Assistant Director/Cataloger	Corsicana	\$33,848	\$40,797	\$47,746
Librarian II	Palestine	\$31,387	\$39,125	\$46,862
Library Circulation Supervisor	Marshall	\$27,082	\$32,220	\$37,357
Circulation Sueprvisor	Jacksonville	\$25,709	\$25,709	\$25,709
No Match	Denison	-	-	-
	Mineral Wells	-	-	-
No Match	Mount Pleasant	-	-	-
	Nacogdoches	-	-	-
Public Sector Average Min/Mid/Max		\$32,274	\$36,736	\$41,199
Public Sector Variance Min/Mid/Max		-6.36%	-0.99%	3.22%
Library Supervisor	Regional Private Sector	\$38,752	\$43,169	\$47,585
Private Sector Variance Min/Mid/Max		-22.01%	-15.74%	-10.63%
Combined Average Min/Mid/Max		\$35,513	\$39,952	\$44,392
Variance Combined Average Min/Mid/Max		-14.90%	-8.96%	-4.20%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Child Librarian			\$29,484	\$35,486	\$41,488

Library Assistant II	Mount Pleasant	\$36,028	\$41,518	\$47,007
Youth Services Librarian	Denison	\$33,030	\$40,575	\$48,119
Children's Library Associate	Greenville	\$33,295	\$39,955	\$46,614
Children's Librarian	Mineral Wells	\$29,437	\$36,470	\$43,503
Librarian	Palestine	\$27,456	\$34,320	\$41,184
Director of Children - Library	Jacksonville	\$25,708	\$25,708	\$25,708
No Match	Corsicana	-	-	-
No Match	Marshall	-	-	-
No Match	Nacogdoches	-	-	-
No Match	Sulphur Springs (actual salaries only)	-	-	-

Public Sector Average Min/Mid/Max \$30,826 \$36,424 \$42,023

Public Sector Variance Min/Mid/Max -4.35% -2.58% -1.27%

Library Specialist III	Regional Private Sector	\$34,709	\$37,756	\$40,802
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Private Sector Variance Min/Mid/Max -15.05% -6.01% 1.68%

Combined Average Min/Mid/Max \$32,767 \$37,090 \$41,412

Variance Combined Average Min/Mid/Max -10.02% -4.32% 0.18%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Library Paraprofessional			\$25,426	\$30,600	\$35,774
	Cataloger	Greenville	\$31,833	\$38,197	\$44,560
	Library Assistant	Mount Pleasant	\$32,678	\$37,658	\$42,637
	Library Assistant	Denison	\$28,538	\$35,056	\$41,574
	Circulation Technician	Corsicana	\$28,686	\$34,575	\$40,464
	Library Assistant	Mineral Wells	\$26,543	\$32,885	\$39,226
	Cataloger	Nacogdoches	\$27,734	\$32,373	\$37,011
	Library Tech/Pub Svc Asst	Marshall	\$27,082	\$32,220	\$37,357
	Sr. Library Assistant	Palestine	\$25,147	\$31,429	\$37,710
	Library Clerk	Sulphur Springs (actual salaries only)	\$25,133	\$25,133	\$25,133
	No Match	Jacksonville	-	-	-
		Public Sector Average Min/Mid/Max	\$28,153	\$33,280	\$38,408
		Public Sector Variance Min/Mid/Max	-9.69%	-8.05%	-6.86%
	Library Technician II	Regional Private Sector	\$29,064	\$32,035	\$35,006
		Private Sector Variance Min/Mid/Max	-12.52%	-4.48%	2.19%
		Combined Average Min/Mid/Max	\$28,608	\$32,658	\$36,707
		Variance Combined Average Min/Mid/Max	-11.12%	-6.30%	-2.54%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Clerk III - Library			\$22,472	\$27,044	\$31,616

Library Clerk I	Mount Pleasant	\$29,640	\$34,157	\$38,673
Circulation Clerk	Nacogdoches	\$26,416	\$30,834	\$35,252
Library Assistant I	Palestine	\$23,670	\$29,578	\$35,485
Circulation Assistant	Greenville	\$23,062	\$27,674	\$32,286
No Match	Corsicana	-	-	-
No Match	Denison	-	-	-
	Jacksonville	-	-	-
No Match	Marshall	-	-	-
No Match	Mineral Wells	-	-	-
No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max		\$25,697	\$30,561	\$35,424
Public Sector Variance Min/Mid/Max		-12.55%	-11.51%	-10.75%
Library Assistant III	Regional Private Sector	\$30,334	\$32,730	\$35,125
Private Sector Variance Min/Mid/Max		-25.92%	-17.37%	-9.99%
Combined Average Min/Mid/Max		\$28,016	\$31,645	\$35,275
Variance Combined Average Min/Mid/Max		-19.79%	-14.54%	-10.37%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Senior Network Administrator			\$42,700	\$51,394	\$60,087

System & Security Administrator	Denison	\$51,230	\$62,932	\$74,633
Systems Administrator	Nacogdoches	\$52,297	\$61,044	\$69,790
Computer Support Specialist	Mineral Wells	\$46,597	\$57,729	\$68,861
Information Tech Network Spec	Greenville	\$46,455	\$55,746	\$65,036
IT Tech/Emerg Mgt Coordinator	Marshall	\$46,218	\$55,016	\$63,814
Information Systems Technician	Corsicana	\$44,621	\$53,782	\$62,942
No Match	Jacksonville	-	-	-
No Match	Mount Pleasant	-	-	-
No Match	Palestine	-	-	-
No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max		\$47,903	\$57,708	\$67,513
Public Sector Variance Min/Mid/Max		-10.86%	-10.94%	-11.00%
Network Administrator II	Regional Private Sector	\$58,086	\$64,834	\$71,581
Private Sector Variance Min/Mid/Max		-26.49%	-20.73%	-16.06%
Combined Average Min/Mid/Max		\$52,995	\$61,271	\$69,547
Variance Combined Average Min/Mid/Max		-19.43%	-16.12%	-13.60%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
MIS Administrator			\$42,700	\$51,394	\$60,087

Systems Administrator	Nacogdoches	\$52,297	\$61,044	\$69,790
Computer Support Specialist	Mineral Wells	\$46,597	\$57,729	\$68,861
IT Technician	Marshall	\$44,034	\$55,059	\$66,084
Senior IT Support Technician	Denison	\$40,144	\$49,313	\$58,482
No Match	Corsicana	-	-	-
	Greenville	-	-	-
No Match	Jacksonville	-	-	-
No Match	Mount Pleasant	-	-	-
No Match	Palestine	-	-	-
No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max		\$45,768	\$55,786	\$65,804
Public Sector Variance Min/Mid/Max		-6.70%	-7.87%	-8.69%
Information Systems Analyst II	Regional Private Sector	\$58,122	\$64,420	\$70,718
Private Sector Variance Min/Mid/Max		-26.53%	-20.22%	-15.03%
Combined Average Min/Mid/Max		\$51,945	\$60,103	\$68,261
Variance Combined Average Min/Mid/Max		-17.80%	-14.49%	-11.97%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
City Engineer			\$83,175	\$100,105	\$117,035

slight data array concern, limited data

City Engineer	Mount Pleasant	\$120,000	\$120,000	\$120,000
City Engineer	Sulphur Springs (actual salaries only)	\$88,558	\$88,558	\$88,558
Engineering Director	Corsicana	\$64,189	\$77,348	\$90,506
No Match	Denison	-	-	-
No Match	Greenville	-	-	-
No Match	Jacksonville	-	-	-
No Match	Marshall	-	-	-
No Match	Mineral Wells	-	-	-
No Match	Nacogdoches	-	-	-
No Match	Palestine	-	-	-
Public Sector Average Min/Mid/Max		\$90,916	\$95,302	\$99,688
Public Sector Variance Min/Mid/Max		-8.51%	5.04%	17.40%
Engineering Manager	Regional Private Sector	\$93,315	\$104,309	\$115,302
Private Sector Variance Min/Mid/Max		-10.87%	-4.03%	1.50%
Combined Average Min/Mid/Max		\$92,115	\$99,805	\$107,495
Variance Combined Average Min/Mid/Max		-9.71%	0.30%	8.87%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Director of Planning & Community Development			\$73,513	\$88,476	\$103,438
	City Planner	Nacogdoches	\$85,186	\$99,434	\$113,681
	Community Development Director	Sulphur Springs (actual salaries only)	\$97,068	\$97,068	\$97,068
	Community Development Director	Greenville	\$75,707	\$93,385	\$111,063
	Planning & Development Director	Marshall	\$71,573	\$85,260	\$98,946
	Planning Director	Denison	\$59,301	\$72,846	\$86,390
	Development Services Director	Palestine	\$58,282	\$72,842	\$87,402
		Corsicana	-	-	-
	No Match	Jacksonville	-	-	-
	No Match	Mineral Wells	-	-	-
	No Match	Mount Pleasant	-	-	-
Public Sector Average Min/Mid/Max			\$74,520	\$86,806	\$99,092
Public Sector Variance Min/Mid/Max			-1.35%	1.92%	4.39%
	Planning & Development Manager	Regional Private Sector	\$113,910	\$127,455	\$140,999
Private Sector Variance Min/Mid/Max			-35.46%	-30.58%	-26.64%
Combined Average Min/Mid/Max			\$94,215	\$107,130	\$120,045
Variance Combined Average Min/Mid/Max			-21.97%	-17.41%	-13.83%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Chief Building Official/Assistant Director of Community Development			\$58,860	\$70,845	\$82,830
	Building Official	Mount Pleasant	\$72,925	\$72,925	\$72,925
	Code Enforcement Manager	Greenville	\$59,771	\$71,729	\$83,687
	Building Official	Denison	\$56,493	\$69,396	\$82,299
	Planning & Zoning Manager	Corsicana	\$54,559	\$65,656	\$76,753
	Building Official	Sulphur Springs (actual salaries only)	\$65,000	\$65,000	\$65,000
	Building Official	Mineral Wells	\$55,891	\$64,408	\$72,925
	No Match	Jacksonville	-	-	-
	No Match	Marshall	-	-	-
	No Match	Nacogdoches	-	-	-
	No Match	Palestine	-	-	-
Public Sector Average Min/Mid/Max			\$60,773	\$68,186	\$75,598
Public Sector Variance Min/Mid/Max			-3.15%	3.90%	9.57%
	Community Development Manager III	Regional Private Sector	\$73,581	\$82,045	\$90,508
Private Sector Variance Min/Mid/Max			-20.01%	-13.65%	-8.48%
Combined Average Min/Mid/Max			\$67,177	\$75,115	\$83,053
Variance Combined Average Min/Mid/Max			-12.38%	-5.68%	-0.27%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Building Inspector			\$37,744	\$45,424	\$53,104
	Dev Services Bldg Inspector	Palestine	\$45,219	\$56,535	\$67,850
	Building Inspector	Corsicana	\$46,303	\$55,809	\$65,315
	Building Inspector	Greenville	\$40,607	\$48,728	\$56,849
	Building Inspector	Nacogdoches	\$40,976	\$47,829	\$54,682
	Building Inspector	Denison	\$38,230	\$46,962	\$55,694
	Inspectors - Electrical, Plumbing	Marshall	\$38,064	\$45,303	\$52,541
	Code Enf Officer/Building Inspector	Mineral Wells	\$35,065	\$43,442	\$51,819
	No Match	Jacksonville	-	-	-
	No Match	Mount Pleasant	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
		Public Sector Average Min/Mid/Max	\$40,638	\$49,230	\$57,821
		Public Sector Variance Min/Mid/Max	-7.12%	-7.73%	-8.16%
	Building Inspector II	Regional Private Sector	\$48,202	\$53,911	\$59,619
		Private Sector Variance Min/Mid/Max	-21.70%	-15.74%	-10.93%
		Combined Average Min/Mid/Max	\$44,420	\$51,570	\$58,720
		Variance Combined Average Min/Mid/Max	-15.03%	-11.92%	-9.56%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Code Enforcement Officer			\$33,361	\$40,149	\$46,937
	Code Compliance Officer	Corsicana	\$35,816	\$43,184	\$50,552
	Code Compliance Officer	Denison	\$36,420	\$44,739	\$53,058
	Code Enforcement Officer	Greenville	\$40,607	\$48,728	\$56,849
	Code Enforcement Officer	Jacksonville	\$31,200	\$31,200	\$31,200
	Neighborhood Svcs Offr - Code	Marshall	\$31,325	\$37,274	\$43,222
	Code Enf Officer/Building Inspector	Mineral Wells	\$35,065	\$43,442	\$51,819
	Code Enforcement Officer I-II	Mount Pleasant	\$36,027	\$43,927	\$51,826
	Code Enforcement Officer	Nacogdoches	\$37,166	\$43,383	\$49,599
	Code Enforcement Officer	Palestine	\$29,120	\$36,400	\$43,680
		Public Sector Average Min/Mid/Max	\$34,750	\$41,364	\$47,978
		Public Sector Variance Min/Mid/Max	-4.00%	-2.94%	-2.17%
Actual salary 66k	Code Enforcement Officer	Sulphur Springs (actual salaries only)	\$66,042	\$66,042	\$66,042

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Permit Technician			\$30,222	\$36,374	\$42,526
	Admin Asst Comm Development	Sulphur Springs (actual salaries only)	\$47,457	\$47,457	\$47,457
	Code Enforcement Secretary	Mineral Wells	\$30,470	\$37,750	\$45,030
	Permit Technician	Denison	\$29,952	\$36,793	\$43,634
	Permit Technician	Nacogdoches	\$30,577	\$35,691	\$40,805
	Secretary -Inspections	Corsicana	\$28,686	\$34,575	\$40,464
	Permit Technician	Marshall	\$25,792	\$30,691	\$35,589
	Admin - Development	Palestine	\$24,086	\$30,118	\$36,150
	Code Enforcement/Permit Clerk	Greenville	\$24,523	\$29,428	\$34,332
	No Match	Jacksonville	-	-	-
	No Match	Mount Pleasant	-	-	-
Public Sector Average Min/Mid/Max			\$30,193	\$35,313	\$40,433
Public Sector Variance Min/Mid/Max			0.10%	3.01%	5.18%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
CIP Superintendent/Sr Construction Inspector			\$40,643	\$48,914	\$57,185
limited data					
	Utility Construction Inspector	Nacogdoches	\$43,025	\$50,221	\$57,416
	Construction Inspector	Greenville	\$39,145	\$46,974	\$54,803
		Corsicana	-	-	-
	No Match	Denison	-	-	-
	No Match	Jacksonville	-	-	-
	No Match	Marshall	-	-	-
	No Match	Mineral Wells	-	-	-
	No Match	Mount Pleasant	-	-	-
	No Match	Palestine	-	-	-
		Sulphur Springs (actual salaries only)	-	-	-
		Public Sector Average Min/Mid/Max	\$41,085	\$48,597	\$56,110
		Public Sector Variance Min/Mid/Max	-1.08%	0.65%	1.92%
	Construction Inspector II	Regional Private Sector	\$41,906	\$46,897	\$51,887
		Private Sector Variance Min/Mid/Max	-3.01%	4.30%	10.21%
		Combined Average Min/Mid/Max	\$41,496	\$47,747	\$53,998
		Variance Combined Average Min/Mid/Max	-2.05%	2.44%	5.90%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Construction Inspector			\$33,361	\$40,149	\$46,937

limited data

Construction Inspector	Greenville	\$39,145	\$46,974	\$54,803
Utilites Field Inspector	Mineral Wells	\$35,065	\$43,442	\$51,819
No Match	Corsicana	-	-	-
No Match	Denison	-	-	-
No Match	Jacksonville	-	-	-
No Match	Marshall	-	-	-
No Match	Mount Pleasant	-	-	-
No Match	Nacogdoches	-	-	-
No Match	Palestine	-	-	-
No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max		\$37,105	\$45,208	\$53,311
Public Sector Variance Min/Mid/Max		-10.09%	-11.19%	-11.96%
Construction Inspector I	Regional Private Sector	\$36,922	\$41,295	\$45,667
Private Sector Variance Min/Mid/Max		-9.64%	-2.77%	2.78%
Combined Average Min/Mid/Max		\$37,014	\$43,251	\$49,489
Variance Combined Average Min/Mid/Max		-9.87%	-7.17%	-5.16%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Engineering Technician			\$38,686	\$46,560	\$54,434
	Engineering Technician	Sulphur Springs (actual salaries only)	\$66,000	\$66,000	\$66,000
	Engineering Technician	Mineral Wells	\$46,597	\$57,729	\$68,861
	Engineering Technician	Palestine	\$41,309	\$51,626	\$61,942
	Engineering Technician	Nacogdoches	\$43,025	\$50,221	\$57,416
	Engineering Technician	Greenville	\$40,246	\$47,525	\$54,803
	Engineering Technician	Denison	\$38,230	\$46,962	\$55,694
	Engineering Services Technician	Marshall	\$27,082	\$32,220	\$37,357
	No Match	Corsicana	-	-	-
	No Match	Jacksonville	-	-	-
	No Match	Mount Pleasant	-	-	-
		Public Sector Average Min/Mid/Max	\$43,213	\$50,326	\$57,439
		Public Sector Variance Min/Mid/Max	-10.48%	-7.48%	-5.23%
	Engineering Technician	Regional Private Sector	\$39,949	\$44,444	\$48,938
		Private Sector Variance Min/Mid/Max	-3.16%	4.76%	11.23%
		Combined Average Min/Mid/Max	\$41,581	\$47,385	\$53,189
		Variance Combined Average Min/Mid/Max	-6.96%	-1.74%	2.34%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
GIS Coordinator			\$35,050	\$42,183	\$49,315
	GIS/CAD Technician	Corsicana	\$41,435	\$49,942	\$58,448
	GIS Analyst	Denison	\$40,144	\$49,315	\$58,485
	GIS Technician	Greenville	\$36,219	\$43,463	\$50,707
	Plans Exam/Mapping Technician	Marshall	\$36,254	\$43,170	\$50,086
	GIS Technician	Nacogdoches	\$30,577	\$35,691	\$40,805
	No Match	Jacksonville	-	-	-
	No Match	Mineral Wells	-	-	-
	No Match	Mount Pleasant	-	-	-
	No Match	Palestine	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
		Public Sector Average Min/Mid/Max	\$36,926	\$44,316	\$51,706
		Public Sector Variance Min/Mid/Max	-5.08%	-4.81%	-4.62%
II=42462-52617	GIS Technician III	Regional Private Sector	\$38,091	\$42,680	\$47,268
		Private Sector Variance Min/Mid/Max	-7.98%	-1.16%	4.33%
		Combined Average Min/Mid/Max	\$37,508	\$43,498	\$49,487
		Variance Combined Average Min/Mid/Max	-6.55%	-3.02%	-0.35%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
CAD Technician			\$29,484	\$35,486	\$41,488

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GIS/CAD Tech	Corsicana	\$41,435	\$49,942	\$58,448
No Match	Denison	-	-	-
No Match	Greenville	-	-	-
No Match	Jacksonville	-	-	-
No Match	Marshall	-	-	-
No Match	Mineral Wells	-	-	-
No Match	Mount Pleasant	-	-	-
No Match	Nacogdoches	-	-	-
No Match	Palestine	-	-	-
No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max		\$41,435	\$49,942	\$58,448
Public Sector Variance Min/Mid/Max		-28.84%	-28.94%	-29.02%
CAD Technician	Regional Private Sector	\$37,367	\$41,552	\$45,736
Private Sector Variance Min/Mid/Max		-21.10%	-14.60%	-9.29%
Combined Average Min/Mid/Max		\$39,401	\$45,747	\$52,092
Variance Combined Average Min/Mid/Max		-25.17%	-22.43%	-20.36%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Public Works Director			\$73,513	\$75,475	\$77,438
	Director of Public Works	Nacogdoches	\$108,721	\$123,384	\$138,047
	Director of Public Works	Denison	\$96,616	\$118,684	\$140,751
	Public Works Director	Mount Pleasant	\$115,000	\$115,000	\$115,000
	Director of Public Works	Greenville	\$90,318	\$108,382	\$126,446
	Public Services Director	Marshall	\$86,965	\$103,626	\$120,286
	Public Works Director	Sulphur Springs (actual salaries only)	\$103,056	\$103,056	\$103,056
	Public Services Director	Mineral Wells	\$81,553	\$101,037	\$120,520
	Public Works Director	Corsicana	\$75,484	\$91,061	\$106,637
	Director of Public & Community Svcs	Jacksonville	\$79,830	\$79,830	\$79,830
over Airport, PW, Sts, SW, Utilites	Utilities Director	Palestine	\$57,200	\$71,490	\$85,779
Public Sector Average Min/Mid/Max			\$89,474	\$101,555	\$113,635
Public Sector Variance Min/Mid/Max			-17.84%	-25.68%	-31.85%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Maintenance Supervisor			\$30,222	\$36,374	\$42,526
	Utility Foreman	Greenville	\$39,145	\$46,974	\$54,803
	Foreman	Denison	\$38,230	\$46,962	\$55,694
	Util Construction Supervisor	Nacogdoches	\$39,025	\$45,552	\$52,078
	Crew Chief Water Utilities	Marshall	\$38,064	\$45,303	\$52,541
	Streets Foreman, Water Supervisor	Jacksonville	\$34,278	\$42,848	\$51,418
	Water/Sewer Crew Leader	Sulphur Springs (actual salaries only)	\$41,510	\$41,510	\$41,510
	Maintenance Chief WTP	Corsicana	\$33,848	\$40,797	\$47,746
	Utilities Foreman	Palestine	\$32,448	\$40,560	\$48,672
		Mineral Wells	-	-	-
	No Match	Mount Pleasant	-	-	-
Public Sector Average Min/Mid/Max			\$37,069	\$43,813	\$50,558
Public Sector Variance Min/Mid/Max			-18.47%	-16.98%	-15.89%
	Foreman	Regional Private Sector	\$38,762	\$43,075	\$47,387
Private Sector Variance Min/Mid/Max			-22.03%	-15.56%	-10.26%
Combined Average Min/Mid/Max			\$37,915	\$43,444	\$48,972
Variance Combined Average Min/Mid/Max			-20.29%	-16.27%	-13.16%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Maintenance 4			\$26,711	\$32,149	\$37,586
	Utilities Tech III	Mount Pleasant	\$37,828	\$43,593	\$49,358
	Utilities Crew Leader	Denison	\$34,674	\$42,594	\$50,513
	Utilities Crew Leader (Coll & Dist)	Greenville	\$33,295	\$39,955	\$46,614
	Crew Chief - Streets	Corsicana	\$29,829	\$35,953	\$42,077
	Heavy Equip Operator	Marshall	\$29,848	\$35,527	\$41,205
	Utilities or St Equip Operator	Palestine	\$26,624	\$33,280	\$39,936
	No Match	Jacksonville	-	-	-
		Mineral Wells	-	-	-
	No Match	Nacogdoches	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
		Public Sector Average Min/Mid/Max	\$32,016	\$38,483	\$44,951
		Public Sector Variance Min/Mid/Max	-16.57%	-16.46%	-16.38%
	Maintenance Service Worker III	Regional Private Sector	\$34,901	\$38,758	\$42,615
		Private Sector Variance Min/Mid/Max	-23.47%	-17.05%	-11.80%
		Combined Average Min/Mid/Max	\$33,459	\$38,621	\$43,783
		Variance Combined Average Min/Mid/Max	-20.17%	-16.76%	-14.15%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Maintenance 3			\$24,197	\$29,125	\$34,054

Capital Const CDL Operator	Sulphur Springs (actual salaries only)	\$41,543	\$41,543	\$41,543
Equipment Operator II	Nacogdoches	\$35,396	\$41,317	\$47,237
Street, Pks, Util Tech II	Mount Pleasant	\$34,312	\$39,541	\$44,769
Maintenance Technicain	Mineral Wells	\$31,114	\$38,547	\$45,980
Crew Lead	Denison	\$29,952	\$36,793	\$43,634
Repairman II Utility Line Replacement	Corsicana	\$30,504	\$36,767	\$43,029
Utility Worker II	Greenville	\$28,911	\$34,693	\$40,474
Light Equipment Operator	Marshall	\$27,082	\$32,220	\$37,357
Utilities Maintenance Lead	Palestine	\$24,128	\$30,145	\$36,162
Laborer III	Jacksonville	\$25,709	\$28,007	\$30,306

Public Sector Average Min/Mid/Max \$30,865 \$35,957 \$41,049

Public Sector Variance Min/Mid/Max -21.60% -19.00% -17.04%

Maintenance Service Worker II	Regional Private Sector	\$33,618	\$36,491	\$39,363
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Private Sector Variance Min/Mid/Max -28.02% -20.18% -13.49%

Combined Average Min/Mid/Max \$32,242 \$36,224 \$40,206

Variance Combined Average Min/Mid/Max -24.95% -19.60% -15.30%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Maintenance 2			\$21,387	\$25,743	\$30,098

Street, Pks, Util Tech I	Mount Pleasant	\$31,122	\$35,865	\$40,607
Equipment Operator I	Denison	\$28,538	\$35,056	\$41,574
Capital Construction Labor	Sulphur Springs (actual salaries only)	\$33,536	\$33,536	\$33,536
Laborer II	Nacogdoches	\$27,734	\$32,373	\$37,011
Utility Worker I	Greenville	\$25,986	\$31,183	\$36,379
Repairman I	Corsicana	\$25,455	\$30,681	\$35,907
Utilities Maint Worker	Palestine	\$23,296	\$29,120	\$34,944
Laborer II	Jacksonville	\$23,566	\$26,780	\$29,994
No Match	Marshall	-	-	-
	Mineral Wells	-	-	-
Public Sector Average Min/Mid/Max		\$27,404	\$31,824	\$36,244
Public Sector Variance Min/Mid/Max		-21.96%	-19.11%	-16.96%
Maintenance Service Worker I	Regional Private Sector	\$29,669	\$32,202	\$34,734
Private Sector Variance Min/Mid/Max		-27.91%	-20.06%	-13.35%
Combined Average Min/Mid/Max		\$28,537	\$32,013	\$35,489
Variance Combined Average Min/Mid/Max		-25.05%	-19.59%	-15.19%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Maintenance 1			\$20,359	\$24,501	\$28,644

Utility Technician I	Mount Pleasant	\$31,120	\$35,864	\$40,607
Utility Worker	Denison	\$28,262	\$33,918	\$39,574
Parks Maintenance Worker	Sulphur Springs (actual salaries only)	\$32,255	\$32,255	\$32,255
Laborer I	Nacogdoches	\$26,416	\$30,834	\$35,252
Pks or Sts Maint Worker	Greenville	\$26,790	\$30,561	\$34,332
Laborer	Corsicana	\$23,567	\$28,406	\$33,244
FT Parks Maiint	Palestine	\$21,632	\$27,060	\$32,488
Laborer I	Jacksonville	\$21,424	\$24,866	\$28,309
	Marshall	-	-	-
No Match	Mineral Wells	-	-	-
Public Sector Average Min/Mid/Max		\$26,433	\$30,470	\$34,508
Public Sector Variance Min/Mid/Max		-22.98%	-19.59%	-16.99%
Laborer II	Regional Private Sector	\$23,412	\$25,468	\$27,524
Private Sector Variance Min/Mid/Max		-13.04%	-3.79%	4.07%
Combined Average Min/Mid/Max		\$24,923	\$27,969	\$31,016
Variance Combined Average Min/Mid/Max		-18.31%	-12.40%	-7.65%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Recreation Supervisor			\$30,222	\$36,374	\$42,526
	Recreation Supervisor	Nacogdoches	\$39,025	\$45,552	\$52,078
	Activity Director	Corsicana	\$35,816	\$43,169	\$50,522
	Recreation Coordinator	Denison	\$34,674	\$42,594	\$50,513
	Recreation Coordinator	Greenville	\$33,295	\$39,955	\$46,614
	Recreation Coordinator	Mineral Wells	\$31,768	\$39,358	\$46,947
	Sr Citizens Program Dir	Sulphur Springs (actual salaries only)	\$37,600	\$37,600	\$37,600
	Youth Services Manager	Marshall	\$31,325	\$37,274	\$43,222
	No Match	Jacksonville	-	-	-
	No Match	Mount Pleasant	-	-	-
	No Match	Palestine	-	-	-
Public Sector Average Min/Mid/Max			\$34,786	\$40,786	\$46,785
Public Sector Variance Min/Mid/Max			-13.12%	-10.82%	-9.10%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Parks & ROW Superintendent			\$40,643	\$48,914	\$57,185
	Parks Maintenance Superintendent	Denison	\$51,230	\$62,932	\$74,633
	Park Services Manager	Greenville	\$49,379	\$59,254	\$69,129
	Parks Foreman	Mount Pleasant	\$50,694	\$58,419	\$66,144
	Superintendent - Parks & Recreation	Corsicana	\$46,303	\$55,809	\$65,315
	Foreman	Marshall	\$39,957	\$47,559	\$55,161
	Parks Supervisor	Nacogdoches	\$39,025	\$45,552	\$52,078
	Parks Crew Leader	Sulphur Springs (actual salaries only)	\$40,819	\$40,819	\$40,819
	No Match	Jacksonville	-	-	-
		Mineral Wells	-	-	-
	No Match	Palestine	-	-	-
Public Sector Average Min/Mid/Max			\$45,344	\$52,906	\$60,468
Public Sector Variance Min/Mid/Max			-10.37%	-7.55%	-5.43%
	Maintenance Supervisor	Regional Private Sector	\$46,756	\$51,900	\$57,044
Private Sector Variance Min/Mid/Max			-13.07%	-5.75%	0.25%
Combined Average Min/Mid/Max			\$46,050	\$52,403	\$58,756
Variance Combined Average Min/Mid/Max			-11.74%	-6.66%	-2.67%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Street Superintendent			\$40,643	\$48,914	\$57,185
	Street Superintendent	Denison	\$51,230	\$62,932	\$74,633
	Street/Traffic Superintendent	Greenville	\$53,837	\$62,508	\$71,179
	Streets Foreman	Mount Pleasant	\$50,694	\$58,419	\$66,144
	Streets Superintendent	Nacogdoches	\$49,806	\$58,137	\$66,467
	Street Maintenance Supervisor	Mineral Wells	\$41,446	\$51,348	\$61,249
	Division Manager - Street	Corsicana	\$41,435	\$49,942	\$58,448
Asst Director 64938-89773	Crew Supv - PW	Marshall	\$39,957	\$47,560	\$55,162
Streets Director 54226-81649	Streets Supervisor	Palestine	\$37,440	\$46,800	\$56,160
		Jacksonville	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
		Public Sector Average Min/Mid/Max	\$45,731	\$54,705	\$63,680
		Public Sector Variance Min/Mid/Max	-11.13%	-10.59%	-10.20%
	Maintenance Supervisor	Regional Private Sector	\$46,756	\$51,900	\$57,044
		Private Sector Variance Min/Mid/Max	-13.07%	-5.75%	0.25%
		Combined Average Min/Mid/Max	\$46,243	\$53,303	\$60,362
		Variance Combined Average Min/Mid/Max	-12.11%	-8.23%	-5.26%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Garage Superintendent			\$40,643	\$48,914	\$57,185

	Garage Superintendent	Nacogdoches	\$54,912	\$64,096	\$73,280
	Fleet Services Superintendent	Denison	\$51,230	\$62,932	\$74,633
	Central Services Superintendent	Greenville	\$49,379	\$59,254	\$69,129
	Fleet Foreman	Mount Pleasant	\$50,694	\$58,419	\$66,144
	Fleet Lead Mechanic	Mineral Wells	\$46,597	\$57,729	\$68,861
	Chief Maintenance Mechanic	Marshall	\$41,954	\$49,972	\$57,990
	Fleet Maintenance Supervisor	Palestine	\$37,440	\$46,800	\$56,160
(only fleet job)	Vehicle/Equip Maintenance	Sulphur Springs (actual salaries only)	\$42,973	\$42,973	\$42,973
	No Match	Corsicana	-	-	-
	No Match	Jacksonville	-	-	-
Public Sector Average Min/Mid/Max			\$46,897	\$55,272	\$63,646
Public Sector Variance Min/Mid/Max			-13.34%	-11.50%	-10.15%
	Garage Supervisor	Regional Private Sector	\$42,731	\$47,863	\$52,995
Private Sector Variance Min/Mid/Max			-4.89%	2.20%	7.91%
Combined Average Min/Mid/Max			\$44,814	\$51,567	\$58,321
Variance Combined Average Min/Mid/Max			-9.31%	-5.15%	-1.95%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Mechanic 3			\$28,061	\$33,776	\$39,491
	Fleet Tech II	Mount Pleasant	\$41,706	\$48,062	\$54,417
	Lead Auto Mechanic	Nacogdoches	\$39,025	\$45,552	\$52,078
	Senior Mechanic	Mineral Wells	\$35,256	\$43,679	\$52,102
	Mechanic	Denison	\$33,030	\$40,575	\$48,119
	Fleet Maintenance Tech II	Greenville	\$33,295	\$39,955	\$46,614
	Auto Mechanic III	Marshall	\$31,325	\$37,274	\$43,222
	Senior Vehicle Specialist	Palestine	\$27,456	\$34,320	\$41,184
	No Match	Corsicana	-	-	-
	No Match	Jacksonville	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
		Public Sector Average Min/Mid/Max	\$34,442	\$41,345	\$48,248
		Public Sector Variance Min/Mid/Max	-18.53%	-18.31%	-18.15%
	Automotive Mechanic II	Regional Private Sector	\$36,335	\$39,711	\$43,086
		Private Sector Variance Min/Mid/Max	-22.77%	-14.94%	-8.34%
		Combined Average Min/Mid/Max	\$35,388	\$40,528	\$45,667
		Variance Combined Average Min/Mid/Max	-20.71%	-16.66%	-13.52%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Mechanic 2			\$26,711	\$32,149	\$37,586
	Fleet Tech I	Mount Pleasant	\$37,829	\$43,594	\$49,358
	Equipment Mechanic	Nacogdoches	\$35,396	\$41,317	\$47,237
	Fleet Maintenance Technician I	Greenville	\$33,496	\$39,032	\$44,567
	Fleet Maintenance Technician	Denison	\$28,262	\$33,918	\$39,574
	Vehicle Service Specialist	Palestine	\$25,792	\$32,240	\$38,688
	Auto Mechanic II	Marshall	\$27,082	\$32,220	\$37,357
	No Match	Corsicana	-	-	-
	No Match	Jacksonville	-	-	-
	No Match	Mineral Wells	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
		Public Sector Average Min/Mid/Max	\$31,310	\$37,053	\$42,797
		Public Sector Variance Min/Mid/Max	-14.69%	-13.24%	-12.18%
	Automotive Mechanic I	Regional Private Sector	\$28,500	\$31,633	\$34,766
		Private Sector Variance Min/Mid/Max	-6.28%	1.63%	8.11%
		Combined Average Min/Mid/Max	\$29,905	\$34,343	\$38,781
		Variance Combined Average Min/Mid/Max	-10.68%	-6.39%	-3.08%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Mechanic 1			\$24,800	\$29,850	\$34,900

Automotive/Equipment Technician	Nacogdoches	\$29,121	\$33,992	\$38,862
Fleet Maintenance Trainee	Greenville	\$25,986	\$31,183	\$36,379
Mechanic Assistant	Corsicana	\$25,455	\$30,681	\$35,907
No Match	Denison	-	-	-
No Match	Jacksonville	-	-	-
No Match	Marshall	-	-	-
No Match	Mineral Wells	-	-	-
No Match	Mount Pleasant	-	-	-
No Match	Palestine	-	-	-
No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max		\$26,854	\$31,952	\$37,049
Public Sector Variance Min/Mid/Max		-7.65%	-6.58%	-5.80%
Automotive Servicer	Regional Private Sector	\$24,827	\$26,621	\$28,414
Private Sector Variance Min/Mid/Max		-0.11%	12.13%	22.83%
Combined Average Min/Mid/Max		\$25,841	\$29,286	\$32,732
Variance Combined Average Min/Mid/Max		-4.03%	1.93%	6.62%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
SW/Traffic Superintendent			\$40,643	\$48,914	\$57,185
contracted service	Solid Waste Superintendent	Denison	\$53,788	\$66,074	\$78,360
	Street/Traffic Superintendent	Greenville	\$53,837	\$62,508	\$71,179
	Superintendent - Sanitation/Landfill	Corsicana	\$49,889	\$60,131	\$70,373
	Sanitation Superintendent	Nacogdoches	\$49,806	\$58,137	\$66,467
	No Match	Jacksonville	-	-	-
	No Match	Marshall	-	-	-
	No Match	Mineral Wells	-	-	-
	No Match	Mount Pleasant	-	-	-
	No Match	Palestine	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max			\$51,830	\$61,712	\$71,595
Public Sector Variance Min/Mid/Max			-21.58%	-20.74%	-20.13%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Solid Waste Collector/Driver			\$24,800	\$29,850	\$34,900

Sanitation Truck Driver	Jacksonville	\$34,278	\$42,848	\$51,418
Equipment Operator I	Denison	\$28,538	\$35,056	\$41,574
Light Equipment Op -Bulk Soild Wst	Corsicana	\$27,549	\$33,205	\$38,861
Equipment Operator I	Nacogdoches	\$29,121	\$31,492	\$33,862
No Match	Greenville	-	-	-
No Match	Marshall	-	-	-
No Match	Mineral Wells	-	-	-
No Match	Mount Pleasant	-	-	-
No Match	Palestine	-	-	-
No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max		\$29,872	\$35,650	\$41,429
Public Sector Variance Min/Mid/Max		-16.98%	-16.27%	-15.76%
Garbage Truck Driver	Regional Private Sector	\$29,111	\$31,838	\$34,565
Private Sector Variance Min/Mid/Max		-14.81%	-6.24%	0.97%
Combined Average Min/Mid/Max		\$29,491	\$33,744	\$37,997
Variance Combined Average Min/Mid/Max		-15.91%	-11.54%	-8.15%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Street Sweeper			\$24,800	\$29,850	\$34,900
	Equipment Operator I	Denison	\$28,538	\$35,056	\$41,574
	Light Equipment Op -Bulk Solid Waste	Corsicana	\$27,549	\$33,205	\$38,861
	Equipment Operator I	Nacogdoches	\$29,121	\$31,492	\$33,862
	Equipment Operator I	Jacksonville	\$25,709	\$30,274	\$34,840
	No Match	Greenville	-	-	-
	No Match	Marshall	-	-	-
	No Match	Mineral Wells	-	-	-
	No Match	Mount Pleasant	-	-	-
	No Match	Palestine	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max			\$27,729	\$32,507	\$37,284
Public Sector Variance Min/Mid/Max			-10.56%	-8.17%	-6.39%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Solid Waste Collector			\$23,608	\$28,414	\$33,220

	Utility Worker	Denison	\$28,262	\$33,918	\$39,574
	Laborer - Solid Waste	Corsicana	\$23,567	\$28,406	\$33,244
	Laborer I-III	Jacksonville	\$21,424	\$25,865	\$30,306
	No Match	Greenville	-	-	-
	No Match	Marshall	-	-	-
	No Match	Mineral Wells	-	-	-
	No Match	Mount Pleasant	-	-	-
probably a Labor I = 26416-35252 or I	No Match	Nacogdoches	-	-	-
	No Match	Palestine	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max			\$24,418	\$29,396	\$34,375
Public Sector Variance Min/Mid/Max			-3.32%	-3.34%	-3.36%
	Laborer II	Regional Private Sector	\$23,412	\$29,597	\$35,781
Private Sector Variance Min/Mid/Max			0.84%	-4.00%	-7.16%
Combined Average Min/Mid/Max			\$23,915	\$29,496	\$35,078
Variance Combined Average Min/Mid/Max			-1.28%	-3.67%	-5.30%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Utilities Director			\$73,513	\$88,475	\$103,438
	Utilities Director	Mount Pleasant	\$103,000	\$103,000	\$103,000
	Environmental Services Director	Corsicana	\$75,484	\$91,061	\$106,637
	(-) Utilities Superintendent	Mineral Wells	\$59,974	\$74,302	\$88,630
	Utilities Director	Sulphur Springs (actual salaries only)	\$84,878	\$84,878	\$84,878
	Water Utilities Manager	Nacogdoches	\$66,745	\$77,909	\$89,072
	Asst Dir PW Water Coll/Sts or WW T	Marshall	\$64,938	\$77,356	\$89,773
	Utilities Director	Palestine	\$57,200	\$71,490	\$85,779
	Part of / Under PW Director	Denison	\$96,616	\$118,684	\$140,751
	Part of / Under PW Director	Greenville	\$90,318	\$108,382	\$126,446
	No Match	Jacksonville	-	-	-
		Public Sector Average Min/Mid/Max	\$77,684	\$89,673	\$101,663
		Public Sector Variance Min/Mid/Max	-5.37%	-1.34%	1.75%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Water Plant Superintendent			\$41,660	\$50,140	\$58,621
	Water Treatment Supervisor	Sulphur Springs (actual salaries only)	\$70,700	\$70,700	\$70,700
	Water Plant Superintendent	Denison	\$53,788	\$66,074	\$78,360
	Water Plant Superintendent	Greenville	\$55,299	\$64,262	\$73,224
	Superintendent- WTP	Corsicana	\$49,889	\$60,131	\$70,373
	Plant Sup	Mineral Wells	\$48,030	\$59,505	\$70,979
	Utilities Foreman	Mount Pleasant	\$50,694	\$58,419	\$66,144
	Crew Supervisor Water Utilities	Marshall	\$41,954	\$49,972	\$57,990
	WTP Supervisor	Palestine	\$39,104	\$48,880	\$58,656
	No Match	Jacksonville	-	-	-
		Nacogdoches	-	-	-
		Public Sector Average Min/Mid/Max	\$51,182	\$59,743	\$68,303
		Public Sector Variance Min/Mid/Max	-18.60%	-16.07%	-14.18%
	Water Supervisor	Regional Private Sector	\$49,958	\$55,497	\$61,035
		Private Sector Variance Min/Mid/Max	-16.61%	-9.65%	-3.96%
		Combined Average Min/Mid/Max	\$50,570	\$57,620	\$64,669
		Variance Combined Average Min/Mid/Max	-17.62%	-12.98%	-9.35%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Waste Water Superintendent			\$41,660	\$50,140	\$58,621
	Wastewater Superintendnet	Denison	\$51,230	\$62,932	\$74,633
	WW Treatment Superintendent	Greenville	\$50,842	\$61,011	\$71,179
	Superintendent - WW Reclamation	Corsicana	\$49,889	\$60,131	\$70,373
	Plant Superintendent	Mineral Wells	\$48,030	\$59,505	\$70,979
	Wastewater Foreman	Mount Pleasant	\$50,694	\$58,419	\$66,144
	WW Superintendent	Sulphur Springs (actual salaries only)	\$52,522	\$52,522	\$52,522
top WWTP job	WWTP Supervisor	Palestine	\$33,280	\$41,600	\$49,920
	No Match	Jacksonville	-	-	-
		Marshall	-	-	-
		Nacogdoches	-	-	-
		Public Sector Average Min/Mid/Max	\$48,070	\$56,588	\$65,107
		Public Sector Variance Min/Mid/Max	-13.33%	-11.39%	-9.96%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Distribution Superintendent			\$40,643	\$48,914	\$57,185
	Utilities Superintendent	Sulphur Springs (actual salaries only)	\$70,700	\$70,700	\$70,700
	Utilities Superintendent	Denison	\$51,230	\$62,932	\$74,633
	Utilities Superintendent	Greenville	\$50,842	\$61,011	\$71,179
	Water Dist/Sewer Coll Superintendent	Mineral Wells	\$48,540	\$60,137	\$71,733
	Superintendent	Corsicana	\$49,889	\$60,131	\$70,373
	Utilities Foreman	Mount Pleasant	\$50,694	\$58,419	\$66,144
	Crew Supervisor Water Utility	Marshall	\$41,954	\$49,972	\$57,990
	Utilites Supervisor	Palestine	\$39,936	\$49,920	\$59,904
	No Match	Jacksonville	-	-	-
		Nacogdoches	-	-	-
		Public Sector Average Min/Mid/Max	\$50,473	\$59,153	\$67,832
		Public Sector Variance Min/Mid/Max	-19.48%	-17.31%	-15.70%
	Water Supervisor	Regional Private Sector	\$49,958	\$55,497	\$61,035
		Private Sector Variance Min/Mid/Max	-18.65%	-11.86%	-6.31%
		Combined Average Min/Mid/Max	\$50,216	\$57,325	\$64,434
		Variance Combined Average Min/Mid/Max	-19.06%	-14.67%	-11.25%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Plant Operator 4			\$35,924	\$43,237	\$50,550
	Chief Plant Operator	Marshall	\$44,034	\$52,437	\$60,840
	WW Chief Operator	Sulphur Springs (actual salaries only)	\$50,941	\$50,941	\$50,941
	Water Plant Supervisor	Denison	\$40,144	\$49,313	\$58,482
	Plant Operator IV	Nacogdoches	\$40,976	\$47,829	\$54,682
	Senior Plant Operator	Mineral Wells	\$35,375	\$43,826	\$52,277
	Water Treatment Plant Op III	Mount Pleasant	\$37,829	\$43,594	\$49,358
	Lead Water Plant Operator B	Greenville	\$36,219	\$43,463	\$50,707
	Chief Water or WW Plant Operator	Jacksonville	\$34,278	\$42,848	\$51,418
	Chief WWTP Operator	Palestine	\$31,616	\$39,520	\$47,424
	No Match	Corsicana	-	-	-
		Public Sector Average Min/Mid/Max	\$39,046	\$45,975	\$52,903
		Public Sector Variance Min/Mid/Max	-8.00%	-5.95%	-4.45%
	Wastewater Treatment Plant Op III	Regional Private Sector	\$43,012	\$48,164	\$53,315
		Private Sector Variance Min/Mid/Max	-16.48%	-10.23%	-5.19%
		Combined Average Min/Mid/Max	\$41,029	\$47,069	\$53,109
		Variance Combined Average Min/Mid/Max	-12.44%	-8.14%	-4.82%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Plant Operator 3			\$32,544	\$39,170	\$45,795

Plant Operator III	Nacogdoches	\$39,025	\$45,552	\$52,078
Water Plant Operator II	Denison	\$34,674	\$42,594	\$50,513
W/WW Plant Operator B	Greenville	\$34,759	\$41,710	\$48,661
Water Treatment Plant Op II	Mount Pleasant	\$34,312	\$39,541	\$44,769
Lead WTP Operator	Palestine	\$28,288	\$35,360	\$42,432
W or WW Plant Operator II	Jacksonville	\$26,354	\$28,330	\$30,306
No Match	Corsicana	-	-	-
No Match	Marshall	-	-	-
No Match	Mineral Wells	-	-	-
	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max		\$32,902	\$38,848	\$44,793
Public Sector Variance Min/Mid/Max		-1.09%	0.83%	2.24%
Wastewater Treatment Plant Op II	Regional Private Sector	\$37,283	\$41,726	\$46,168
Private Sector Variance Min/Mid/Max		-12.71%	-6.13%	-0.81%
Combined Average Min/Mid/Max		\$35,092	\$40,287	\$45,481
Variance Combined Average Min/Mid/Max		-7.26%	-2.77%	0.69%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Plant Operator 2			\$29,484	\$35,486	\$41,488
	Plant Operator II	Nacogdoches	\$35,296	\$41,267	\$47,237
	Plant Operator I	Denison	\$31,450	\$38,633	\$45,816
	Water Treatment Operator	Corsicana	\$31,776	\$38,300	\$44,823
	W/WW Plant Operator C	Greenville	\$31,833	\$38,200	\$44,567
	Plant Operator	Mineral Wells	\$30,587	\$37,894	\$45,201
	Water Treatment Plant Op I	Mount Pleasant	\$32,678	\$37,658	\$42,637
	Utilitiy Plan Operator	Marshall	\$29,848	\$35,527	\$41,205
	WTP Operator	Palestine	\$26,624	\$33,280	\$39,936
	Water or WW Plant Op I	Jacksonville	\$24,107	\$27,082	\$30,056
		Sulphur Springs (actual salaries only)	-	-	-
		Public Sector Average Min/Mid/Max	\$30,467	\$36,427	\$42,386
		Public Sector Variance Min/Mid/Max	-3.23%	-2.58%	-2.12%
	Wastewater Treatment Plant Op I	Regional Private Sector	\$43,026	\$41,977	\$40,927
		Private Sector Variance Min/Mid/Max	-31.47%	-15.46%	1.37%
		Combined Average Min/Mid/Max	\$36,746	\$39,202	\$41,657
		Variance Combined Average Min/Mid/Max	-19.76%	-9.48%	-0.41%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Plant Operator 1			\$21,921	\$26,385	\$30,848

Plant Operator Trainee	Nacogdoches	\$29,121	\$33,992	\$38,862
Water Plant Trainee	Denison	\$28,262	\$33,901	\$39,540
W/WW Plant Op Trainee	Greenville	\$27,447	\$32,937	\$38,427
Water or WW Plant Maintenance Helper	Jacksonville	\$21,424	\$24,866	\$28,309
No Match	Corsicana	-	-	-
No Match	Marshall	-	-	-
No Match	Mineral Wells	-	-	-
No Match	Mount Pleasant	-	-	-
No Match	Palestine	-	-	-
	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max		\$26,564	\$31,424	\$36,284
Public Sector Variance Min/Mid/Max		-17.48%	-16.04%	-14.98%
Wastewater Treatment Plant Attendant	Regional Private Sector	\$30,882	\$33,779	\$36,675
Private Sector Variance Min/Mid/Max		-29.02%	-21.89%	-15.89%
Combined Average Min/Mid/Max		\$28,723	\$32,601	\$36,480
Variance Combined Average Min/Mid/Max		-23.68%	-19.07%	-15.44%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Environmental Service Manager			\$38,686	\$46,560	\$54,434

data array fairly wide

Environmental Coordinator	Nacogdoches	\$52,297	\$61,044	\$69,790
Environmental Services Coordinator	Denison	\$46,488	\$57,106	\$67,724
Industrial Pretreatment Coordinator	Mineral Wells	\$39,843	\$49,362	\$58,881
Indus Waste/Backflow Control Officer	Corsicana	\$35,816	\$43,169	\$50,522
Water Treatment Pretreat Coordinator	Sulphur Springs (actual salaries only)	\$43,059	\$43,059	\$43,059
WWTP Pretreatment Coordinator	Palestine	\$29,952	\$37,440	\$44,928
No Match	Greenville	-	-	-
No Match	Jacksonville	-	-	-
No Match	Marshall	-	-	-
No Match	Mount Pleasant	-	-	-
Public Sector Average Min/Mid/Max		\$41,243	\$48,530	\$55,817
Public Sector Variance Min/Mid/Max		-6.20%	-4.06%	-2.48%
Environmental Coordinator	Regional Private Sector	\$41,568	\$46,227	\$50,885
Private Sector Variance Min/Mid/Max		-6.93%	0.72%	6.97%
Combined Average Min/Mid/Max		\$41,405	\$47,378	\$53,351
Variance Combined Average Min/Mid/Max		-6.57%	-1.73%	2.03%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Environmental Service Technician			\$22,472	\$27,044	\$31,616
	Plant Lab Technician	Mineral Wells	\$34,539	\$42,791	\$51,043
	Water Quality Specialist	Denison	\$34,674	\$42,594	\$50,513
	Environmental Technician	Nacogdoches	\$33,711	\$39,349	\$44,987
	Lab Technician	Corsicana	\$31,776	\$38,300	\$44,823
	No Match	Greenville	-	-	-
	No Match	Jacksonville	-	-	-
Pretreatment Coord 32885-45365	No Match	Marshall	-	-	-
	No Match	Mount Pleasant	-	-	-
	No Match	Palestine	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
		Public Sector Average Min/Mid/Max	\$33,675	\$40,758	\$47,842
		Public Sector Variance Min/Mid/Max	-33.27%	-33.65%	-33.92%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Lab Technician			\$22,472	\$27,044	\$31,616

	Lab Technician	Denison	\$38,230	\$46,962	\$55,694
	Lab Technician	Mineral Wells	\$34,539	\$42,791	\$51,042
	Lab Technician	Corsicana	\$31,776	\$38,300	\$44,823
	Lab Technician	Marshall	\$31,325	\$37,274	\$43,222
	No Match	Greenville	-	-	-
	No Match	Jacksonville	-	-	-
	No Match	Mount Pleasant	-	-	-
Asst Pretreatment Tech 33711-44987	No Match	Nacogdoches	-	-	-
	No Match	Palestine	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max			\$33,968	\$41,331	\$48,695
Public Sector Variance Min/Mid/Max			-33.84%	-34.57%	-35.07%
	Laboratory Technician	Regional Private Sector	\$29,943	\$38,500	\$47,056
Private Sector Variance Min/Mid/Max			-24.95%	-29.75%	-32.81%
Combined Average Min/Mid/Max			\$31,955	\$39,915	\$47,876
Variance Combined Average Min/Mid/Max			-29.68%	-32.25%	-33.96%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Electrician			\$37,744	\$45,424	\$53,104
limited data					
	Electrician I	Mount Pleasant	\$41,706	\$48,062	\$54,417
	WW Maintenance	Sulphur Springs (actual salaries only)	\$46,273	\$46,273	\$46,273
	WW Plant Instrument Technician	Greenville	\$36,219	\$43,463	\$50,707
	No Match	Corsicana	-	-	-
	No Match	Denison	-	-	-
	No Match	Jacksonville	-	-	-
	No Match	Marshall	-	-	-
	No Match	Mineral Wells	-	-	-
	No Match	Nacogdoches	-	-	-
	No Match	Palestine	-	-	-
Public Sector Average Min/Mid/Max			\$41,399	\$45,933	\$50,466
Public Sector Variance Min/Mid/Max			-8.83%	-1.11%	5.23%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Custodian			\$19,379	\$23,322	\$27,265

Custodian I	Mineral Wells	\$28,817	\$35,702	\$42,586
Custodian	Mount Pleasant	\$29,640	\$34,157	\$38,673
Maintenance Custodian	Nacogdoches	\$26,416	\$30,834	\$35,252
Custodian	Sulphur Springs (actual salaries only)	\$29,743	\$29,743	\$29,743
Senior Custodian	Corsicana	\$24,508	\$29,540	\$34,571
Facilities Cleaning Technician	Marshall	\$23,400	\$27,820	\$32,240
Custodian I	Greenville	\$23,062	\$27,674	\$32,286
No Match	Denison	-	-	-
No Match	Jacksonville	-	-	-
No Match	Palestine	-	-	-

Public Sector Average Min/Mid/Max \$26,512 \$30,781 \$35,050

Public Sector Variance Min/Mid/Max -26.91% -24.23% -22.21%

Custodian II	Regional Private Sector	\$26,802	\$29,129	\$31,456
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Private Sector Variance Min/Mid/Max -27.70% -19.94% -13.32%

Combined Average Min/Mid/Max \$26,657 \$29,955 \$33,253

Variance Combined Average Min/Mid/Max -27.30% -22.14% -18.01%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Animal Control Officer			\$26,060	\$31,365	\$36,670
	Animal Control Officer	Mount Pleasant	\$32,678	\$37,658	\$42,638
	Animal Services Officer	Greenville	\$32,448	\$37,485	\$42,521
	Animal Control Officer	Nacogdoches	\$32,106	\$37,476	\$42,845
	Animal Control Officer	Mineral Wells	\$29,973	\$37,134	\$44,295
	Animal Services Officer	Denison	\$28,538	\$35,056	\$41,574
	Animal Control Officer	Sulphur Springs (actual salaries only)	\$34,868	\$34,868	\$34,868
	Animal Control Officer	Palestine	\$27,414	\$34,278	\$41,142
	Animal Control Officer	Corsicana	\$27,549	\$33,205	\$38,861
	Animal Services Officer	Marshall	\$27,082	\$32,220	\$37,357
	Animal Services Officer	Jacksonville	\$23,566	\$24,638	\$25,709
		Public Sector Average Min/Mid/Max	\$29,622	\$34,402	\$39,181
		Public Sector Variance Min/Mid/Max	-12.03%	-8.83%	-6.41%
	Animal Control Officer II	Regional Private Sector	\$29,580	\$34,636	\$39,692
		Private Sector Variance Min/Mid/Max	-11.90%	-9.44%	-7.61%
		Combined Average Min/Mid/Max	\$29,601	\$34,519	\$39,437
		Variance Combined Average Min/Mid/Max	-11.96%	-9.14%	-7.02%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Animal Control Technician			\$19,379	\$23,322	\$27,265
	Animal Center Customr Svc Rep	Mount Pleasant	\$31,322	\$35,965	\$40,607
	Animal Care Technician	Corsicana	\$26,488	\$31,926	\$37,364
	Animal Shelter Attendant	Nacogdoches	\$26,416	\$30,833	\$35,250
	Animal Control Attendent	Greenville	\$21,600	\$25,919	\$30,238
	No Match	Denison	-	-	-
	No Match	Jacksonville	-	-	-
	No Match	Marshall	-	-	-
Anim Shelter Coord 31422-46436	No Match	Mineral Wells	-	-	-
	No Match	Palestine	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
		Public Sector Average Min/Mid/Max	\$26,457	\$31,161	\$35,865
		Public Sector Variance Min/Mid/Max	-26.75%	-25.16%	-23.98%
	Animal Care Technician	Regional Private Sector	\$24,436	\$32,169	\$39,902
		Private Sector Variance Min/Mid/Max	-20.69%	-27.50%	-31.67%
		Combined Average Min/Mid/Max	\$25,446	\$31,665	\$37,883
		Variance Combined Average Min/Mid/Max	-23.84%	-26.35%	-28.03%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Dispatcher			\$29,484	\$35,486	\$41,488
	Telecommunicator	Corsicana	\$38,519	\$46,427	\$54,335
	Dispatcher	Mineral Wells	\$37,060	\$45,914	\$54,768
	Dispatcher	Nacogdoches	\$37,202	\$43,425	\$49,647
must get certs to advance to II & III	Communications Operator 1-III	Greenville	\$33,960	\$42,840	\$51,720
	Communcations Specialist	Denison	\$34,674	\$42,594	\$50,513
Sr=36027-47007	Telecommunicator	Mount Pleasant	\$36,027	\$41,517	\$47,007
	Dispatch Operator I-III	Sulphur Springs (actual salaries only)	\$33,195	\$36,991	\$40,787
actuals = 31034-40352	Communications Officer I-II	Jacksonville	\$29,869	\$35,890	\$41,912
	Comm Spec/911 Oper	Marshall	\$29,848	\$35,527	\$41,205
Lead Disp 29994-45011	Dispatcher	Palestine	\$27,602	\$34,466	\$41,330
Public Sector Average Min/Mid/Max			\$33,796	\$40,559	\$47,322
Public Sector Variance Min/Mid/Max			-12.76%	-12.51%	-12.33%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Police Chief			\$83,175	\$100,105	\$117,035
actual	Police Chief	Nacogdoches	\$108,721	\$123,384	\$138,047
	Police Chief	Mount Pleasant	\$120,000	\$120,000	\$120,000
	Police Chief	Denison	\$96,616	\$118,684	\$140,751
	Police Chief	Marshall	\$86,965	\$103,626	\$120,286
	Police Chief	Greenville	\$85,932	\$103,118	\$120,303
	Chief of Police	Sulphur Springs (actual salaries only)	\$101,240	\$101,240	\$101,240
	Chief of Police	Mineral Wells	\$81,314	\$100,741	\$120,167
	Police Chief	Jacksonville	\$92,706	\$92,706	\$92,706
	Chief of Police	Corsicana	\$75,484	\$91,061	\$106,637
	Police Chief	Palestine	\$72,010	\$90,002	\$107,994
Public Sector Average Min/Mid/Max			\$92,099	\$104,456	\$116,813
Public Sector Variance Min/Mid/Max			-9.69%	-4.17%	0.19%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Assistant Police Chief			\$68,292	\$70,662	\$73,032
Exempt	Assistant Chief	Greenville	\$107,665	\$115,607	\$123,548
Exempt	Assistant Police Chief	Nacogdoches	\$96,952	\$104,198	\$111,444
	Assistant Chief	Denison	\$96,900	\$96,900	\$96,900
	Assistant Police Chief	Mount Pleasant	\$71,332	\$82,202	\$93,072
Exempt	Assistant Police Chief	Corsicana	\$71,662	\$80,462	\$89,262
Non Exempt	Assistant Chief	Palestine	\$67,226	\$72,280	\$77,334
	No Match	Jacksonville	-	-	-
	No Match	Marshall	-	-	-
	No Match	Mineral Wells	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max			\$85,289	\$91,941	\$98,593
Public Sector Variance Min/Mid/Max			-19.93%	-23.14%	-25.93%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Police Captain			\$60,817	\$63,115	\$65,413
			75,759	80,782	85,804
	Captain	Greenville	\$96,624	\$99,582	\$102,540
	Captain	Corsicana	\$68,364	\$77,164	\$85,964
	Police Captain	Marshall	\$70,824	\$74,100	\$77,376
	Captain	Palestine	\$67,226	\$72,280	\$77,334
exempt = flat rate; actual 66,955	Police Captain	Jacksonville	\$65,000	\$65,000	\$65,000
	No Match	Denison	-	-	-
	No Match	Mineral Wells	-	-	-
	No Match	Mount Pleasant	-	-	-
	No Match	Nacogdoches	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
		Public Sector Average Min/Mid/Max	\$73,608	\$77,625	\$81,643
		Public Sector Variance Min/Mid/Max	-17.38%	-18.69%	-19.88%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Police Lieutenant			\$54,720	\$57,432	\$60,144
			69,232	73,833	78,433
	Lieutenant	Greenville	\$86,703	\$89,364	\$92,025
	Police Lieutenant/Detective Lt	Nacogdoches	\$79,147	\$85,063	\$90,978
	Lieutenant	Denison	\$79,560	\$81,574	\$83,588
	Police Lieutenant	Mineral Wells	\$64,711	\$80,171	\$95,631
	Police Lieutenant	Mount Pleasant	\$67,935	\$78,288	\$88,640
	Lieutenant	Corsicana	\$65,476	\$74,276	\$83,076
	Patrol Lieutenant	Sulphur Springs (actual salaries only)	\$67,617	\$68,403	\$69,189
	Lieutenant	Palestine	\$61,006	\$66,019	\$71,032
	Police Lieutenant	Marshall	\$63,742	\$65,671	\$67,600
	No Match	Jacksonville	-	-	-
Public Sector Average Min/Mid/Max			\$70,655	\$76,536	\$82,418
Public Sector Variance Min/Mid/Max			-22.55%	-24.96%	-27.03%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Police Sergeant			\$51,069	\$53,055	\$55,041
	Sergeant	Greenville	\$76,286	\$79,430	\$82,574
	Police Sergeant/Detective Sergeant	Nacogdoches	\$71,601	\$76,953	\$82,304
	Sergeant	Denison	\$73,440	\$75,299	\$77,158
	Sergeant	Corsicana	\$62,590	\$71,390	\$80,190
	Police Sergeant	Mount Pleasant	\$61,619	\$71,009	\$80,399
	Police Sergeant	Mineral Wells	\$56,545	\$70,055	\$83,564
	Patrol Sergeant	Sulphur Springs (actual salaries only)	\$62,581	\$64,310	\$66,040
	Police Sergeant	Marshall	\$58,406	\$60,174	\$61,942
	Sergeant	Palestine	\$52,894	\$57,512	\$62,130
	Police Sergeant	Jacksonville	\$48,589	\$49,785	\$50,981
		Public Sector Average Min/Mid/Max	\$62,455	\$67,592	\$72,728
		Public Sector Variance Min/Mid/Max	-18.23%	-21.51%	-24.32%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Police Officer			\$42,203	\$47,896	\$53,588
	Officer	Greenville	\$54,061	\$63,358	\$72,654
	Police Officer/Detective	Nacogdoches	\$54,652	\$62,023	\$69,394
	Patrol Officer	Mineral Wells	\$48,284	\$59,820	\$71,355
	Officer	Denison	\$50,037	\$58,606	\$67,174
	Police Officer	Corsicana	\$48,279	\$57,078	\$65,878
	Police Officer	Mount Pleasant	\$45,981	\$52,988	\$59,995
	Patrol Officer	Sulphur Springs (actual salaries only)	\$46,577	\$52,216	\$57,855
	Police Officer	Marshall	\$41,766	\$48,880	\$55,994
	Patrol Officer	Palestine	\$41,808	\$46,322	\$50,835
	Police Officer	Jacksonville	\$40,227	\$42,650	\$45,074
		Public Sector Average Min/Mid/Max	\$47,167	\$54,394	\$61,621
		Public Sector Variance Min/Mid/Max	-10.52%	-11.95%	-13.04%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Fire Chief			\$83,175	\$100,105	\$117,035
	Fire Chief	Nacogdoches	\$108,721	\$123,384	\$138,047
	Fire Chief	Denison	\$96,616	\$118,684	\$140,751
	Fire Chief	Marshall	\$86,965	\$103,626	\$120,286
	Fire Chief	Mount Pleasant	\$102,000	\$102,000	\$102,000
	Fire Chief	Greenville	\$84,469	\$101,363	\$118,257
	Fire/EMS Chief	Mineral Wells	\$80,948	\$100,288	\$119,627
	Fire Chief/Fire Marshal	Sulphur Springs (actual salaries only)	\$97,149	\$97,149	\$97,149
	Fire Chief	Corsicana	\$75,484	\$91,061	\$106,637
	Fire Chief	Jacksonville	\$85,384	\$85,384	\$85,384
	Fire Chief	Palestine	\$64,896	\$81,099	\$97,302
		Public Sector Average Min/Mid/Max	\$88,263	\$100,404	\$112,544
		Public Sector Variance Min/Mid/Max	-5.76%	-0.30%	3.99%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Asst Chief/Training Officer			\$68,118	\$70,488	\$72,858
Exempt	Deputy Chief	Greenville	\$113,282	\$115,582	\$117,881
Exempt	Assistant Chief	Denison	\$96,900	\$96,900	\$96,900
pay plan lists as hourly	Assistant Fire Chief	Sulphur Springs (actual salaries only)	\$81,879	\$81,879	\$81,879
Exempt	Asst Fire Chief/Training Officer	Marshall	\$68,182	\$81,224	\$94,266
	Assistant Fire Chief	Corsicana	\$71,662	\$80,462	\$89,262
Exempt	Fire/EMS Deputy Chief	Mineral Wells	\$63,999	\$79,289	\$94,579
	Deputy Fire Chief	Mount Pleasant	\$64,374	\$74,184	\$83,993
pay plan lists as exempt	Asst Fire Chief/Fire Marshal	Palestine	\$58,448	\$73,050	\$87,651
	No Match	Jacksonville	-	-	-
		Nacogdoches	-	-	-
Public Sector Average Min/Mid/Max			\$77,341	\$85,321	\$93,301
Public Sector Variance Min/Mid/Max			-11.92%	-17.38%	-21.91%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Deputy Fire Chief			\$53,209	\$55,501	\$57,793
illustration					
	Battalion Chief	Greenville	\$91,221	\$94,981	\$98,741
(3033 hrs)	Battalion Chief	Nacogdoches	\$79,147	\$85,059	\$90,970
(2912 hrs)	Battalion Chief	Denison	\$79,560	\$80,555	\$81,549
(2912 hrs)	Battalion Chief	Marshall	\$68,723	\$71,883	\$75,042
	Battalion Chief	Palestine	\$61,065	\$67,617	\$74,169
	No Match	Corsicana	-	-	-
	No Match	Jacksonville	-	-	-
	No Match	Mineral Wells	-	-	-
	No Match	Mount Pleasant	-	-	-
		Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max			\$75,943	\$80,019	\$84,094
Public Sector Variance Min/Mid/Max			-29.94%	-30.64%	-31.28%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Fire Captain			\$45,666	\$47,802	\$49,938
	Captain	Greenville	\$80,261	\$83,569	\$86,877
	Fire Captain	Nacogdoches	\$69,770	\$74,985	\$80,199
	Captain	Denison	\$72,216	\$73,093	\$73,970
	Captain	Corsicana	\$63,062	\$71,862	\$80,662
	Fire Captain/Fire Marshall	Mineral Wells	\$56,310	\$69,763	\$83,216
	Captain	Sulphur Springs (actual salaries only)	\$62,573	\$64,222	\$65,872
	Captain	Mount Pleasant	\$55,609	\$64,083	\$72,557
	Captain	Palestine	\$54,280	\$60,133	\$65,986
	Fire Captain	Marshall	\$56,056	\$57,745	\$59,434
	Captain	Jacksonville	\$52,096	\$52,096	\$52,096
		Public Sector Average Min/Mid/Max	\$62,223	\$67,155	\$72,087
		Public Sector Variance Min/Mid/Max	-26.61%	-28.82%	-30.73%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Fire Driver/Engineer			\$42,046	\$44,032	\$46,018
	Engineer	Greenville	\$70,619	\$73,529	\$76,440
	Driver/Engineer	Nacogdoches	\$62,211	\$66,861	\$71,510
	Engineer	Denison	\$64,872	\$65,683	\$66,494
	Driver/Engineer	Sulphur Springs (actual salaries only)	\$54,762	\$57,761	\$60,759
	Driver/Engineer	Mount Pleasant	\$48,037	\$55,357	\$62,677
	Driver	Palestine	\$43,534	\$48,237	\$52,940
	No Match	Corsicana	-	-	-
	No Match	Jacksonville	-	-	-
	No Match	Marshall	-	-	-
	No Match	Mineral Wells	-	-	-
Public Sector Average Min/Mid/Max			\$57,339	\$61,238	\$65,137
Public Sector Variance Min/Mid/Max			-26.67%	-28.10%	-29.35%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Firefighter			\$37,309	\$41,579	\$45,850
	Firefighter	Nacogdoches	\$54,652	\$62,023	\$69,394
	Firefighter	Greenville	\$51,589	\$59,422	\$67,256
	Firefighter	Denison	\$56,304	\$58,469	\$60,633
	Firefighter	Corsicana	\$48,098	\$56,897	\$65,697
	Firefighter/EMS	Mineral Wells	\$44,190	\$54,748	\$65,305
	Firefighter I-III	Mount Pleasant	\$41,496	\$49,173	\$56,851
	Firefighter	Sulphur Springs (actual salaries only)	\$42,982	\$46,945	\$50,907
	Firefighter	Palestine	\$40,535	\$44,888	\$49,242
	Firefighter/Paramedic	Marshall	\$39,574	\$44,787	\$49,999
	Firefighter	Jacksonville	\$35,905	\$41,554	\$47,204
		Public Sector Average Min/Mid/Max	\$45,533	\$51,891	\$58,249
		Public Sector Variance Min/Mid/Max	-18.06%	-19.87%	-21.29%

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
EMT Supervisor			\$55,698	\$59,839	\$63,979
	EMS Coordinator	Jacksonville	\$59,738	\$59,738	\$59,738
	Fire Life Safety Coordinator	Greenville	\$43,530	\$52,236	\$60,942
	No Match	Corsicana	-	-	-
	No Match	Denison	-	-	-
	No Match	Marshall	-	-	-
	No Match	Mineral Wells	-	-	-
	No Match	Mount Pleasant	-	-	-
	No Match	Nacogdoches	-	-	-
	No Match	Palestine	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
		Public Sector Average Min/Mid/Max	\$51,634	\$55,987	\$60,340
		Public Sector Variance Min/Mid/Max	7.87%	6.88%	6.03%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Executive Assistant (to CM)			\$37,744	\$45,424	\$53,104

Assistant to the City Manager	Nacogdoches	\$43,025	\$50,221	\$57,416
Sr. Executive Secty (to CM)	Corsicana	\$41,435	\$49,942	\$58,448
Executive Asst to City Manager	Mount Pleasant	\$41,706	\$48,062	\$54,417
Executive Asst to City Manager	Denison	\$38,230	\$46,962	\$55,694
Exec Asst/Purchasing Mgr	Marshall	\$38,064	\$45,303	\$52,541
Executive Asst to City Manager	Greenville	\$34,959	\$40,787	\$46,614
City Mgr Admin Assistant	Palestine	\$31,450	\$39,612	\$47,774
	Jacksonville	-	-	-
	Mineral Wells	-	-	-
No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max		\$38,410	\$45,841	\$53,272
Public Sector Variance Min/Mid/Max		-1.73%	-0.91%	-0.32%
Executive Secretary II	Regional Private Sector	\$42,548	\$47,299	\$52,051
Private Sector Variance Min/Mid/Max		-11.29%	-3.96%	2.02%
Combined Average Min/Mid/Max		\$40,479	\$46,570	\$52,661
Variance Combined Average Min/Mid/Max		-6.76%	-2.46%	0.84%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Fire Chief Secretary			\$26,711	\$32,149	\$37,586
CD, Finance, Fire, PW highest level of clerical	Management Assistant	Denison	\$38,230	\$46,962	\$55,694
	Admin Asst - Fire	Mount Pleasant	\$37,829	\$43,594	\$49,358
	Office Assistant III	Nacogdoches	\$35,396	\$41,317	\$47,237
	Executive Secretary - Fire	Greenville	\$33,295	\$39,955	\$46,614
	Fire Dept Secretary	Corsicana	\$28,686	\$34,575	\$40,464
	Administrative Assistant	Marshall	\$28,434	\$33,832	\$39,229
	Administrative Assistant - Fire	Jacksonville	\$31,595	\$31,595	\$31,595
	No Match	Mineral Wells	-	-	-
	No Match	Palestine	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max			\$33,352	\$38,833	\$44,313
Public Sector Variance Min/Mid/Max			-19.91%	-17.21%	-15.18%
Administrative Assistant II					
Regional Private Sector			\$32,141	\$35,691	\$39,241
Private Sector Variance Min/Mid/Max			-16.89%	-9.93%	-4.22%
Combined Average Min/Mid/Max			\$32,747	\$37,262	\$41,777
Variance Combined Average Min/Mid/Max			-18.43%	-13.72%	-10.03%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Police Chief Secretary			\$26,711	\$32,149	\$37,586
highest level of clerical	Police Services Coordinator	Denison	\$38,230	\$46,962	\$55,694
	Admin Asst - Police	Mount Pleasant	\$37,829	\$43,594	\$49,358
	Office Assistant III	Nacogdoches	\$35,396	\$41,317	\$47,237
	Executive Secretary - Police	Greenville	\$33,295	\$39,955	\$46,614
	PD Admin Assistant	Palestine	\$31,013	\$38,772	\$46,530
	Police Dept Secretary	Corsicana	\$28,686	\$34,575	\$40,464
	Administrative Assistant	Marshall	\$28,434	\$33,832	\$39,229
	Administrative Assistant (Police)	Jacksonville	\$32,136	\$32,136	\$32,136
	No Match	Mineral Wells	-	-	-
	No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max			\$33,127	\$38,893	\$44,658
Public Sector Variance Min/Mid/Max			-19.37%	-17.34%	-15.84%
	Administrative Assistant II	Regional Private Sector	\$32,141	\$37,691	\$43,241
	Private Sector Variance Min/Mid/Max		-16.89%	-14.70%	-13.08%
	Combined Average Min/Mid/Max		\$32,634	\$38,292	\$43,949
Variance Combined Average Min/Mid/Max			-18.15%	-16.04%	-14.48%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Administrative Secretary			\$26,060	\$31,365	\$36,670

Administrative Assistant	Mount Pleasant	\$37,829	\$43,594	\$49,358
Exec Secretary PW	Greenville	\$33,295	\$39,955	\$46,614
Office Assistant II	Nacogdoches	\$30,577	\$35,691	\$40,805
Secretary	Corsicana	\$28,686	\$34,575	\$40,464
PW Secretary	Mineral Wells	\$27,508	\$34,080	\$40,652
Administrative Assistant	Marshall	\$28,434	\$33,832	\$39,229
PW Admin	Palestine	\$25,792	\$32,240	\$38,688
No Match	Denison	-	-	-
No Match	Jacksonville	-	-	-
No Match	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max		\$30,303	\$36,281	\$42,259
Public Sector Variance Min/Mid/Max		-14.00%	-13.55%	-13.22%
Administrative Assistant I	Regional Private Sector	\$30,223	\$37,242	\$44,262
Private Sector Variance Min/Mid/Max		-13.77%	-15.78%	-17.15%
Combined Average Min/Mid/Max		\$30,263	\$36,762	\$43,260
Variance Combined Average Min/Mid/Max		-13.89%	-14.68%	-15.23%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Administrative Assistant			\$26,060	\$31,365	\$36,670

Administrative Assistant	Mount Pleasant	\$37,829	\$43,594	\$49,358
Administrative Assistant	Denison	\$29,952	\$36,793	\$43,634
Office Assistant II	Nacogdoches	\$30,577	\$35,691	\$40,805
Administrative Secretary	Greenville	\$28,911	\$34,693	\$40,474
Secretary	Corsicana	\$28,686	\$34,575	\$40,464
PW Admin	Palestine	\$25,792	\$32,240	\$38,688
Administrative Technician	Marshall	\$27,082	\$32,220	\$37,357
No Match	Jacksonville	-	-	-
No Match	Mineral Wells	-	-	-
No Match	Sulphur Springs (actual salaries only)	-	-	-

Public Sector Average Min/Mid/Max **\$29,833** **\$35,686** **\$41,540**

Public Sector Variance Min/Mid/Max **-12.65%** **-12.11%** **-11.72%**

Administrative Assistant I	Regional Private Sector	\$29,014	\$34,626	\$40,238
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Private Sector Variance Min/Mid/Max **-10.18%** **-9.42%** **-8.87%**

Combined Average Min/Mid/Max **\$29,423** **\$35,156** **\$40,889**

Variance Combined Average Min/Mid/Max **-11.43%** **-10.78%** **-10.32%**

City of Paris
2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
Secretary			\$24,197	\$29,125	\$34,054

Receptionist	Mount Pleasant	\$29,640	\$34,157	\$38,673
Office Assistant I	Nacogdoches	\$26,416	\$30,834	\$35,252
Customer Service Rep	Marshall	\$25,792	\$30,691	\$35,589
Administrative Clerk	Greenville	\$24,523	\$29,428	\$34,332
Clerk I	Palestine	\$22,048	\$27,560	\$33,072
No Match	Corsicana	-	-	-
No Match	Denison	-	-	-
No Match	Jacksonville	-	-	-
No Match	Mineral Wells	-	-	-
	Sulphur Springs (actual salaries only)	-	-	-
Public Sector Average Min/Mid/Max		\$25,684	\$30,534	\$35,384
Public Sector Variance Min/Mid/Max		-5.79%	-4.61%	-3.76%
Receptionist/Front Desk III	Regional Private Sector	\$26,135	\$30,191	\$34,247
Private Sector Variance Min/Mid/Max		-7.42%	-3.53%	-0.56%
Combined Average Min/Mid/Max		\$25,909	\$30,362	\$34,815
Variance Combined Average Min/Mid/Max		-6.61%	-4.07%	-2.19%

City of Paris 2021 Salary Survey Worksheets

Paris Job Class	Survey Job Class	Participant Organization	Annual		
			Min	Mid	Max
City Manager					
	City Manager	Nacogdoches	\$168,663	\$191,410	\$214,157
actual salary	City Manager	Greenville	\$185,588	\$185,588	\$185,588
actual salary	City Manager	Denison	\$175,000	\$175,000	\$175,000
actual salary	City Manager	Mount Pleasant	\$170,000	\$170,000	\$170,000
actual salary	City Manager	Marshall	\$170,000	\$170,000	\$170,000
actual salary	City Manager	Sulphur Springs (actual salaries only)	\$166,650	\$166,650	\$166,650
	City Manager	Mineral Wells	\$118,450	\$146,749	\$175,047
	City Manager	Palestine	\$116,002	\$144,997	\$173,992
actual salary	City Manager	Jacksonville	\$135,000	\$135,000	\$135,000
	City Manager	Corsicana	\$104,922	\$126,798	\$148,673
Public Sector Average Min/Mid/Max			\$151,028	\$161,219	\$171,411
Public Sector Variance Min/Mid/Max					

Memorandum

TO: Governing Body
Department Heads
City Staff

FROM: Grayson Path, City Manager

SUBJECT: Comparable Pay Study
Implementation
FY21/22 Budget

DATE: July 26, 2021

Opening Comments

Upon my arrival in April 2020 and my subsequent analysis of the City's personnel situation, I quickly realized two things: 1) our community is blessed with many dedicated and hardworking personnel who do their best to serve the citizens of this great City; and 2) they have predominately been underpaid for many years. This is a struggle that public servants deal with on a frequent basis – there is an undeniable need to keep taxes low, but an absolute demand for service to be provided. Services that local municipalities provide are typically those that the private sector cannot or will not provide due to their nature of being labor intensive with little to no profit return; nevertheless, there is an expectation that such services be provided and an acknowledgement that without them, our community cannot exist. But, ultimately it comes down to money and it becomes the challenging duty of City Management to find the right balance of what is fair to the Tax Payer and what is fair to the City Employee. This memorandum will lay out for the reader a comprehensive plan to address pay for the Employees of the City of Paris. Many hours of examination, discussion, consideration, and experimentation have gone in to its preparation, and this plan is by no means perfect in all aspects, but I am proud of the work that has been done and the options available to us in addressing this issue. If it pleases the City Council, I would respectfully request the implementation of the plan provided in this memorandum and will happily answer any questions.

Background

An exhaustive study in to the payroll records for the last several decades has not taken place, but what is known is the City of Paris has afforded approximately six (6) Cost of Living Adjustments (COLAs) in the past twenty (20) years. In the meantime, our peers in other communities have surpassed us such that our employees who do the same work are paid less and in some cases (Police and Fire being the most predominate), we have seen a continuous exodus of employees from Paris to these other communities. Not only does this show an under-appreciation for our public servants, but it creates a harmful vacuum of institutional knowledge and skill. The public servants who currently work for the City have, and continue to, overcome this through hard work, but it is a downward trend that needs to be reversed. There are any number of political and/or operational reasons for why the City of Paris has fallen behind; I will not spend time speculating, what is important instead is that we address the facts we have today and move forward.

In FY20/21, the City Council authorized and I commissioned a Comparable Pay Study to compare the City's Payroll and Benefits to that of comparable communities. The scope of this study was to compare the City's pay plan and benefit program to that of other communities and develop a strategy to bridge the gap and adjust our schedules to something that is reasonably fair for both the tax payer and the city employee. To do this, a

consultant was hired, Public Sector Personnel Consultants, and the Civil Service and HR Director and I worked closely with them throughout the year to complete this important project.

Disclaimer

Before I continue, it is important to state that I am not proposing any changes to my own pay. As a contracted employee, my pay is outside of the City's Pay Scale and completely subject to the pleasure of the City Council and the terms of my contract. As with FY20/21, I am not proposing a pay increase for my position in the FY21/22 Budget.

As for the other two City Council employees, I am proposing changes to the City Attorney pay range as this position is found in our pay scale, but I am not proposing any changes to the City Judge as we were unable to find enough full-time employee data to create a reasonable proposal for the City Council. I have spoken with the City Judge on this point and he understands. I leave any further discussion on this topic to the City Council and City Judge.

Comparable Pay Study

The goal of a Comparable Pay Study is to identify a number of communities of comparable size and operation, pull their most current payroll plans, determine an average, and develop a strategy to take our existing plan and move it towards this average. The idea of using the average is to create a fairness for both the City Employee – to be paid comparable to that of their peers in other communities, and the City Tax Payer – to not offer wages that unreasonably surpass that of other communities and what is asked of tax payers in these other communities.

There will never be a 1:1 comparable community to that of the City of Paris. Whether it is economy, demographics, proximity to metropolitan communities, presence of primary and retail employers, cost of living values (which, if one examines US Census and other data, is far more complex than a simple statement of how one might think a community fairs to another), number of employees, types of positions, job descriptions, etc., there will always be mixtures of factors that make a 1:1 comparison with any one other community impossible. Therefore, it is critical to identify numerous communities to create enough of a pool of statistically reasonable average data to compare ourselves to.

Working with the Consultant, I chose the following communities based on US Census information, relative proximity to the City of Paris and/or the metropolitan areas, size of the community, etc.

- | | |
|------------------|-------------------|
| - Corsicana | - Nacogdoches |
| - Mineral Wells | - Jacksonville |
| - Denison | - Palestine |
| - Mount Pleasant | - Marshall |
| - Greenville | - Sulphur Springs |

The goal is not to stack the deck, thus tipping the scale one way or another. We must avoid attempting to “cherry pick” desired communities knowing they will skew the range high or low. For this reason, no community in the Dallas/Ft. Worth metro was selected, nor communities much smaller than Paris. We must also bear in mind that we cannot reasonably analyze every community in Texas due to the amount of work needed in gathering and analyzing the volumes of information for each community added to the list. While some entities such as local State Leagues do sometimes provide statewide pay scales, this data lacks critical comparison between job descriptions – just because a position shares a similar title does not make it comparable. Ultimately, a decision

has to be made and accepted. Based on the results received in our study, we feel we chose a good selection of communities. Many of these communities have utilized the City of Paris in their own comparable pay studies.

The Study was performed by the Consultant and the conclusions can be found in a report provided with this memorandum (Attachment D). For sake of time, this memorandum will not repeat in detail what is stated in the Consultant's report. The conclusion was exactly what I had suspected, the City of Paris is far below average for the predominate number of its employees. Given I will be requesting extensive changes to the City of Paris' pay and benefits in FY21/22, and in order to be transparent with both the tax payer and the employees, we will be making available the summarized data for each position (Attachment E). It is important to note that while we predominantly attempted to keep to the average Min/Max for each position when developing our New Step Plan, it is not as simple as doing this and considering it complete. Not every community has a match, there are sometimes not enough matches to devise a correct comparison, not every community has the same organizational structure and job spread among positions, not every community has the same types of positions in relation to one another, not every community has the same hierarchy, etc. There are so many unique factors, which is why we must engage a qualified consultant to use their skills and guide us to a reasonable comparison per position and across all departments. Therefore, the consultant had to take the raw data (Attachment E), and adjust it based on our unique operations. Sometimes this worked in the employee's favor, sometimes not as much. Sometimes we used the Public Sector Average and sometimes we used the Regional Private Sector Average. There simply is not enough time to walk through each and every individual position to explain the rationale behind each of our decisions which produced the final Pay Plan (Attachment A). After the consultant gave us his final draft, the HR and Civil Service Director and I went through and further adjusted the ranges based on our own internal knowledge of operations. We particularly were looking for internal equity based on relative roles to one another. This further adjusted pay to create a more realistic separation when appropriate, and in some situations a consolidation. Ultimately, you cannot simply just take the average and run with it because it is not a 1:1 relationship with 300+ employees and our local-specific organizational operation and structure the way it is. To do this would create internal issues. Instead, the data serves as a starting point for management to make the tough decisions across all employees. And frankly, we could tweak every position all day and still not come to a group consensus. Therefore, I ask that what is given in Attachment A be final for consideration purposes of what is accepted as comparable.

Furthermore, while I will of course work with the City Council who represents the tax payers to implement what they are willing to do, I cannot negotiate with each individual or class of employees to create unique and specialized arrangements beyond what I have proposed to implement. As the City Manager, I have personally examined the unique situation of every single employee and I have made tough decisions in order to balance what I deem to be reasonably fair and equitable. Not everyone will agree with my decisions for each position, but with 300+ employees and the duties given me in the City Charter, these are my decisions to make and thus my burden and the consequences thereof alone to bear. Therefore, while I am open to discussion with employees regarding my decisions, and while I reserve the right to adjust my decision if I deem it appropriate, ultimately in order to maintain the integrity of the entire budget and the payroll plan, my decision will have to be final.

Implementation Factors

In order to make a decision on implementation, you must first understand three things: 1) there are financial restrictions we have to stay within, 2) half of the employees fall under Civil Service Rules, and 3) I am only going to consider an implementation plan that impacts all employees and not just specific sets.

Financial Restrictions

Public Servants are paid for predominately by taxes. I will not go in to what this means – everyone understands the complexities surrounding this fact. It is my duty to find a way to balance what is fair for the tax payer and what is fair for the employee. In addition, the City cannot divert all of its resources to payroll as we must still provide services which takes equipment, training, materials, commodities, contractors, etc. My implementation plan had to include room for the City to continue to operate. That information is shown in the FY21/22 Executive Summary. Finally, as discussed in the Executive Summary, the City of Paris must stay in compliance with the Texas Property Tax Reform and Transparency Act of 2019 which effectively caps our ability to raise property taxes. In conclusion, there is only so much money to work with and with 300+ employees, certain strategies have to be implemented to make a new payroll plan work.

Civil Service

The City of Paris falls under Texas Local Government Code Chapter 143 which addresses Civil Service law for eligible Law Enforcement and Fire personnel. These positions consist of:

- | | |
|--------------------------|------------------------|
| - Police Officer | - Fire Fighter |
| - Police Sergeant | - Fire Engineer/Driver |
| - Police Lieutenant | - Fire Captain |
| - Police Captain | - Fire Deputy Chief |
| - Police Assistant Chief | - Fire Assistant Chief |

These ranks effectively make up nearly half of all City of Paris employees, thus a sizable number. The primary issue that came with addressing Civil Service employees and maintaining a reasonable fairness across all employees is Civil Service employees must all make the exact same base pay in the same rank (ex: all Police Officers must make the same base pay), but whereas non-Civil Service employees have steps, Civil Service has Seniority rankings. When it comes to non-Civil Service, my principle is the employee does not own the step, but rather he/she owns the pay. Therefore, we are able to adjust the employee's location on the steps when implementing a new pay plan. But this cannot occur with Civil Service Seniority Steps. A civil service employee with 3 years of service in the rank he/she fills must be paid at the 3-year seniority category. This rigidity creates complexities that are difficult to address financially which likely explains why pay studies have been unsuccessful in years past. I believe I have developed a strategy that will work.

All Employees are equal

While it is human nature to focus on one's own situation, all employees must understand that I must develop a strategy that gets everyone to comparable and not just focus on one set of employees over another. Likewise, the community might at times value one service we provide over another, but ultimately it takes all services to make our City move forward. My plan examines all employees together and as equally as possible.

Implementation

All Employees

The City maintains a pay grade system for non-civil service employees and a base pay / seniority scale for civil service employees. I have issues with both.

First, with the non-civil service employees' pay grade, we have a lengthy list of grades consisting of Steps 1-8 and values for each of these Steps. We then take each position and place it under one of these grades. It appears that over the years, we have tried to place positions on the grades based on internal equity, but in practice a fair amount of subjectivity has occurred and positions have changed grades for numerous reasons. I am doing away with a grade system based on a series of pay ranges that positions are administratively and subjectively placed under, and replacing it with a grade system in which the positions themselves are the grades. Each position will be assigned a grade number with pay more influenced based on community comparison and less on internal factors. This new pay scale is attached (Attachment A). For each position, we determined the average Minimum Value from the Comparable Pay Range and made this our new Step 1. We then determined the average Maximum Value and made this our Step 8. We then evened out every intermediate step so that each is equal distance from the step below and above (ex: Step 1 = \$20,000.00; Step 8 = \$34,000.00; each step will be \$2,000.00 apart, thus Step 1 = \$20,000.00; Step 2 = \$22,000.00; Step 3 = \$24,000.00; etc.).

As was discussed earlier, this is not a perfect process and I had to make decisions for certain unique adjustments along the way. While we attempted to keep to the method described above when identifying the new Step 1 and Step 8, there were some positions in which I had to make exceptions. On the rare occasions that our employee's Step 1 and/or Step 8 was higher than the comparable, we did not drop the value to match the comparable. At no time were we significantly higher, and given other communities are constantly performing their own pay studies, it is only a matter of time before our position finds itself at or below average.

Second, with the civil service employees, I frankly find our current system confusing. Every rank has a set base pay (you might think of it as "Step 1") followed by a series of Seniority Payments that are paid bi-weekly (in essence, when you add this to the Base Pay, it acts much like a Step increase for non-civil service). We however have numerous seniority levels for Officer and Fire Fighter with no apparent incremental pattern between increases, but for senior level positions there were simply two seniority levels based on years 1-14 and then 15+. Therefore, an employee might find themselves on the same seniority level for several years. This information is attached (Attachments B-1 and B-2).

From the pay study, we identified the average minimum value and set this as our Base Pay. We then identified the average maximum value and set this as our Base Pay + Max Seniority. We then modeled all civil service employees after the non-civil service employees and created eight separate levels (Seniority 0-1, 2-3, etc. up until 14+). This is not technically 8 "steps" per the Civil Service Law, but it functions much the same way. In addition, I also addressed another issue that has been voiced to me and I observed. I have taken the Minimum Value for the lowest ranking position (Officer and Fire Fighter), the Maximum Value for the highest ranking position (Assistant Chief), and evened out every Base Pay and Seniority Increase for all ranks in between. What this has done is create a system where no subordinate rank is paid more than a senior rank (excluding OT), thus no overlap, and we have a uniform Seniority scale for all ranks in that Department. By doing this, we did diverge from comparable on some positions, but there was no known mathematical way to stay completely comparable and accomplish these desired goals, otherwise we would have overlap and/or inconsistent seniority levels among the positions. I am also instituting a program in which Seniority is determined by "Year in Rank" vs. "Year in Department". Without this distinction, there is no purpose to having the lower end Seniority levels in each of the senior ranks; and given I have evened out the ranks to create no overlaps, a subordinate who promotes should never see a decrease in pay (excluding OT factors).

Timeline through Steps

For all employees, we are changing the timeline from which employees move through the Steps. For non-civil service employees, upon being hired, they currently start at Step 1, move to Step 2 in six months, then to Step 3 in another six months, and after that they move through Steps 4 – 8 every two years. Police and Fire scales

consist of a change of base pay after one year and Fire getting a seniority increase at one year while Police getting their first seniority increase at two years. With all of these differences among our employee timelines, I am now making all positions uniform in that upon hire the employee will stay on their starting pay for two years before moving to the next Step / first seniority level. It is my belief that the “hurried” approach we currently have is in response to having below comparable wages which is now being solved. With these changes, it will take the employee fourteen (14) years to reach the highest possible pay in that position (Step 8 / Max Seniority). When looking at other communities, this timeline is comparable. At a future point, I may change to an annual increase, but that may be accomplished by creating intermediate Steps while keeping the same Minimum and Maximum values. With these changes, we do at times under my discretion make exceptions on the starting point of the scale for new hires that come in with higher amounts of education and/or experience. I will continue to exercise that discretion when warranted, but otherwise this change in the program and the time spent in each step / seniority level applies.

Cost of Living Adjustment

Because the comparable pay study is looking at current data as of FY20/21, but we are looking to implement these changes for FY21/22, we have applied a roughly 2% COLA to the data in the Comparable Pay Study. Otherwise, to implement the FY20/21 data in FY21/22 means to start off one year behind when we are trying to get caught up.

Placement on Pay Range – Non-Civil Service Employees

For non-civil service employees, I am proposing that the City of Paris move to the new Pay Range as determined by the Comparable Pay Study in one (1) year, that being FY21/22. I had originally planned on phasing this process over several years, but after many weeks of closely examining numerous scenarios while working through the FY21/22 draft budget, I am pleased to announce that we appear fully capable to move straight to comparable in the first year. But, to accomplish this and taking into account the three factors stated above, I am proposing that all non-civil service employees are subject to downward shifting in steps. My principle is the employee owns the pay, but not the step. The City cannot financially shift all employee over using the same steps they are on currently. But, no employee will be paid less than they are being paid currently, no employee will fall to a step below Step 1, and the maximum number of steps an employee may drop is two steps. Therefore, an employee on Step 8 will either be on Step 8, Step 7 or Step 6 at the start of FY21/22, subject to the difference between their current pay scale and the new pay scale. An employee on Step 1 though will still be on Step 1 on the new scale. This provides for some reasonable separation among new and senior employees, while allowing us to financially make this transition in one year. Much of the unique differences between each position and employee comes from how far off of comparable the position is, which is sometimes even further different between Minimum and Maximum values (the Minimum might be off 5% while the Maximum is off 15%). Those whose positions are comparable will likely not see a downward shift in step because doing so would mean making less pay than current; but those with a greater difference from comparable may see a downward shift in step while still making more than current. The alternative is to phase this out over many years, which has significant draw backs. Most all employees will see significant pay increases on October 1, 2021. Again, this is to get the employee to the comparable average of their peers.

As has been discussed before, I have made some specific exceptions along the way based on my own discretion. One such exception is on the rare occasion that an employee might have made more in FY21/22 under the current timeline arrangement (moving through Steps 1 – 3 in one year vs. the new two-year timeline). I might start this employee on the new scale a step higher so that they do not lose out on money they might have earned had we not made a change. This was an extremely rare occurrence.

We will also continue with the normal step increases based on merit on their anniversary. So an employee who receives an increase on October 1st, but has their normal anniversary scheduled for October 10th will still move up in step as normal. It is important to remember that comparable pay studies are designed to “true up” the pay scale, not disrupt the payroll program. The FY21/22 Budget takes this into account. Lastly, given the wide differences among all employees between their current step location and how their unique pay range compares to that of their comparable peers, each employee will experience a unique increase. There is no known mathematical way to give all employees the same pay increase while shifting to the new schedule and creating an even incremental step plan. Some employees will receive more money on October 1st than others; that simply cannot be helped.

For Phase 1, excluding the benefits that are percentages of pay, the total non-civil service payroll increases is estimated at approximately \$790,000.00 over what would have been scheduled in FY21/22 under the current program.

Placement on Pay Range – Civil Service Employees

Because of Civil Service Law, I am unable to shift Police and Fire employees down in Seniority levels as I can non-civil service employees and steps. And given the disparity between our ranges and that of comparable, to go straight to comparable in one year is financially not possible. Therefore, in order to maintain a general equity among the increases that civil service and non-civil service employees could potentially see and to provide a means of financially addressing pay for all employees in the shortest amount of time possible, I have proposed a three (3) year phasing for civil service employees.

To accomplish this, I have calculated a COLA for each of the next three years so that once we reach this third year, we are not suddenly three years behind comparable. In addition, given we have available funds this year and in order to make the phased increases next year more manageable, I am fronting their increases more heavily in Phase Year 1. For all positions other than Police Officer, they will receive 75% of their phased Base Pay in Year 1, with equal increases of 12.5% each of the next two years. For Police Officers, given their Base Pay is already at Comparable, and given we are in critical need of new officers, I am fronting their base pay increase 100% in Phase Year 1. They will not see an increase in their Base Pay each of the next two phases, but again, that is because they are receiving the benefit of three years’ COLAs in Phase Year 1. As for Seniority Pay, I am phasing this across three equal installments. We will also continue with normal seniority increases based on anniversary dates, the same as with non-civil service employees.

By implementing the above program, we should be at comparable in three years. Please see the attached (Attachment C) for Phase Years 1-3 schedules. Please note that it is very difficult to map out all details beyond this next fiscal year. We do our best to foresee our capabilities to afford expenses down the road, but until we do FY22/23 and FY23/24 budgets, we will not know the factors we are working with at that time. But, to the best of my ability, I am confident we will be able to implement Phase 2 and 3 given we are fronting so much of it in Phase 1.

For Phase 1, excluding the benefits that are percentages of pay, the total civil service payroll increases is estimated at approximately \$715,000.00 over what would have been scheduled in FY21/22 under the current program.

Benefits

According to the Pay Study, our benefits are fairly comparable to that of our peers. While there are several things I wish to closely examine in the upcoming years, particularly on the Health Insurance contribution, I will

focus on pay first. However, I have decided to also tackle our employee's retirement plan in FY21/22. We currently provide retirement through the Texas Municipal Retirement System (TMRS) for all non-Fire employees and fund it at a 6% / 12% ratio (Employee/City). We will be taking this now to 7% / 14% which is more comparable with other communities. This too is financially possible through the budget I have developed. For our Fire Employees, they have a separate City of Paris Fire Department retirement program. The pay increases developed through this program will make a huge positive impact.

Conclusion

The City's most important asset are its employees. Without them, there would be no services provided to our citizens. These employees should therefore be paid a fair wage as compared to their peers in similar communities. The plan I have proposed will get us on track over the next three years. This does come at a considerable cost, but I have devised a FY21/22 Budget that allows us an opportunity to accomplish this, provides the community the needed services it wishes to receive, and to the best of my ability gives us options for seeing this program forward into the years to come. It is however, absolutely critical that we continue to carefully consider healthy adjustments to our property tax rate. While we all desire low taxes, that is incongruent with the amount of services we also equally desire and expect to receive. It will be my job to continue to carefully and creatively balance this each year while taking care of our greatest asset, our employees. I would be of no use to the City Council without the great men and women who serve our community. And to each of them, as well as to the City Council, I say "Thank you for your service!"

Attachments

- Attachment A – New Step Plan
- Attachment B-1 – Existing Fire Pay Plan
- Attachment B-2 – Existing Police Pay Plan
- Attachment C – Civil Service Step Plan
- Attachment D – PSPC Executive Summary
- Attachment E – Comparable Pay Study Community Data