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%.

<u>City Council Record Vote</u>

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 <u>decreasing</u> in FY21/22. The following represents a comparison of FY19/20 vs. FY20/21 vs. FY21/22 Tax Rates:

| Year | O&M | Debt | <u>Total</u> | |
|------------|------------|------------|--------------|---------------------|
| 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 | \$714,930.00 | \$0.00 | \$714,930.00 |
| Net | \$714,930.00 | \$714,930.00 | \$0.00 |
| 06 – American Rescue Plan Fun | d \$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 employees 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 help, 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 | | General Fund Departments - Balanced using General Fund Reserve. |
| 2 | Economic Development | \$ 2,649,873.88 | \$ 1,700,000.00 | | Council Approved PEDC - Utilizing Carryover Funding |
| 3 | Airport | \$ 656,872.00 | | | 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 | | American Rescue Plan Act - Planning to pursue Water and Sewer Project with funding. |
| 5 | Coranavirus Relief Fund | \$ 714,930.00 | \$ 3,000,000.00 | | CARES Act Funding - De-obligated in FY20/21 - Will zero out fund with various capital purchases. |
| 6 | Tax & Rev CO - 2021 Construction | \$ 714,930.00 | \$ - | \$ (714,930.00) | 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 | , ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | Biannual Sanitation Truck Replacement. Utilizing new revenue plus carryover in fund. |
| 14 | CO 2010 Construction Fund | \$ 173,000.00 | \$ 148,037.00 | \$ (20,903.00) | 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 | \$ - | - | Court costs. Statutory expenses. |
| 22 | Municipal Court Local Truancy & Prevention | \$ 3,000.00 | \$ 4,500.00 | , ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | Court costs. Statutory expenses. |
| 23 | PEG Channel | \$ - | \$ 49,500.00 | | Funding for local Cable Channel - exploring options. |
| 24 | Lake Crook Restoration | \$ - | \$ 49,300.00 | \$ 45,300.00 | 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 | \$ 1,182,281.00 | \$ 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 | \$ - | \$ 17,000.00 | \$ 17,000.00 | 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 | | New fund. Vehicle inspection fee, expenses must be related to auto theft program. |
| 33 | Municipal Court Tech Fee | \$ 10,000.00 | \$ 6,500.00 | , | Court costs that can be used for Court equipment, technology, etc. |
| 34 | Municipal Court Security Fee | \$ 23,250.00 | \$ 6,500.00 | | Court costs that can be used for security expenses, ex: Bailaff, metal detectors, etc., as needed. |
| 35 | Municipal Court Child Safety Fee | \$ 5,000.00 | \$ 0,300.00 | | Court costs. Statutory expenses. |
| 36 | Municipal Court Time Pay Fee | \$ 5,000.00 | \$ 550.00 | . (-,, | Court costs. Statutory expenses. |
| 37 | Police Confiscated Funds - Gambling | \$ 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 | 7 (.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | 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 | , ,,,,,,,, | 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 | Ś - | \$ 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 | | 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 | | 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 | | Payment of Bond Debt Service (Fund #46), Street and Park. |
| 65 | GO Bonds - 2018 I&S | \$ 246,771.00 | \$ 247,071.00 | | 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 | | Payment of Bond Debt Service, Love Civic Center. Began in FY19/20. |
| 68 | Tax Notes Series 2020 | \$ 195,258.00 | \$ 196,000.00 | | 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 | | 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. |

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 <u>decreasing</u> 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:

(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 | Tot | tal 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.

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 |

[&]quot;Summary of proposed expenditures by function, department, and activity."

[&]quot;Summary of proposed expenditures by character and object."

[&]quot;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."

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 | _ |
| 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 | . , | 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 of PPE Gear Extractor and other equipment - out of space. |
| Fire | 05-0209-32-99 | | \$ 55.000.00 | Provide a breathing regulator for all firefighters, prevents cross contamination. |
| Fire | 05-1002-32-99 | | \$ 40,000.00 | Last remainining 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 | 05-0209-34-00 | 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 mounts are worn out, critical for in-motion equipment use. Existing is extremely worn out, needs replacement. |
| EMS | 05-0401-54-00 | 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 | 05-1011-54-00 | Jetter Truck | _ | 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 Water Production | 10-0911-82-98 | Filtration Plant Pump | \$172,000.00 | |
| | | | | 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."

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 | Е | xpenditure | 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 | Coranavirus 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 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: Bailaff, 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 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

[&]quot;A schedule of requirements for the principal and interest of each issue of bonds."

[&]quot;The tax levying ordinance."

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.

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Fund: 1 General Fund

City of Paris

Non-Departmental Revenue Comparison FY 2021

Department:

Program:

Exhibit A - Revenue Sheets

Page

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Account 01-7431-00-00 01-7430-00-00 01-7429-00-00 01-7428-00-00 01-7427-00-00 01-7426-00-00 01-7424-00-00 01-7420-00-00 01-7418-00-00 01-7414-00-00 01-7413-00-00 01-7411-00-00 01-7396-00-00 01-7395-00-00 01-7390-00-00 01-7360-00-00 01-7350-00-00 01-7340-00-00 01-7330-00-00 01-7220-00-00 01-7112-00-00 01-7110-00-00 01-7031-00-00 01-7030-00-00 01-7029-00-00 01-7020-00-00 01-7010-00-00 01-7410-00-00 01-7320-00-00 Subtotal: Subtotal: Subtotal: Subtotal: Description Hotel-Motel Occupancy Tax Fire Construction Permit Fees Fire Plan Review Fees Bldg Permit-Cert of Occupancy **Building Permit-New Commercial** Bldg Permit-Remodel Commercial Bldg Permit-New Residential Bldg Permit-Remodel Residence **Building Permit-Roof Building Permit-Fence** Alcohol Permit Application Fee Electrical Licenses Plumbing Inspections Electrical Permits Sign Permits Concrete Permits **House Moving** Solid Waste Street Use Fee Municipal ROW Use Fee Water Sewer Utility Suddenlink Cable Taxicabs Oncor Atmos Gas Sales Tax-Reduce Property Tax Municipal Sales Tax Attorney Fees Penalty & Interest Business Persn Property (Fine) Delinquent Taxes Current Taxes Proposed FYZ0ZZ 1,640,000.00 3,239,150.00 1,400,000.00 8,200,000.00 6,560,000.00 8,269,000.00 8,030,000.00 750,000.00 Budget 300,000.00 770,000.00 245,000.00 110,000.00 150,000.00 350,000.00 750,000.00 24,000.00 85,000.00 4,000.00 40,000.00 50,000.00 40,000.00 15,000.00 10,000.00 4,000.00 4,000.00 6,000.00 5,000.00 5,500.00 8,000.00 6,000.00 3,850.00 1,200.00 150.00 900.00 500.00 3,219,150.00 1,472,600.00 7,460,000.00 1,400,000.00 7,363,000.00 5,890,400.00 ,689,000.00 770,000.00 245,000.00 675,000.00 675,000.00 100,000.00 300,000.00 150,000.00 330,000.00 15,000.00 37,000.00 85,000.00 14,000.00 24,000.00 40,000.00 4,000.00 6,000.00 75,000.00 5,000.00 Budget 5,500.00 6,000.00 4,000.00 4,000.00 8,000.00 3,850.00 150.00 Period Ending: 7/2021 900.00 500.00 7,890,626.52 2,463,170.75 1,044,056.56 7,628,431.74 1,525,686.31 6,102,745.43 7,674,983.75 240,702.78 577,499.94 166,740.47 333,171.78 727,411.03 727,411.03 75,616.56 5,352.62 81,653.31 1,984.50 2,184.50 16,855.50 1,260.00 4,445.00 19,345.91 35,900.51 98,773.08 52,728.78 5,042.50 Year 4,950.00 7,598.35 1,250.00 6,090.00 urrent 8,335.00 3,235.00 1,225.00 250.00 3,241,269.01 1,358,942.05 7,875,096.77 1,575,019.31 6,300,077.46 7,373,310.07 7,127,399.92 121,917.27 331,395.32 233,107.10 689,701.54 689,701.54 119,395.35 100,992.30 769,999.92 382,541.03 43,341.32 37,740.27 84,055.09 4,719.44 40,955.58 13,133.00 40,522.15 12,560.00 FY 2020 9,315.00 3,003.50 4,950.00 7,241.80 1,435.00 7,460.00 4,030.00 1,810.00 525.00 25.00 3,249,499.19 7,339,089.21 7,577,236.43 1,397,272.84 1,467,817.79 5,871,271.42 7,273,294.69 143,463.55 6,265.06 105,163.04 658,145.09 658,145.09 169,219.16 303,319.13 178,894.76 769,999.92 251,037.56 327,511.33 17,174.18 21,363.65 49,050.09 FY 2019 6,750.00 35,199.47 13,275.97 4,143.28 7,495.00 4,614.00 5, 198.30 4,364.00 4,014.00 1,000.00 3,850.00 885.00 325.00 100.00 5,853,729.11 1,463,432.81 3,318,055.04 1,377,426.33 7,317,161.92 7,357,424.58 7,161,956.31 142,974.75 280,523.79 478,536.19 662,262.81 662,262.81 16,014.60 38,460.61 769,999.92 268,444.06 80,746.51 4,542.66 7,000.00 24,940.07 71,799.95 95,979.96 **EY 2018** 15,580.13 4,791.17 2,748.29 5,377.00 5,950.00 8,405.00 5,427.00 3,100.00 925.00 500.00 900.00 200.00 150.00 3,256,923.91 7,233,526.35 1,446,706.02 5,786,820.33 6,933,981.00 6,669,182.48 1,372,885.39 657,270.15 657,270.15 152,130.84 277,365.16 437,106.90 134,908.26 1,425.00 12,368.48 256,380.58 733,999.92 84,176.82 14,032.53 5,282.87 8,050.00 27,055.12 40,989.69 42,823.04 32,409.15 10,431.64 3,900. 5,282. 6,950.00 4,647.91 4,723.75 2,671.00 5,025.00

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City of Paris
Revenue Comparison FY 2021
Department: Non-Departmental
Period Ending: 7/2021

Program:

Page

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| 01-8 01-8 <mark>01-8</mark> | 01-8 Sub | Sub | Sub 01-7 | 01-7 01-7 | Sub | 01-7 | 01-7 01-7 | 01-7 | 01-7 01-7 | 01-7 01-7 | 01-7 01-7 | Sub | 01-7 | 01-7 | 01-7 01-7 | 01-7 | 01-7 | 01-7 01-7 | 01-7 | Sub | |
|--|--------------------------------|-----------|--------------------------------|--|---------------|----------------------|--|----------------------------|-------------------------------|---|---|---------------|-------------------------|---------------|---|---------------|-------------------|--|---------------------|---------------|--------|
| 01-8152-00-00 01-8153-00-00 <mark>01-8154-00-00</mark> | 01-8046-00-00 Subtotal: | Subtotal: | Subtotal: 01-7822-00-00 | 01-7713-00-00 01-7715-00-00 | Subtotal: | 01-7653-00-00 | 01-7650-00-00 01-7650-00-00 | 01-7632-00-00 | 01-7630-00-00 | 01-7609-00-00 01-7620-00-00 | 01-7605-00-00 01-7606-00-00 | Subtotal: | 01-7521-00-00 | 01-7520-00-00 | 01-7516-00-00 01-7517-00-00 | 01-7514-00-00 | 01-7513-00-00 | 01-7511-00-00 01-7512-00-00 | 01-7510-00-00 | Subtotal: | |
| Health Dept-ORAS (3) Lamar Co-Emergency Medical Ser Emergency Medical Service Fees | Santtation Fees | | Poly Envelopes Sold-City Clerk | Zoning & Subdivision Fees Sale of Maps Copies Etc | | T-Mobile Tower Lease | reases & Rentals Interest Earned Suddenlink Cable Tower Bo | Cox Field Fuel Flowage Fee | Cox Field Rent Hangar Storage | Agrpro, Inc. Property Lease Cox Field Leases-Terminal | Ramp Grant Revenue Airport Exp Reimb-CARES Act | | Pound Incineration Fees | Pound Fees | Time Payment Fees Retained State Judicial Fund due City | Arrest Fees | City Traffic Fees | Defensive Driving Course Warrant Service Fees (Citv) | Court Fines & Costs | | |
| al Ser 390,000.00 Fees 2,600,000.00 | 310,000.00 310,000.00 | 250.00 | 10,000.00 Clerk 250.00 | 3,000.00 7,000.00 | 147,000.00 | 47,000.00 | 100,000.00 | й (| orage | _ 35.6 | ic t | 259,000.00 | | | id 8,000.00 1,000.00 | | | 00.000.0E | 200,000.00 | 159,950.00 | Budget |
| 00 374,000.00 00 <mark>2,500.000.00</mark> | 00 310,000.00 00 310,000.00 | 00 250.00 | 00 10,000.00 00 250.00 | 00 3,000.00 00 7,000.00 | 00 457,560.00 | 00 47,000.00 | 17 | 10,000.00 | 360.00 | 15,000.00 3,600.00 | 50,000.00 69,000.00 | 00 292,500.00 | | | 00 8,000.00 00 1.000.00 | | | 00.000.00 3,000.00 | N | 00 185,950.00 | Budget |
| 251,590.64 <mark>2,410,467.74</mark> | 219,572.75 219,572.75 | 730.00 | 6,697.92 730.00 | 1,800.00 4,897.92 | 207,538.15 | 40,882.84 | 16,672.04 | 13,282.40 | 369.22 | 8,598.00 825.00- | 48,373.45 | 197,659.24 | | 4,707.00 | 6,128.10 311.65 | 5,714.81 | 244.90 | 1,200.00 28.247.52 | 151,105.26 | 117,434.13 | Year |
| 31,323.50 344,558.50 <mark>2,790,136.39</mark> | 294,029.01 294,029.01 | 520.00 | 11,002.06 520.00 | 4,200.00 6,802.06 | 280,025.29 | 61,851.91 | 118,406.44 | 10,379.40 | 360.00 | 8,598.00 | | 234,856.85 | | 5,778.00 | 7,092.84 676.43 | 7,177.89 | 1,009.43 | 1,670.00 23.493.23 | 187,959.03 | 252,186.83 | |
| 366,642.00 <mark>2,606,454.34</mark> | 331,838.75 331,838.75 | | 11,604,96 | 4,000.00 7,604.96 | 507,062.35 | 45,396.32 | 14,922.85 295,542.06 7 623 10 | 11,013.90 | 630.00 | 19,081.50 2,700.00 | 49,993.63 | 305,121.22 | | 7,408.00 | 7,881.53 1.440.10 | 10,922.31 | 3,267.21 | 3,020.00 | 239,758.92 | 277,507.36 | |
| 359,463.03 <mark>2,249,046.15</mark> | 347,661.95 347,661.95 | | 11,220.49 | 3,400.00 7,820.49 | 363,788.41 | 37,000.00 | 11,942.50 192,394.54 7 406.18 | 7,376.85 | 630.00 | 17,196.00 3,600.00 | 36,676.44 | 304,346.28 | | 5,502.00 | 8,022.08 1.521.78 | 11,827.18 | 3,657.30 | 3,270.00 | 241,730.91 | 197,919.68 | |
| 358,057.68 <mark>2,246,313.74</mark> | 413,465.21 413,465.21 | | 10;810:64 | 3,400.00 7,410.64 | 218,223.07 | 7,542.10 | 29,447.85 102,961.64 7,572.16 | 6,931,15 | 510.00 | 3,600.00 | 16,879.27 | 300,663.95 | 150.00 | 8,320.00 | 7,400.11 1.522.03 | 11,978.29 | 3,669.88 | 3,670.00 31 941 84 | 232,011.80 | 155,362.62 | |
| | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |

Fund: 1 General Fund

Revenue Comparison FY 2021 City of Paris

Non-Departmental

Department:

Period Ending: 7/2021

Program:

01-8508-00-00 01-8507-00-00 01-8506-00-00 01-8505-00-00 01-8504-00-00 01-8503-00-00 01-8502-00-00 01-8501-00-00 01-8500-00-00 01-8499-00-00 01-8364-00-00 01-8359-00-00 01-8353-00-00 01-8350-00-00 01-8345-00-00 01-8332-00-00 01-8331-00-00 01-8330-00-00 01-8325-00-00 01-8316-00-00 01-8312-00-00 01-8311-00-00 01-8310-00-00 01-8260-00-00 01-8165-00-00 01-8498-00-00 01-8308-00-00 Subtotal: Subtotal: Subtotal: Subtotal: Description Depot Deposits & Rental Fees Special Events Sponsorships Reservations Softball Sports Complex Pool Daily Fees Pool Programs Pool Vending Water & Sewer Adm. Fee Transfer In/Out Library Card Fees Credit Card Convenience Fee Gym Fees Oak Park Lake Crook-Drag Boat Races Reimbursed Expenses Salvage Vehicle Inspections Insurance Recoveries Miscellaneous Revenue **Housing Authority Pilot** Billed Electric Lot Clean Up Materials & Labor Sold Sale of City Property **Library Public Faxes** Library Fines & Other **Library Copies** Death Certificate Fees Birth Certificate Fees Birth Certificate Fee for TWC Mixed Beverage Tax Farmers Market Fees Proposed FYZ0ZZ 1,200,007.00 2,998,000.00 Budget 846,977.00 170,000.00 353,030.00 233,300.00 20,000.00 30,000.00 16,000.00 5,000.00 2,000.00 55,000.00 16,000.00 55,000.00 1,000.00 1,300.00 5,000.00 4,500.00 1,000.00 4,000.00 8,000.00 2,500.00 7,000.00 5,000.00 4,000.00 7,000.00 8,000.00 170,000.00 5,000.00 ,882,000.00 963,950.00 963,950.00 10,000.00 40,000.00 4,000.00 1,000.00 4,500.00 16,000.00 8,000.00 2,500.00 16,000.00 237,300.00 20,000.00 5,000.00 5,000.00 9,000.00 1,300.00 5,000.00 2,000.00 55,000.00 55,000.00 Budget 4,000.00 8,000.00 ,672,353.38 722,962.53 104,174.56 243,691.72 11,707.92 4,698.50 10,913.40 7,955.00 722,962.53 426,065.89 19,787.75 8,711.00 5,457.68 6,447.20 13,333.21 12,903.20 11,550.39 37,182.13 37,182.13 10,295.00 2,805.53 5,333.77 Year Current 2,041.45 1,672.85 1,333.12 660.00 800.00 271.00 5.00 3,172,948.39 963,950.04 983,950.04 331,254.60 229,803.87 11,366.11 19,729.07 7,252.00 14,282.00 20,000.00 39,806.09 4,201.12 5,247.46 30,907.05 30,907.05 FY 2020 4,777.96 1,914.10 7,978.96 3,864.68 2,500.00 4,219.73 4,015.61 6,930.00 2,920.00 1,199.60 425.00 635.00 74.94 556.00 335.00 865.00 30.00 4.00 2,979,159.84 1,681.80 29,251.91 861,910.66 963,950.04 147,773.39 102,039.38-22,504.95 6,376.00 58,381.82 FY 2019 800.00 4,566.07 16,444.04 14,372.81 7,099.56 953.00 89,562.09 100.00 5,312.25 8,633.98 58,381.82 1,655.77 1,172.80 5,230.55 4,136.75 6,918.14 2,976.91 3,810.97-6,063.50 75.00-6.50 2,614,504.18 943,950.00 184,438.42 574,021.48 369,928.52 242,267.18 15,349.04 6,033.00 20,911.62 5,772.98 1,425.00 7,152.71 22.89-57,259.65 57,259.65 **FY 2018** 40,325.95 18,379.08 9,022.10 2,756.01 3,344.51 2,974.40 1,449.95 8,936.51 5,413.55 5,995.00 2,266.33 4,750.25 920.00 62.50 2,609,811.42 898,999.92 165,105.28 850,797.76 224,588.13 2,585.65 8,685.00 6,410.61 17,393.50 48,202.16-6,550.03 1,044.25 9,894.53 54,694.72 54,694.72 48,759.75 10,018.24 3,775.00 1,490.90 16,810.51 5,440.00 5,593.00 7,050.00 3,749.70 1,825.65 8,144.72 3,536.70 25.25

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City of Paris
Revenue Comparison FY 2021
Department: Non-Departmental
Period Ending: 7/2021

Program:

| | | | F Dep | Sub Pro | 01-8 | Account |
|--|--|--|-----------------------------------|------------------------------|--|---------------------------|
| | | | artme d num | Subtotal: Program n | 510-0 511-0 512-0 514-0 517-0 | a |
| | | | Department number: Fund number: 1 | Subtotal: Program number: | 01-8509-00-00 01-8510-00-00 01-8511-00-00 01-8512-00-00 01-8514-00-00 01-8515-00-00 | |
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| | | | Non-Departmental Seneral Fund | | Eve Int Cer COV CAR | Desc |
| | | | parti Fund | | nt Ce erlit t Loc y Squ y Squ P TD-15 | Description |
| | | | nenta | | anter brary cal G lare lare nent- | Con |
| | | | ۲ | | Event Center Fees Interlibrary Loan Grant Cert Local Govt Travel Grant City Square Gym Programs COVID-19 Testing Revenue CAR Payment-HHS Stimulus STEP Comprehensive Grant | |
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Revenue Comparison FY 2021 City of Paris

Fund: 2 Economic Development Fund Department: Revenues

Program:

02-8361-00-00 02-8362-00-00 02-8498-00-00 02-8499-00-00 02-8350-00-00 02-7650-00-00 02-7111-00-00 Department number: Revenues Subtotal: Subtotal: Subtotal: Program number: Subtotal: Fund number: 2 Economic Development Fund Transfer to Debt Service Transfer In/Out Bank Loan Proceeds (AmSp) Reimbursement Hwy 24 Project Miscellaneous Revenue Interest Earned Economic Development Sales Tax 1,700,000.00 Proposed FYZ022 1,700,000.00 1,700,000.00 1,700,000.00 1,700,000.00 Budget 1,440,000.00 1,440,000.00 1,440,000.00 1,440,000.00 1,440,000.00 Budget Period Ending: 7/2021 1,527,074.78 1,527,074.78 1,527,074.78 1,525,686.31 1,525,686.31 Year Current 1,388.47 1,388.47 1,682,524.30 2,505,051.16 1,682,524.30 1,682,524.30 1,649,206.31 1,649,206.31 28,261.74 FY 2020 28,261.74 5,056.25 5,056.25 2,505,051.16 1,000,000.00 2,505,051.16 1,468,476.19 1,468,476.19 1,000,000.00 36,574.97 36,574.97 FY 2019 1,627,530.60 1,627,530.60 1,464,046.13 1,627,530.60 1,464,046.13 379,000.00-154,540.02 154,540.02 8107 A4 8,944.45 8,944.45 1,632,397.09 1,443,236.31 1,632,397.09 1,632,397.09 1,443,236.31 357,000.00-533,777.98 533,777.98 357,000.00-12,382.80 12,382.80

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City of Paris Revenue Comparison FY 2021

Department:

Fund: 3 Cox Field Airport

Program:

03-7606-00-00 03-7609-00-00 03-7630-00-00 03-7631-00-00 03-7633-00-00 03-7636-00-00 03-7640-00-00 03-7605-00-00 Department number: Program number: Subtotal: Fund number: 3 Cox Field Airport Airport Exp. Reimb-CARES Act Agrpro, Inc. Property Lease Cox Field Rent Hangar Storage Cox Field Rental Hangars Pasture Lease-Eatherly **Ground Leases** Sales-Aviation Fuel Ramp Grant Revenue Proposed FYZ0ZZ 615,836.00 615,836.00 Budget 615,836.00 615,836.00 455,020.00 10,483.00 83,735.00 8,598.00 1,000.00 50,000.00 7,000.00 Budget Period Ending: 7/2021 69,000.00 69,000.00 69,000.00 69,000.00 69,000.00 Current Year FY 2019

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Page

04-8350-00-00 Department number: Program number: Subtotal: Fund number: 4 American Rescue Plan Act American Rescue-Revenue Proposed FYZ0ZZ 3,000,000.00 3,000,000.00 3,000,000.00 3,000,000.00 3,000,000.00 Budget Budget Period Ending: 7/2021 Current Year

City of Paris Revenue Comparison FY 2021

Fund: 5 Coronavirus Relief Fund

05-7650-00-00 05-8350-00-00 Subtotal: Fund number: 5 Coronavirus Relief Fund Department number: Program number: Subtotal: CRF Revenue Interest Proposed FYZ0ZZ Department: Budget Budget Period Ending: 7/2021 1,115,095.27 1,115,095.27 1,115,095.27 1,114,520.00 1,114,520.00 Current Year 575.27 575.27 278,689.37 278,689.37 278,689.37 278,630.00 278,630.00 59.37 59.37 Program: FY 2019

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City of Paris Revenue Comparison FY 2021

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Budget Budget Period Ending: 7/2021 Year Current Program: FY 2019

06-7650-00-00 06-8301-00-00 Subtotal: Program number: Department number: Subtotal: Fund number: 6 Tax & Rev CO- 2021 Const Fd **Bond Proceeds** Interest Earned 46,031,088.14 46,031,088.14 46,031,088.14 46,065,000.00 46,065,000.00 33,911.86-33,911.86-

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Department: City of Paris Revenue Comparison FY 2021 Revenues

Program:

Period Ending: 7/2021

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| 68 6 | 686.7 | 5,100.00- 80,000.00- 85,100.00- | 62,992.12 560.00 3,470.00 1,261.97 | 4,195.03 51,794.69 7,506.35- 4,260.00 | 141,687.44 75,906.90 149,175.13 | 88,718.66 88,718.66 | | 721,085.90 20,750.00 741,835.90 |)18,142.20 56,902.44 11,080.00 | FY 2019 |
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| 6,959 | 6,959 | 283,690.23 028,000.00 744,309.77 | 42,667.31 3,643.94 8,711.41 1,310.65 | 9, 169.84 46,219.34 42,348.44 5,850.00 | 132,419.23 75,697.65 154,367.37 1,302.77 | 974.98 79,464.22 79,464.22 | 974 | 357,453.74 12,455.00 369,908.74 | 36,990.57 26,519.60 8,400.00 71,910.17 | FY 2017 |
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City of Paris Revenue Comparison FY 2021 Revenues

Department:

Program:

Page

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Fund number: 10 Water & Sewer Fund Proposed FYZ0ZZ 16,600,515.00 15,269,187.00 Budget Budget Period Ending: 7/2021 8,209,643.41 10,832,584.09 Current Year 9,919,686.74 17,227,598.76 10,116,959.41

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Fund: 11 Capital Projects Fund

City of Paris Revenue Comparison FY 2021

Program:

11-8498-00-00 11-7650-00-00 Fund number: 11 Capital Projects Fund Department number: Subtotal: Subtotal: Program number: Interest Earned Transfer In/Out Proposed FYZ0ZZ Department: Budget 3,000.00 3,000.00 3,000.00 3,000.00 3,000.00 Budget 3,000.00 3,000.00 3,000.00 3,000.00 3,000.00 Period Ending: 7/2021 Year Current 268.14 268.14 268.14 268.14 268.14 FY 2020 2,590.05 2,590.05 2,590.05 2,590.05 2,590.05 112,150.51 112,150.51 112,150.51 101,333.00 101,333.00 10,817.51 10,817.51 FY 2019 766,410.71 766,410.71 766,410.71 749,107.00 749,107.00 17,303.71 17,303.71 8107 A4 13,740.26-13,740.26-13,740.26-19,464.00-19,464.00-5,723.74 5,723.74

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Fund: 13 Equipment Replacement Fund

City of Paris Revenue Comparison FY 2021

Program:

13-7651-00-00 13-7653-00-00 13-7654-00-00 13-8399-00-00 13-8498-00-00 13-7650-00-00 Program number: Subtotal: Subtotal: Subtotal: Fund number: 13 Equipment Replacement Fund Department number: Description Utility Billing Offsets Equipment Replacement Fee Transfer In/Out Note Proceeds Auction Proceeds Interest Revenue Proposed FYZ0ZZ Department: 148,037.00 Budget 148,037.00 148,037.00 86,837.00 60,000.00 86,837.00 61,200.00 1,200.00 60,000.00 61,200.00 61,200.00 61,200.00 61,200.00 Budget 1,200.00 Period Ending: 7/2021 1,163,834.21 1,163,834.21 1,163,834.21 1,164,773.86 1,078,500.00 1,137.09 85,136.77 Current Year 939.65-939.65-FY 2020 1,042.63-1,042.63-748.09-294.54 748.09-748.09-294.54 FY 2019 1,803.26 1,232.97-1,803.26 1,803.26 1,232.97-3,036.23 3,036.23 8107 A4 1,208.98-1,208.98-1,927.56 1,927.56 718.58 718.58 718.58 1,129.94-1,390.91 1,129.94-1,390.91 260.97 260.97 260.97

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City of Paris Revenue Comparison FY 2021

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Fund: 16 TWDB Loan Fund

City of Paris Revenue Comparison FY 2021

Program:

16-8498-00-00 16-7650-00-00 Subtotal: Fund number: 16 TWDB Loan Fund Department number: Program number: Subtotal: Description Transfer In/Out Interest Earned Proposed FYZ0ZZ Department: Budget Budget Period Ending: 7/2021 Current Year 46.62 46.62 46.62 46.62 46.62 331.07 331.07 331.07 331.07 331.07 750.71 750.71 750.71 750.71 750.71 20,192.55 20,192.55 20,192.55 19,546.50 19,546.50 646.05 646.05 820,412.81 820,412.81 820,412.81 820,000.00 820,000.00 412.81 412.81

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Fund: 20 Municipal Crt Local Traf Fee

City of Paris Revenue Comparison FY 2021 Special Revenue

Department:

Program: Special Revenue

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20-7004-00-00 20-8350-00-00 20-7650-00-00 Department number: Special Revenue Subtotal: Subtotal: Fund number: 20 Municipal Crt Local Traf Fee Program number: Subtotal: Special Revenue Miscellaneous Revenue **Interest Earned** Municipal Crt Local Traf Fee Proposed FYZ0ZZ Budget 50.00 50.00 50.00 50.00 50.00 Budget Period Ending: 7/2021 50.00 50.00 50.00 50.00 Year Current 189.13 189.13 129.91 189.13 129.91 58.62 58.62 . 60 . 60 96.65 95.82 96.65 96.65 95.82 . 83 . 83 FY 2019

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Fund: 21 Child Safety Fund

City of Paris Revenue Comparison FY 2021 Child Safety Fund

Program:

Page

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21-8353-00-00 21-7650-00-00 Department number: Child Safety Fund Subtotal: Subtotal: Fund number: Program number: 21 Child Safety Fund Think Child Safety Donations Interest Earned Proposed FYZ0ZZ Department: Budget Budget 2,030.00 2,000.00 2,030.00 2,030.00 2,000.00 Period Ending: 7/2021 30.00 30.00 Year Current 3.09 3.09 3.09 3.09 3.09 FY 2020 121.15 121.15 100.00 121.15 100.00 21.15 21.15 FY 2019 294.58 250.00 250.00 294.58 44.58 44.58 Think Child Safety 1,912.82 1,912.82 1,912.82 1,870.00 1,870.00 42.82 42.82 2,221.78 2,221.78 2,200.00 2,200.00 2,221.78 21.78 21.78

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City of Paris Revenue Comparison FY 2021 Health Department

Program: Municipal Court

22-7650-00-00 22-7004-00-00 Subtotal: Department number: Health Department Subtotal: Fund number: Program number: 22 MC Local Truancy & Prevention Municipal Court **Interest Earned** MC Local Truancy & Prevention Proposed FYZ022 Department: Budget 4,500.00 4,500.00 4,500.00 4,500.00 4,500.00 Budget 3,020.00 3,000.00 3,020.00 3,020.00 3,000.00 Period Ending: 7/2021 20.00 20.00 Year Current 3,842.54 3,835.98 3,842.54 3,842.54 3,835.98 6.56 6.56 FY 2020 2,621.61 2,621.61 2,621.61 2,618.55 2,618.55 3.06 3.06 FY 2019

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City of Paris Revenue Comparison FY 2021

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| Fund: 23 PEG Channel Fund | | 23-7650-00-00 Subtotal: | 23-8350-00-00 | Subtotal: Program number: Department number: | Fund number: | | | |
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Fund: 24 Lake Crook Restoration Fund

City of Paris Revenue Comparison FY 2021

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24-7650-00-00 24-8498-00-00 Subtotal: Subtotal: Description Transfer In/Out Interest Proposed FY2022 Department: Budget Budget Period Ending: 7/2021 50.00 50.00 Year Current 5.03 5.03 35.71 35.71 Program: FY 2019 80.97 80.97 2,179.00 2,179.00 69.68 69.68 3,388.00 3,388.00 44.84 44.84

Fund number: 24 Lake Crook Restoration Fund

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City of Paris Revenue Comparison FY 2021 Grant Fund

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| | Program: |

| Fund number: 25 | Department number: | Subtotal: Program number: | 25-8498-00-00 | Subtotal: | 25-7067-00-00 | 25-7066-00-00 | 25-7065-00-00 | 25-7063-00-00 25-7064-00-00 | 25-7062-00-00 | 25-7058-00-00 | 25-7052-00-00 25-7057-00-00 | 25-7046-00-00 | 25-7039-00-00 | 25-7028-00-00 | 25-7027-00-00 | 25-7025-00-00 | 25-7019-00-00 | 25-7015-00-00 | 25-7009-00-00 | 25-7008-00-00 | 25-7006-00-00 | 25-7005-00-00 | 25-7004-00-00 | 25-7002-00-00 | 25-7001-00-00 | | Account | Fund: 25 Grant Fund |
|-----------------|--------------------|------------------------------|-----------------|--------------------------------|--------------------|---------------|-------------------------------|---|------------------------------|--------------------|---|-----------------|----------------|--------------------------------|--------------------------------|-----------------|---------------------------------|--|--------------------------------|-------------------------------|--------------------------|-------------------------|-----------------------|--------------------------------|---------------------------|--------|-----------------------|---------------------|
| 25 Grant Fund | Grant Fund | | Transfer In/Out | FEMA Grant Dreset Exhaust 3991 | TDHCA Home Program | JAG 2016 | TCEQ Local Emergency Planning | Grant Match Local-TxCDBG Grant Dive Team Project | TDA TxCDBG Grant Water/Sewer | Body Cameras Grant | Homeland Security Grant Fire OOG-Hazmat Equip 2946902 | VHF Radio Grant | SWAT Equipment | Tx Parks & Wildlife-8th to 4th | Local Match-CDev, Pks, Airport | JAG 2017 & 2018 | JAG 2020 | Arrport Project Grt Mat W Paris MultiUse Trail | Grant Match-LamarCo Auto Theft | Grant Match-Police Department | W. Paris Multi-Use Trail | CDBG-1st Street Project | Auto Theft Task Force | No leman ISD School Difficence | Project Safe Neighborhood | | Description | una |
| 1,182,281.00 | 1,182,281.00 | 1,182,281.00 | | 1,182,281.00 | 400,000.00 | | | | | | | 11,475.00 | | | 155,000.00 | | | | | 39,752.00 | | 425,000.00 | 151.054.00 | | | Budget | Proposed FYZ0ZZ | Department: |
| 1,124,802.00 | 1,124,802.00 | 1,124,802.00 | | 1,124,802.00 | 450,000.00 | | | | | | | | 39,400.00 | | 161,000.00 | 250,000.00 | 13,375.00 | 50,000.00 | 44,318.00 | | | 1003700000 | 106.709.00 | | | Budget | Year too cr | Grant Fund |
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| 734,637.41 | 734,637.41 | 8,780:08 734,637.41 | 8,780.08 | 725,857.33 | 35,000.00 | | | 30,000.00 | i i i | | | | | | | 10,806.00 | | | 45,880.00 | | 521,793.98 | | 80.408.37 | F,300.30 | 1 968 98 | | FY 2020 | Program: |
| 1,256,708.70 | 1,256,708.70 | 116,667.00 1,256,708.70 | 116,667.00 | 1,140,041.70 | 962,887.69 | | | | | | | | | | | | | | | | | | 87.926.01 | | | | FY 2019 | ram: |
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| 1,446,634.66 | 1,446,634.66 | 1,446,634.66 | | 1,446,634.66 | | 12,315.00 | 58,275.35 | 55,000.00 11.698.55 | 40,950.00 | 27,540.16 | 2,998.68 5,116.27 | | 3,806.42 | 23,006.78 | | 1/4,000.21 | 1 1 2 2 3 3 3 | 181,015.00 | 40,695.00 | | 515,193.00 | 1 | 123.433.16 | 171 501 08 | | | FY 2017 | |
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City of Paris Revenue Comparison FY 2021 Drug Task Force Grant

Fund: 26 Municipal Court Jury Fund

Program:

26-7004-00-00 26-7650-00-00 Department number: Drug Task Force Grant Subtotal: Fund number: 26 Municipal Court Jury Fund Subtotal: Program number: **Interest Earned** Municipal Court Jury Fund Proposed FYZ0ZZ Department: Budget 60.00 60.00 60.00 60.00 60.00 Budget Period Ending: 7/2021 60.00 60.0060.00 60.00 Current Year 76.77 76.77 76.62 76.77 76.62 . 15 . 15 52.33 52.33 52.27 52.33 52.27 . 06 . 06 FY 2019

22

Fund: 27 Water Contract Fund

City of Paris Revenue Comparison FY 2021 Water Contract

Program:

Page

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27-8350-00-00 27-8367-00-00 27-7650-00-00 Subtotal: Fund number: 27 Water Contract Fund Department number: Water Contract Program number: Subtotal: Water Contract Deposits Billed Miscellaneous Revenue Interest Earned Proposed FYZ0ZZ Department: Budget 17,000.00 17,000.00 17,000.00 17,000.00 17,000.00 19,000.00 19,000.00 19,000.00 19,000.00 19,000.00 Budget Period Ending: 7/2021 13,395.80 13,395.80 13,395.80 12,745.80 12,745.80 Year Current 650.00 650.00 19,811.89 19,811.89 19,662.01 FY 2020 19,811.89 19,662.01 149.88 300.12-450.00 22,333.39 22,333.39 22,333.39 22,533.27 FY 2019 22,533.27 250.00-50.12 199.88-Water Contract 375.00-407.97 761.63 728.66 728.66 761.63 761.63 32.97 200.00-142.03 462.15-462.15-520.12-520.12-520.12-57.97-

City of Paris Revenue Comparison FY 2021

Fund: 28 Parks Fund

Department:

Program:

28-8498-00-00 28-8313-00-00 Subtotal: Program number: Fund number: 28 Parks Fund Department number: Subtotal: Description Transfer In/Out Donations- Parks Proposed FYZ0ZZ Budget Budget Period Ending: 7/2021 Current Year FY 2019 2,000.00 2,000.00 2,000.00 2,000.00 2,000.00 67,087.85 67,087.85 67,087.85 67,087.85 67,087.85 601.00 601.00 601.00 601.00 601.00

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City of Paris Revenue Comparison FY 2021

Program:

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glbase_rvrp ganderson 10:37 07/26/21 Fund: 30 Community Dvl Block Grant Fund

City of Paris Revenue Comparison FY 2021

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| | | Revenue compartson FY 2021 | | | |
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| : 30 community | | iod Ending: 7/2021 | Program | | |
| Account Description | Proposed FYZUZZ Y | Year Current 1 Budget Year | EV 2020 EV 2015 | FY 2018 FY 2017 | |
| 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 | |
| Subtotal: 30-8498-00-00 Transfer In/Out | 275.00 2 | 2,500.00 212.53 | 1,967.24 4,727.68 | 3,522.00 255.46 109,650.00 | |
| Subtotal: | | | | 109,650.00 | |
| Program number: Department number: | 275.00 2 275.00 2 | 2,500.00 212.53 2,500.00 212.53 | 1,967.24 4,727.68 1,967.24 4,727.68 | 113,272.00 255.46 113,272.00 255.46 | |
| Fund number: 30 Community DVL Block Grant Fund | 275.00 2 | 2,500.00 212.53 | 1,967.24 4,727.68 | 113,272.00 255.46 | |
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Fund: 31 State Consolidated Fee

City of Paris Revenue Comparison FY 2021

31-7004-00-00 31-8350-00-00 31-7650-00-00 Subtotal: Program number: Subtotal: Fund number: 31 State Consolidated Fee Department number: Subtotal: Miscellaneous Revenue **Interest Earned** State Consolidated Fee Proposed FYZ0ZZ Department: Budget 1,800.00 1,800.00 1,800.00 1,800.00 1,800.00 5,225.00 Budget 5,225.00 1,600.00 5,225.00 3,600.00 1,600.00 3,600.00 Period Ending: 7/2021 25.00 25.00 Year Current 6,867.75 6,867.75 6,867.75 2,335.05 4,511.58 4,511.58 2,335.05 21.12 21.12 FY 2020 3,200.08 3,200.08 3,200.08 3,173.46 3,173.46 26.62 26.62 Program: FY 2019

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Fund: 32 Auto Theft Program Fund

City of Paris Revenue Comparison FY 2021 Tx Dept of Comm Affairs

Period Ending: 7/2021

Department:

Program:

32-8498-00-00 32-8359-00-00 32-7650-00-00 Department number: Tx Dept of Comm Affairs Subtotal: Subtotal: Subtotal: Fund number: 32 Auto Theft Program Fund Program number: Inspection Fees Transfers In and Out Interest Earned Proposed FYZ0ZZ Budget 24,000.00 24,000.00 24,000.00 24,000.00 24,000.00 30,015.00 30,015.00 30,000.00 30,015.00 Budget 30,000.00 15.00 15.00 19,764.52 19,764.52 19,764.52 19,720.00 19,720.00 Current Year 44.52 44.52 21,759.80 21,759.80 21,759.80 21,745.28 21,745.28 14.52 14.52 FY 2019 3,372.00 3,372.00 3,372.00 3,372.00 3,372.00

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Fund: 33 Municipal Court Tech Fee

City of Paris Revenue Comparison FY 2021

33-7650-00-00 33-7002-00-00 Subtotal: Fund number: 33 Municipal Court Tech Fee Department number: Subtotal: Program number: Description Interest Earned Municipal Court Tech Fee Proposed FYZ0ZZ Department: Budget 6,500.00 6,500.00 6,500.00 6,500.00 6,500.00 10,000.00 10,600.00 10,600.00 10,600.00 10,000.00 Budget 600.00 600.00 Period Ending: 7/2021 Year Current 5,190.28 5,190.28 5,190.28 5,149.42 5,149.42 40.86 40.86 FY 2020 6,958.76 6,958.76 6,958.76 6,652.07 6,652.07 306.69 306.69 Program: 10,447.99 10,447.99 10,447.99 FY 2019 9,724.90 9,724.90 723.09 723.09 10,957.30 10,957.30 10,957.30 10,232.27 10,232.27 8107 A4 725.03 725.03 10,904.85 10,904.85 10,904.85 10,244.29 10,244.29 660.56 660.56

Fund: 34 Municipal Court Security Fee

City of Paris Revenue Comparison FY 2021

Period Ending: 7/2021

Department:

Program:

34-7650-00-00 34-7003-00-00 Subtotal: Fund number: 34 Municipal Court Security Fee Department number: Subtotal: Program number: Description Interest Earned Court Security Fee Proposed FYZ0ZZ Budget 6,500.00 6,500.00 6,500.00 6,500.00 6,500.00 Budget 8,500.00 7,500.00 8,500.00 1,000.00 7,500.00 8,500.00 1,000.00 Year Current 5,405.99 5,405.99 5,405.99 5,319.73 5,319.73 86.26 86.26 FY 2020 6,619.57 6,619.57 6,619.57 5,983.53 5,983.53 636.04 636.04 FY 2019 1,477.86 8,774.31 1,477.86 7,296.45 7,296.45 8,774.31 8,774.31 8,930.05 8,930.05 8,930.05 1,255.80 1,255.80 7,674.25 7,674.25 8,488.70 8,488.70 8,488.70 7,684.11 7,684.11 804.59 804.59

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City of Paris Revenue Comparison FY 2021

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| | | | Program number: Department number: Fund number: 35 Municipal Court Child Safe Fee | Subtotal: 35-8350-00-00 Subtotal: | 35-7004-00-00 Subtotal: 35-7650-00-00 | |
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Fund: 36 Municipal Court Time Pay Fee

Department:

City of Paris Revenue Comparison FY 2021

36-7650-00-00 36-7005-00-00 Subtotal: Fund number: 36 Municipal Court Time Pay Fee Department number: Subtotal: Program number: Description Interest Earned Time Payment Fee Proposed FYZ0ZZ Budget 550.00 500.00 550.00 550.00 500.00 50.00 50.00 Budget 1,750.00 1,750.00 1,500.00 1,500.00 1,750.00 250.00 250.00 Period Ending: 7/2021 Year Current 548.48 520.71 548.48 548.48 520.71 27.77 27.77 FY 2020 1,351.95 1,351.95 1,351.95 1,163.66 1,163.66 188.29 188.29 Program: FY 2019 2,369.29 2,369.29 2,369.29 1,968.90 1,968.90 400.39 400.39 2,311.80 2,311.80 2,311.80 2,002.29 2,002.29 309.51 309.51 1,852.04 2,031.08 2,031.08 2,031.08 1,852.04 179.04 179.04

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Department: City of Paris Revenue Comparison FY 2021 Program:

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Fund: 38 Police Judicial Forfeitures

City of Paris Revenue Comparison FY 2021

38-7650-00-00 38-7007-00-00 Subtotal: Fund number: 38 Police Judicial Forfeitures Department number: Subtotal: Program number: Description Judicial Forfeiture Fee Interest Earned Proposed FYZ0ZZ Department: Budget 10,075.00 10,000.00 10,000.00 10,075.00 10,075.00 75.00 75.00 20,500.00 20,500.00 20,500.00 20,000.00 20,000.00 Budget 500.00 500.00 Period Ending: 7/2021 Year Current 8,395.50 8,395.50 8,395.50 8,339.69 8,339.69 55.81 55.81 FY 2020 4,857.56 4,857.56 4,857.56 4,446.26 4,446.26 411.30 411.30 Program: 27,109.95 28,048.44 28,048.44 28,048.44 27,109.95 FY 2019 938.49 938.49 29,022.50 29,022.50 29,022.50 28,589.51 28,589.51 8107 A4 432.99 432.99 22,676.78 22,676.78 22,676.78 22,517.03 22,517.03 159.75 159.75

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Fund: 39 Equitable Sharing Forfeitures

City of Paris Revenue Comparison FY 2021

Period Ending: 7/2021

Department:

Program:

39-8498-00-00 39-8350-00-00 39-7650-00-00 39-7007-00-00 Subtotal: Program number: Subtotal: Subtotal: Subtotal: Fund number: 39 Equitable Sharing Forfeitures Department number: Description Other Revenue **Interest Earned Equitable Sharing Forfeitures** Transfer In/Out Proposed FY2022 Budget 75.00 75.00 75.00 75.00 75.00 Budget 785.00 785.00 785.00 785.00 785.00 Year Current 41.93 41.93 41.93 41.93 41.93 99,951.93 99,951.93 99,951.93 21,600.00 78,249.54 FY 2020 21,600.00 78,249.54 102.39 102.39 FY 2019 4,295.86 3,706.38 3,706.38 4,295.86 4,295.86 589.48 589.48 962.49 962.49 962.49 962.49 962.49 1,328.00 1,328.00 1,328.00 1,328.00 1,328.00

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City of Paris
Revenue Comparison FY 2021
Non Departmental

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Page 37

glbase_rvrp ganderson 10:37 07/26/21 Fund: 44 CO 2016 Construction Fund

City of Paris Revenue Comparison FY 2021 Non Departmental Program:

CO 2016 Const Fund

Department:

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City of Paris Revenue Comparison FY 2021

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10:37 07/26/21
Fund: 46 GO 2017 Street Construction Fd

City of Paris Revenue Comparison FY 2021

Program:

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46-8301-00-00 46-8305-00-00 46-7650-00-00 46-7651-00-00 Subtotal: Program number: Subtotal: Fund number: 46 GO 2017 Street Construction Fd Department number: Interest Earned
Refund-American Ramp Company Donations-Pump Track **Bond Proceeds** Proposed FYZ0ZZ Department: Budget Budget Period Ending: 7/2021 2,216.30 18,000.00 20,216.30 20,216.30 20,216.30 20,216.30 Year Current 114,484.20 297,732.00 297,732.00 297,732.00 183,247.80 114,484.20 183,247.80 FY 2020 174,765.40 174,765.40 174,765.40 174,765.40 174,765.40 FY 2019 169,917.81 169,917.81 169,917.81 169,917.81 169,917.81 8107 A4 9,918,392.36 9,918,392.36 9,918,392.36 9,913,398.90 9,913,398.90 4,993.46 4,993.46

City of Paris Revenue Comparison FY 2021

47-7650-00-00 47-8498-00-00 Subtotal: Fund number: 47 GO Bonds 2018 Const Fd-W&S Department number: Subtotal: Program number: Transfer In/Out Interest Earned Proposed FY2022 Department: Budget Budget Period Ending: 7/2021 Current Year 1,494.20 1,494.20 1,494.20 1,494.20 1,494.20 11,042.33 11,042.33 11,042.33 11,042.33 11,042.33 FY 2020 Program: 29,457.85 29,457.85 29,457.85 29,457.85 29,457.85 FY 2019 1,395,447.21 1,395,447.21 1,395,447.21 1,385,590.00 1,385,590.00 9,857.21 9,857.21

glbase_rvrp ganderson 10:37 07/26/21 Fund: 48 GO Bonds 2018 Const Fd-GF

City of Paris Revenue Comparison FY 2021

Program:

48-8498-00-00 Department number: Program number: Subtotal: Fund number: 48 GO Bonds 2018 Const Fd-GF Transfer In/Out Proposed FYZ0ZZ Department: Budget Budget Period Ending: 7/2021 Current Year 4,410.00 4,410.00 4,410.00 4,410.00 4,410.00

Department:

Page 42

glbase_rvrp ganderson 10:37 07/26/21 Fund: 49 CO 2020 Civic Ctr Const Fund

Program:

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Fund: 50 Revenue Bonds Sinking Funds

City of Paris Revenue Comparison FY 2021

Program:

50-8498-00-00 50-7650-00-00 Fund number: 50 Revenue Bonds Sinking Funds Department number: Subtotal: Subtotal: Program number: Description Transfer In/Out **Use of Money Property Interest** Proposed FYZ0ZZ Department: Budget 70,000.00 70,000.00 70,000.00 70,000.00 70,000.00 90,000.00 90,000.00 90,000.00 90,000.00 90,000.00 Budget Period Ending: 7/2021 857,163.88 857,163.88 857,163.88 800,000.00 800,000.00 57,163.88 57,163.88 Year Current 544,247.31 544,247.31 544,247.31 456,000.00 456,000.00 88,247.31 88,247.31 FY 2020 381,121.58 381,121.58 288,000.00 381,121.58 288,000.00 93,121.58 93,121.58 FY 2019 1,024,031.87 1,030,800.00 1,030,800.00 1,024,031.87 1,024,031.87 6,768.13-8107 A4 6,768.13-360,300.00 367,132.46 367,132.46 367,132.46 360,300.00 6,832.46 6,832.46

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Fund: 51 Tx&RevCOs 2013 (TWDB) I&S Fund

City of Paris Revenue Comparison FY 2021

Program:

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51-8498-00-00 51-7650-00-00 Fund number: 51 Tx&RevCOs 2013 (TWDB) I&S Fund Department number: Subtotal: Subtotal: Program number: Description W&S Rev Bd Res Transfer Interest Earned Proposed FYZ0ZZ Department: Budget 169,448.00 169,448.00 169,348.00 169,348.00 169,448.00 100.00 100.00 170,873.00 170,873.00 170,873.00 169,873.00 169,873.00 Budget 1,000.00 1,000.00 Period Ending: 7/2021 130,100.77 130,100.77 130,100.77 130,000.00 130,000.00 Year Current 100.77 100.77 117,165.74 116,000.00 117,165.74 117,165.74 116,000.00 FY 2020 1,165.74 1,165.74 182,799.87 182,799.87 180,000.00 182,799.87 180,000.00 2,799.87 FY 2019 2,799.87 162,186.13 162,186.13 162,186.13 160,453.50 160,453.50 8107 A4 1,732.63 1,732.63 10,208.52 10,208.52 10,208.52 9,000.00 9,000.00 1,208.52 1,208.52

Fund: 53 Tax&RevC02010I&S/GORef bd 2020

City of Paris Revenue Comparison FY 2021

53-8498-00-00 53-7650-00-00 53-7045-00-00 Subtotal: Department number: Subtotal: Subtotal: Program number: Fund number: 53 Tax&RevC02010I&S/G0Ref bd 2020 Transfers In or Out **Interest Earned** Tx & Rev CO 2010 I&S Proposed FYZ022 Department: 201,770.00 201,770.00 201,770.00 201,270.00 Budget 201,270.00 500.00 500.00 227,554.00 227,554.00 227,554.00 223,404.00 223,404.00 Budget 4,150.00 4,150.00 Period Ending: 7/2021 224,536.36 224,536.36 224,029.48 224,536.36 224,029.48 Year Current 506.88 506.88 237,129.60 237,129.60 237,129.60 233,854.54 233,854.54 FY 2020 3,275.06 3,275.06 Program: 219,669.77 219,669.77 219,669.77 211,749.82 211,749.82 FY 2019 7,919.95 7,919.95 410,182.86 410,182.86 410,182.86 210,048.39 210,048.39 195,000.00 195,000.00 5,134.47 8107 A4 5,134.47 311,992.21 311,992.21 310,071.77 311,992.21 310,071.77 1,920.44 1,920.44

Fund: 59 2010 GO/W&S Refunding Bonds

City of Paris Revenue Comparison FY 2021 Non Departmental

Program:

59-8498-00-00 59-7650-00-00 59-7045-00-00 Department number: Non Departmental Subtotal: Subtotal: Subtotal: Fund number: 59 2010 GO/W&S Refunding Bonds Program number: Transfer In/Out **Interest Earned** 2010 GO/W&S Refunding Bonds Proposed FYZ022 Department: Budget Budget Period Ending: 7/2021 Current Year 607.99 607.99 607.99 607.99 607.99 996,911.08 996,911.08 996,911.08 558,400.00 431,936.34 558,400.00 431,936.34 FY 2020 6,574.74 6,574.74 1,096,965.48 1,096,965.48 1,096,965.48 636,000.00 441,737.47 636,000.00 441,737.47 19,228.01 19,228.01 FY 2019 457,797.72 457,797.72 457,797.72 441,145.41 441,145.41 15,452.31 15,452.31 1,200.00 1,200.00 888,944.58 888,944.58 436,674.73 888,944.58 443,700.00 443,700.00 436,674.73 8,569.85 8,569.85

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City of Paris Revenue Comparison FY 2021

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Fund: 61 Interlocal Coop Agreement I&S

City of Paris Revenue Comparison FY 2021

Program:

61-7650-00-00 61-7045-00-00 Subtotal: Fund number: 61 Interlocal Coop Agreement I&S Department number: Subtotal: Program number: Interest Property Tax Revenue Proposed FYZ0ZZ Department: 100,828.00 100,828.00 Budget 100,828.00 100,828.00 100,828.00 100,827.00 100,827.00 100,827.00 100,827.00 100,827.00 Budget Period Ending: 7/2021 100,549.16 100,523.55 100,549.16 100,549.16 100,523.55 Year Current 25.61 25.61 108,473.16 108,473.16 108,473.16 108,079.29 108,079.29 FY 2020 393.87 393.87 98,837.36 98,837.36 98,837.36 98,291.98 98,291.98 FY 2019 545.38 545.38 98,059.61 98,059.61 98,059.61 97,537.84 97,537.84 521.77 521.77 97,708.50 97,708.50 97,708.50 97,360.79 97,360.79 347.71 347.71

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Fund: 62 G 0 Bonds 2013 I&S Fund

City of Paris Revenue Comparison FY 2021

Non Departmental

62-8498-00-00 62-7650-00-00 Subtotal: Subtotal: Department number: Program number: Fund number: 62 G 0 Bonds 2013 I&S Fund Non Departmental GO Bonds 2013 I&S Fund Description Transfer In/Out Interest Proposed FYZ022 2,925,475.00 2,922,975.00 2,925,475.00 2,925,475.00 2,922,975.00 Department: Budget 2,500.00 2,500.00 2,772,475.00 2,769,975.00 2,769,975.00 2,772,475.00 2,772,475.00 2,500.00 Budget 2,500.00 Period Ending: 7/2021 3,451,864.24 3,451,864.24 3,451,864.24 3,450,000.00 3,450,000.00 1,864.24 Year Current 1,864.24 2,256,277.12 2,256,277.12 2,251,000.00 2,251,000.00 2,256,277.12 FY 2020 5,277.12 5,277.12 Program: 2,295,000.00 2,311,083.81 2,311,083.81 2,311,083.81 2,295,000.00 16,083.81 FY 2019 16,083.81 GO Bonds 2013 I&S Fund 1,311,062.24 1,305,267.71 1,305,267.71 1,311,062.24 1,311,062.24 5,794.53 5,794.53 1,170,784.35 1,165,000.00 1,165,000.00 1,170,784.35 1,170,784.35 5,784.35 5,784.35

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City of Paris

Revenue Comparison FY 2021

Non Departmental

Period Ending: 7/2021

Department:

Program:

GO 2016 I&S Fund

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Non Departmental City of Paris Revenue Comparison FY 2021

Program:

64-7650-00-00 64-7651-00-00 64-7045-00-00 Subtotal: Department number: Non Departmental Subtotal: Fund number: 64 G0 Bond 2017 Program number: Description Prepaid Int. on Bond Issuance Interest Earned GO Bonds-2017 Tax Revenue Proposed FYZ0ZZ Department: 637,137.00 636,637.00 Budget 637,137.00 637,137.00 636,637.00 500.00 500.00 633,836.00 633,836.00 633,836.00 633,336.00 633,336.00 Budget 500.00 500.00 Period Ending: 7/2021 623,649.65 624,015.96 624,015.96 624,015.96 623,649.65 Year Current 366.31 366.31 674,355.73 674,355.73 674,355.73 672,731.97 672,731.97 FY 2020 1,623.76 1,623.76 624,898.21 624,898.21 624,898.21 619,891.46 619,891.46 FY 2019 5,006.75 5,006.75 650,608.77 650,608.77 650,608.77 650,467.16 650,467.16 141.61 141.61 79.92 29,306.05 29,385.97 29,385.97 29,385.97 29,385.97

Fund: 65 G 0 Bonds 2018 I & S Fund

City of Paris Revenue Comparison FY 2021

Program:

Period Ending: 7/2021

Department:

65-8498-00-00 65-7650-00-00 65-7045-00-00 Subtotal: Program number: Subtotal: Subtotal: Department number: Fund number: 65 G O Bonds 2018 I & S Fund Description Transfer In/Out **Interest Earned** GO Bonds 2018 Tax Revenue Proposed FYZ0ZZ 247,071.00 247,071.00 Budget 247,071.00 148,810.00 148,810.00 97,961.00 97,961.00 300.00 300.00 229,221.00 229,221.00 229,221.00 100,421.00 100,421.00 126,400.00 126,400.00 Budget 2,400.00 2,400.00 131,514.05 131,514.05 131,514.05 101,258.07 101,258.07 30,000.00 30,000.00 Year Current 255.98 255.98 68,362.45 68,362.45 68,362.45 54,000.00 11,516.15 FY 2020 54,000.00 11,516.15 2,846.30 2,846.30 369,488.58 369,488.58 369,488.58 221,000.00 144,366.16 221,000.00 144,366.16 FY 2019 4,122.42 4,122.42 1,163,130.70-1,163,130.70-1,163,130.70-1,164,000.00-1,164,000.00-147.42 721.88 721.88 147.42

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City of Paris Revenue Comparison FY 2021

Department:

Program:

66-8498-00-00 66-8301-00-00 Subtotal: Program number: Fund number: 66 GO Bonds 2018 Const FD-GL Department number: Subtotal: Transfer In/Out **Bond Proceeds** Proposed FYZ0ZZ Budget Budget Period Ending: 7/2021 Current Year 190,000.00 190,000.00-190,000.00-190,000.00

Fund: 67 Hotel Tax I&S Fund-Civic Cente

City of Paris Revenue Comparison FY 2021

Program:

Department:

67-7220-00-00 67-7650-00-00 Subtotal: Fund number: 67 Hotel Tax I&S Fund-Civic Cente Department number: Subtotal: Program number: Description Interest Earned Hotel Occupancy Tax Proposed FYZ0ZZ 200,300.00 200,300.00 200,000.00 200,000.00 Budget 200,300.00 300.00 300.00 166,425.00 166,425.00 166,425.00 164,750.00 164,750.00 Budget 1,675.00 1,675.00 Period Ending: 7/2021 240,177.74 240,177.74 240,177.74 239,886.73 239,886.73 Year Current 291.01 291.01 144,775.01 144,775.01 144,775.01 144,581.64 144,581.64 FY 2020 193.37 193.37 FY 2019

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Fund: 68 Tax Notes Series 2020

City of Paris Revenue Comparison FY 2021

Program:

68-7650-00-00 68-7045-00-00 Subtotal: Program number: Fund number: 68 Tax Notes Series 2020 Department number: Subtotal: **Interest Earned** Tax Notes Series 2020 Proposed FYZ0ZZ Department: 196,000.00 196,000.00 196,000.00 196,000.00 Budget 196,000.00 Budget Period Ending: 7/2021 163,961.79 163,856.98 163,961.79 163,961.79 163,856.98 Year Current 104.81 104.81 FY 2019

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City of Paris Revenue Comparison FY 2021

Program:

69-8498-00-00 69-7650-00-00 69-7045-00-00 Subtotal: Department number: Program number: Subtotal: Subtotal: Fund number: 69 Tax & Rev CO-2021-I&S fd Fund: 69 Tax & Rev CO-2021-I&S fd Transfer In/Out Interest Tax&RevCO 2021-I&S Proceeds Proposed FY2022 1,497,629.00 1,497,629.00 1,497,629.00 1,497,629.00 1,497,629.00 Department: Budget Budget Period Ending: 7/2021 44,791.72 4,028.32 44,791.72 44,791.72 40,763.40 40,763.40 Year Current 4,028.32 FY 2019

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glbase_rvrp ganderson 10:37 07/26/21 Fund: 72 Library Memorial Fund

City of Paris Revenue Comparison FY 2021

Page

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| Fund: | Account | 72-76 Subt | Subt Prog Depa | Func | | | |
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Fund: 79 Library Expendable Fund

City of Paris Revenue Comparison FY 2021

Department:

Program:

79-7650-00-00 79-7651-00-00 Department number: Subtotal: Fund number: 79 Library Expendable Fund Program number: Donation Interest Proposed FYZ0ZZ Budget 100.00 100.00 100.00 100.00 100.00 Budget 820.00 820.00 820.00 820.00 820.00 Period Ending: 7/2021 Current Year 90.67 90.67 90.67 90.67 90.67 FY 2020 643.81 643.81 643.81 643.81 643.81FY 2019 1,688.71 1,688.71 1,688.71 1,688.71 1,688.71 1,489.80 1,489.80 1,489.80 1,489.80 1,489.80 1,454.75 1,454.75 1,454.75 1,454.75 954.75 500.00

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glbase_rvrp ganderson 10:37 07/26/21

Fund: 80 Library Permanent Fund

City of Paris Revenue Comparison FY 2021

Program:

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80-7650-00-00 Program number: Subtotal: Interest Proposed FY2022 Department: Budget Budget Period Ending: 7/2021 Year Current . 75 . 75 . 75 5.46 5.46 5.46 12.34 12.34 12.34 1,342.81 1,342.81 1,342.81 782.14 782.14 782.14

****** End of Report ******

Fund number: 80 Library Permanent Fund

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Department number:

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glbase_buds ganderson 11:10 07/26/21 Fund: 1 General Fund

City of Paris Budget Comparison FY 2021 Non-Departmental

Department:

Program:

01-0700-00-00 01-5302-00-00 Department number: Non-Departmental Subtotal: Program number: Subtotal: Description Depreciation Expense Prior Period Adjustment Proposed FYZ0ZZ Budget Budget Period Ending: 7/2021 Expended Year 161,678.00- 2,344,712.67 161,678.00- 2,344,712.67 161,678.00-161,678.00-2,344,712.67 2,344,712.67

Fund: 1 General Fund

Department: 11 City Council

Budget Comparison FY 2021

City of Paris

Period Ending: 7/2021

Program: Expenses

01-0602-11-00 01-0604-11-00 Account 01-0209-11-00 01-0201-11-00 01-0401-11-00 01-0322-11-00 01-0321-11-00 01-0319-11-00 01-0318-11-00 01-0314-11-00 01-0312-11-00 01-0311-11-00 01-0310-11-00 01-0308-11-00 01-0307-11-00 01-0306-11-00 01-0303-11-00 01-0301-11-00 01-0221-11-00 01-0217-11-00 01-0203-11-00 01-0202-11-00 01-0105-11-00 01-0511-11-00 Program number: Subtotal: Subtotal: Subtotal: Subtotal: Subtotal Subtotal: Expenses Description Elections Contributions to Nonprofits Maintenance Agreement Buildings & Grounds Comparable Pay Study CityManager Housing Supplement City Manager Moving Expenses City Manager Search-BakerTilly Consultants Training-Tuition Etc Utilities-Water & Gas Associations Miscellaneous **Utilities-Electricity Public Notices** Travel Expenses Insurance & Bonds Communications-Telephone Media-Books,CD's,Film, etc. Furniture & Fixtures-Minor Minor Apparatus Postage Office Supplies Ins-Workers Compensation Proposed FYZ0ZZ Budget 12,500.00 2,000.00 3,000.00 15,000.00 5,000.00 97,700.00 20,000.00 20,000.00 63,500.00 17,000.00 1,000.00 1,000.00 8,000.00 8,800.00 8,800.00 5,400.00 4,000.00 300.00 114,250.00 12,500.00 2,000.00 1,200.00 15,000.00 5,000.00 5,500.00 16,600.00 20,000.00 20,000.00 81,300.00 22,500.00 1,000.00 Budget 8,000.00 4,950.00 8,000.00 4,000.00 100.00 600.00 250.00 101,715.08 12,057.80 1,921.98 9,853.70 15,787.09 Year 6,453.29 2,058.49 1,020.00 Expended 8,467.80 16,000.25 16,000.25 17,500.00 66,756.35 4,518.20 8,467.80 9,808.63 4,891.47 682.05 230.60 682.05 104.00 164.00 4.36 129,015.20 111,152.18 235.00 4,763.48 25,750.00 20,127.86 16,697.08 FY 2020 12,227.53 12,227.53 10,654.18 12,808.34 6,000.00 2,159.31 7,018.68 3,774.40 5,448.00 3,757.11 1,179.03 149.99 652.73 511.12 499.61 149.99 37.50 12.25 37.50 117,774.29 16,641.52 824.31 4,256.82 6T0Z A4 25,098.27 25,098.27 71,440.31 12,318.07 11,255.96 11,838.03 13,818.52 12,973.65 6,875.00 7,416.89 7,416.89 5,381.74 2,048.86 591.89 44.28 . 30 .30 105,464.12 16,407.99 2,055.78 3,094.29 5,076.94 17,153.80 15,259.20 8107 A4 16,407.99 25,223.76 25,223.76 59,624.89 9,725.78 1,794.83 5,359.27 4,209.50 3,141.29 105.00 309.52 41.49 717.20 2.02-2.02-116,852.65 4,938.70 17,394.53 18,744.56 18,744.56 19,489.56 12,399.07 29,927.92 19,489.56 76,361.42 1,947.07 6,055.37 2,191.61 3,190.00 498.30 499.00 104.44 248.61 841.26 438.76 70.00 65.50 65.50

Program:

Expenses

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City of Paris
Budget Comparison FY 2021
Department: 11 City Council
Period Ending: 7/2021

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Fund: 1 General Fund

City of Paris

Department: 12 City Manager Budget Comparison FY 2021

Program:

Expenses

Period Ending: 7/2021

01-0201-12-00 01-0511-12-00 01-0510-12-00 01-0508-12-00 01-0318-12-00 01-0314-12-00 01-0312-12-00 01-0311-12-00 01-0310-12-00 01-0308-12-00 01-0307-12-00 01-0306-12-00 01-0304-12-00 01-0303-12-00 01-0302-12-00 01-0301-12-00 01-0217-12-00 01-0209-12-00 01-0203-12-00 01-0202-12-00 01-0110-12-00 01-0108-12-00 01-0105-12-00 01-0104-12-00 01-0103-12-00 01-0102-12-00 01-0101-12-00 01-0100-12-00 01-0401-12-00 Subtotal: Subtotal Subtotal: Subtotal: Subtotal: Description Food Sick Leave Sell Back Maintenance Agreement **Electronic Data Processing** Lease & Rental-Equipment Buildings & Grounds Personnel Manual Consultant Training-Tuition Etc Utilities-Water & Gas Associations Miscellaneous Expense Utilities-Electricity Publications Travel Expenses Runoff Claims & Retiree Cost Insurance & Bonds Car Allowance Communications-Telephone Furniture & Fixtures-Minor Minor Apparatus Postage Office Supplies Stability Pay Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Personnel Cost Proposed FYZ0ZZ Budget 527,904.00 428,194.00 34,072.00 32,001.00 2,000.00 1,000.00 27,844.00 40,100.00 15,000.00 4,000.00 2,500.00 1,500.00 1,000.00 2,000.00 2,300.00 5,000.00 1,200.00 4,000.00 3,200.00 3,000.00 1,352.00 3,000.00 2,500.00 7,800.00 300.00 100.00 100.00 441.00 287,592.00 21,203.00 21,651.00 356,296.00 4,500.00 7,800.00 1,200.00 1,208.00 3,569.00 1,900.00 1,000.00 1,500.00 20,772.00 24,960.00 Budget 2,500.00 2,900.00 2,500.00 1,660.00 2,000.00 5,000.00 2,200.00 2,000.00 100.00 100.00 301.00 300.00 221,691.47 17,124.89 16,885.79 277,317.15 Year Expended 19,247.64 1,096.45 1,365.00 3,149.89 7,500.00 1,141.23 16,626.34 1,853.83 963.80 3,710.70 1,044.00 2,817.63 2,384.77 2,384.77 1,919.00 1,328.42 1,576.15 2,561.05 2,526.57 168.00 3.50 233.96 34.48 276,933.05 19,216.72 21,092.01 342,066.12 20,129.00 FY 2020 20,155.54 1,969.64 1,403.00 3,489.33 2,882.37 3,442.80 3,078.64 3,950.93 3,950.93 1,515.00 2,282.85 2,940.04 1,207.02 4,800.00 3,652.30 169.00 646.37 940.00 715.50 948.00 943.48 467.10 304.54 49.98 92.76 47.10 315,439.34 20,115.60 23,599.55 19,111.30 495.34 383,285.69 FY 2019 25,619.34 1,829.66 940.00 56.56 3,414.00 893.87 1,970.00 3,368.56 2,392.61 2,392.61 1,195.13 3,286.71 1,156.00 2,769.66 2,574.66 3,997.26 3,463.71 3,409.43 7,300.00 808.43 134.48 42.52 358,755.30 19,531.64 22,054.05 292,566.01 10,122.58 1,823.98 1,278.14 7,800.00 1,027.31 19,771.37 **FY 2018** 35,054.58 3,590.00 1,184.42 4,340.77 3,275.92 1,012.00 3,102.12 2,426.65 2,426.65 1,017.50 5,221.00 2,193.44 1,777.53 595.00 279.99 544.31 156.00 81.76 54.16 471,024.83 282,070.23 127,650.40 18,780.44 23,300.84 19,115.41 20,196.63 7,800.00 1,022.71 859.28 1,340.00 1,489.60 2,352.97 1,246.00 1,497.81-2,195.86 2,733.29 1,868.44 2,352.97 6,953.11 4,523.44 2,438.18 898.11 156.00 868.00 854.12 864.85 145.86 96.46

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City of Paris
Budget Comparison FY 2021
Department: 12 City Manager
Period Ending: 7/2021 Program: Expenses

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Fund: 1 General Fund

City of Paris

Budget Comparison FY 2021

Program:

Expenses

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Department: 13 City Attorney Period Ending: 7/2021

01-0511-13-00 01-0508-13-00 01-0503-13-00 01-0502-13-00 01-0501-13-00 01-0351-13-00 01-0350-13-00 01-0314-13-00 01-0312-13-00 01-0311-13-00 01-0310-13-00 01-0308-13-00 01-0306-13-00 01-0305-13-00 01-0303-13-00 01-0302-13-00 01-0301-13-00 01-0221-13-00 01-0217-13-00 01-0209-13-00 01-0202-13-00 01-0201-13-00 01-0108-13-00 01-0107-13-00 01-0105-13-00 01-0104-13-00 01-0103-13-00 01-0102-13-00 01-0101-13-00 01-0100-13-00 01-0401-13-00 Subtotal Subtotal: Subtotal: Subtotal: Description Minor Apparatus Maintenance Agreement **Electronic Data Processing** Lease & Rental-Equipment Instruments Etc-Radio Maint Machinery Tools Equipment Furniture & Fixtures Buildings & Grounds Delinquent Tax Attorney Fees Contract Services-Attorney Training-Tuition Etc Utilities-Water & Gas Associations Miscellaneous **Utilities-Electricity** Travel Expenses Court Costs-Special Servs Fees Insurance & Bonds Car Allowance Communications-Telephone Media-Books,CD's,Film, etc. Furniture & Fixtures-Minor Pos tage Office Supplies Stability Pay Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Personnel Cost Proposed FYZ0ZZ 235,738.00 113,400.00 191,261.00 44,000.00 52,000.00 14,000.00 13,877.00 14,854.00 14,403.00 3,000.00 18,400.00 4,400.00 1,500.00 1,500.00 1,000.00 2,000.00 3,000.00 2,300.00 3,600.00 1,500.00 1,500.00 2,500.00 1,048.00 4,400.00 200.00 500.00 500.00 102.00 400.00 100.00 200.00 200.00 193.00 114,500.00 208,046.00 167,911.00 1,000.00 1,800.00 1,400.00 1,500.00 3,000.00 2,000.00 1,500.00 3,600.00 2,200.00 12,926.00 14,000.00 3,000.00 1,500.00 12,187.00 44,000.00 52,000.00 18,900.00 13,799.00 Budget 3,000.00 4,400.00 4,400.00 200.00 500.00 952.00 102.00 169.00 100.00 200.00 200.00 125,158.57 9,405.68 156,023.56 Year Expended 2,249.68 385.52 82,756.57 35,017.18 35,738.06 1,104.06 3,000.00 2,092.26 19,944.79 13,165.40 11,175.09 1,329.00 9,307.21 3,311.75 1,841.50 3,311.75 1,548.97 4,629.37 848.00 632.02 958.00 887.96 183.99 335.58 189.00 193.00 129.01 40.00 193,053.44 154,762.71 106,974.95 11,589.35 53,682.43 1,072.06 370.54 14,033.00 11,746.76 6Z6Z A4 2,904.16 376.00 40,908.14 3,600.00 2,212.87 18,097.92 15,311.14 4,124.74 1,404.00 1,526.00 1,477.17 1,974.38 4,124.74 473.29 752.00 168.45 80.00 812.40 169.62 34,485.00 45,882.22 189,777.33 11,448.72 11,317.44 152,678.76 FY 2019 94,005.60 1,020.00 372.93 12,581.50 13,438.60 2,815.44 376.00 2,161.24 15,305.72 4,057.62 1,721.02 1,418.19 1,306.03 2,685.47 3,600.00 420.00 120.00 116.58 656.00 237.81 149,284.40 11,196.82 185,626.62 24,951.00 24,940.07 1,861.21 1,226.03 3,201.74 1,231.88 11,116.52 **EY 2018** 64,820.09 23,994.22 14,475.94 13,086.40 3,946.44 2,451.90 1,138.22 4,030.51 5,236.77 5,236.77 1,585.06 1,425.66 2,014.33 3,600.00 1,358.81 868.56 789.36 109.18 376.00 195.00 200.00 560.00 273.30 169,950.31 144,289.03 10,264.39 10,817.15 88,701.19 33,356.95 13,793.84 12,679.37 40,989.69 2,153.07 22,131.07 3,416.92 345.94 1,510.00 4,114.72 2,739.94 2,739.94 1,232.19 1,070.06 3,600.00 1,347.14 3,241.16 1,905.05 116.17 616.87 981.35 464.00 804.00 168.10

City of Paris Budget Comparison FY 2021

Program:

Expenses

Page

01-0605-13-00 01-0609-13-00 Department number: City Attorney Program number: Expenses Subtotal: Subtotal: Fund: 1 General Fund Medical Expenses Auditing Proposed FY2022 Department: 13 City Attorney 376,198.00 376,198.00 3,700.00 500.00 560.00 60.00 350,106.00 350,106.00 Budget 3,700.00 560.00 500.00 Period Ending: 7/2021 264,855.86 264,855.86 Expended Year 2,819.19 326,031.21 326,031.21 3,280.16 500.00 500.00 306,837.71 306,837.71 3,191.44 500.00 500.00 287,231.11 287,231.11 7,053.41 500.00 500.00 287,953.47 287,953.47 3,930.96 500.00 500.00

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

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| Program number: | 01-0609-14-00 Subtotal: | 01-0605-14-00 | Subtotal: | Subtotal: 01-0510-14-00 | 01-0395-14-00 | 01-0352-14-00 | 01-0314-14-00 01-0351-14-00 | 01-0311-14-00 | 01-0306-14-00 01-0310-14-00 | 01-0303-14-00 | 01-0301-14-00 | Subtotal: | 01-0221-14-00 | 01-0217-14-00 | 01-0202-14-00 | 01-0201-14-00 | Subtotal: | 01-0110-14-00 | 01-0108-14-00 | 01-0107-14-00 | 01-0105-14-00 | 01-0103-14-00 01-0104-14-00 | 01-0102-14-00 | 01-0101-14-00 | 01-0100-14-00 | | Tru |
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| 242,787.00 | 1,0 | 1,0 | 2,0 | 12,650.00 2,000.00 | , | 3,2 | - 99 | ω | 3,0 | 1,2 | 2,0 | 4,7 | ω | 4 | 2,0 | 2,0 | 222,362.00 | 3,0 | 1,2 | 2,040.00 | <u>.</u> | 13,036.00 27.379.00 | 12,918.00 | 162.540.00 | | Budget | Proposed FYZ0ZZ |
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| 171 | 75.00 1,075.00 | 1,000.00 | 2,000.00 | 12,650.00 2,000.00 | F, 000. | 3,250.00 | 900.00 | 300.00 | 3,000.00 | 1,200.00 | 2,000.00 | 4,700.00 | 300.00 | 400.00 | 2,000.00 | 2,000.00 | 746 | 3,060.00 | 2,624.00 | 2,040.00 | 164.00 | 11,825.00 27.294.00 | 12,540.00 | 156.199.00 | | Budget | Year |
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| 159,419.61 | 6 | | 1,734.84 | 2,980.15 1,734.84 | | | | 23 | | 1,212.23 | 1,584.92 | 1,466.65 | | | 1,083.57 | ω | 153,122.97 | 2,876.88 | 2,420.00 | 51 | ا | 8,511.37 18.666.39 | 8,375.48 | 111.576.69 | | Year | Expended |
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| 290. | 1,000.00 | 1,000.00 | 1,692.00 | 5,535.46 1,692.00 | | | 900.00 | 310.00 | 1,218.52 | 1,207.02 | 1,767.92 | 2,577.64 | | | 1,307.95 | 1,269.69 | 485. | 2,766.00 | 2,228.00 | 183.02 | 164.90 | 11,373.55 27.790.82 | 10,963.58 | <u> </u> | | | FY 2020 |
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| 214,240.34 | 1,000.00 | 1,000.00 | 1,692.00 | 7,228.00 1,692.00 | | 71 | 90 16 | 38 | 2,568.54 | 1,188.68 | 1,645.28 | 3,267.24 | | | 1,412.15 | 1,855.09 | 201,053.10 | 3,601.74 | 2,020.00 | 68 | 23 | 10,999.77 26.545.05 | 10,775.37 | 146.191.33 | | | FY 2019 |
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| 232,549.58 | 35.00 1,035.00 | 1,000.00 | 1,692.00 | 10,201.27 1,692.00 | 1,944.48 | 1,050.00 | 450.00 792 no | 310.00 | 2,843.97 20.00 | 1,107.88 | 1,682.94 | 4,032.51 | 692.43 | | 1,991.33 | 1,348.75 | 215,588.80 | 2,683.20 | 3,048.00 | 1,556.46 | 297.68 | 12,061.23 25.197.56 | 11,399.85 | 159.344.82 | | | 8107 As |
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| 222,818.90 | 1,000.00 | 1,000.00 | 1,640.73 | 14,161.94 1,640.73 | 3,919.60 | 1,968.75 | 1,350.00 | 295.00 | 3,343.80 | 1,184.19 | 1,752.60 | 3,784.52 | 333.22 | 764.05 | 1,069.71 | 1,224.75 | 202,231.71 | 1,713.60 | 2,856.00 | 863.25 | 466.28 | 11,075.61 25.087.42 | 10,654.82 | 155,162,20 | 5.647.47- | | FY 2017 |
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Fund: 1 General Fund

City of Paris

Budget Comparison FY 2021

Department: 14 Municipal Court

Period Ending: 7/2021

Program:

Expenses

Proposed FYZ0ZZ Budget Expended Year

Department number: Municipal Court 242,787.00 236,171.00 159,419.61 215,290.29 214,240.34 232,549.58 222,818.90

Page

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City of Paris
Budget Comparison FY 2021
Department: 15 City Clerk
Period Ending: 7/2021 Program: Expenses

| 01-0100-15-00 Personnel Cost 01-0101-15-00 Salaries & Wages 01-0102-15-00 TMRS & Pension 01-0105-15-00 Ins-Employee Hospitalization 01-0105-15-00 Ins-Employee Hospitalization 01-0107-15-00 Overtime 01-0107-15-00 Sick Leave Sell Back Subtotal: 01-0201-15-00 Other Supplies 01-0202-15-00 Other Supplies 01-0301-15-00 Communications-Telephone 01-0301-15-00 Car Allowance 01-0303-15-00 Insurance & Bonds 01-0303-15-00 Car Flower Expenses 01-0303-15-00 Travel Expenses 01-0303-15-00 Utilities-Electricity 01-0311-15-00 Willities-Electricity 01-0312-15-00 Utilities-Water & Gas 01-0314-15-00 Willities-Water & Gas 01-0314-15-00 Wachinery Tools Equipment 01-0502-15-00 Wachinery Tools Equipment 01-0508-15-00 Hachinery Tools Equipment 01-0508-15-00 Hachinery Tools Equipment 01-0508-15-00 Auditing 01-0605-15-00 Machinery Tools Equipment 01-0605-15-00 Machinery Tools Equipment 01-0605-15-00 Machinery Tools Equipment 01-0609-15-00 Machinery Tools Equipment | Account Desc |
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| Personnel Cost Salaries & Mages Social Security TMRS & Pension Ins-Employee Hos Ins-Morkers Compovertine Stability Pay Sick Leave Sell Office Supplies Postage Other Supplies Postage Insurance & Bond: Travel Expenses Publications Utilities-Electri Associations Utilities-Water / Training-Tuition Machinery Tools E Lease & Rental-Ec Electronic Data F Medical Expenses | Desc |
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Fund: 1 General Fund

City of Paris Budget Comparison FY 2021 Department: 15 City Clerk

Period Ending: 7/2021

Program: Expenses

Department number: City Clerk Program number: Expenses Proposed FY2022 161,654.00 161,654.00 Budget 152,255.00 152,255.00 Budget Year 117,055.39 117,055.39 Expended Year 146,575.89 146,575.89 120,247.42 120,247.42 127,289.21 127,289.21 136,491.82 136,491.82

Fund: 1 General Fund

Budget Comparison FY 2021 City of Paris

Department: 21 Accounting & Auditing

Program:

Expenses

Period Ending: 7/2021

01-0508-21-00 01-0510-21-00 01-0605-21-00 01-0504-21-00 01-0401-21-00 01-0318-21-00 01-0314-21-00 01-0312-21-00 01-0311-21-00 01-0310-21-00 01-0308-21-00 01-0307-21-00 01-0306-21-00 01-0303-21-00 01-0302-21-00 01-0301-21-00 01-0209-21-00 01-0202-21-00 01-0201-21-00 01-0110-21-00 01-0108-21-00 01-0107-21-00 01-0105-21-00 01-0104-21-00 01-0103-21-00 01-0102-21-00 01-0101-21-00 01-0100-21-00 Subtotal: Subtotal: Subtotal: Subtotal: Subtotal: Description Auditing Buildings & Grounds **Electronic Data Processing** Lease & Rental-Equipment Motor Vehicles Consultants Training-Tuition Etc Utilities-Water & Gas Associations Miscellaneous **Utilities-Electricity Publications** Travel Expenses Insurance & Bonds Car Allowance Communications-Telephone Minor Apparatus Motor Vehicles-Gasoline Postage Office Supplies Sick Leave Sell Back Stability Pay Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Personnel Cost Proposed FYZ0ZZ 2,000.00 30,385.00 289,252.00 382,278.00 1,715.00 23,089.00 32,385.00 31,165.00 4,460.00 7,500.00 34,375.00 23,300.00 13,000.00 1,500.00 3,000.00 3,000.00 1,500.00 1,100.00 2,500.00 1,100.00 3,950.00 4,500.00 5,200.00 4,000.00 1,700.00 9,700.00 600.00 302.00 283,005.00 22,565.00 21,276.00 372,770.00 3,000.00 4,220.00 7,141.00 2,000.00 1,100.00 1,100.00 3,000.00 10,000.00 5,000.00 34,269.00 31,000.00 31,716.00 13,000.00 Budget 1,500.00 3,950.00 3,000.00 3,000.00 1,716.00 3,250.00 2,000.00 600.00 294.00 216,871.57 17,382.65 16,498.12 Expended 1,469.17 27,433.93 289,849.06 Year 3,968.00 7,036.92 28,903.10 15,112.05 3,413.15 2,810.26 27,863.41 2,074.73 2,074.73 5,071.75 1,037.10 1,150.07 3,756.56 1,338.23 6,223.41 615.00 728.38 500.00 876.00 38.96 228.39 2,036.70 27,283.95 365,559.62 278,134.10 954.00 14,183.25 3,724.00 6,895.20 21,337.34 21,588.41 29,320.65 28,748.90 1,090.00 944.87 33,570.82 6Z6Z A4 1,000.00 4,976.78 4,976.78 3,922.81 8,792.56 3,708.15 4,634.34 2,141.42 1,510.88 2,004.45 806.26 600.00 590.96 450.07 309.75 4,073.84 26,803.68 330,764.67 29,438.85 398.93 19,301.59 18,988.71 252,379.99 FY 2019 30,892.28 27,392.73 11,295.00 2,045.00 895.63 1,495.00 3,890.23 2,883.44 2,883.44 2,286.63 4,706.22 4,774.38 6,724.60 3,532.00 3,081.02 9,480.60 1,876.34 570.00 852.88 600.00 14.76 264,988.14 20,260.20 345,554.52 2,961.15 23,358.35 1,401.00 1,029.24 3,525.08 2,170.36 29,602.00 19,964.48 **FY 2018** 26,319.50 21,877.75 3,464.00 2,000.00 4,399.25 6,718.86 2,294.29 2,294.29 6,060.00 1,484.00 3,065.02 1,906.65 8,043.60 3,386.33 636.40 600.00 493.27 258.02 63.57 2,509.24 25,029.56 330,898.70 261,388.33 19,806.28 27,538.80 24,396.21 31,414.83 18,580.07 1,461.00 854.36 3,444.93 2,498.41 1,055.00 5,213.79 4,884.52 7,600.00 1,029.00 3,896.36 4,208.00 3,156.00 8,445.19 4,884.52 3,766.58 2,215.49 9,489.15 926.44 600.00 379.00 790.38

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City of Paris

Budget Comparison FY 2021

Department: 21 Accounting & Auditing

Program:

Expenses

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> City of Paris Budget Comparison FY 2021

Department: 31 Police

Program:

Expenses

Period Ending: 7/2021

01-0311-31-00 01-0310-31-00 01-0308-31-00 01-0307-31-00 01-0306-31-00 01-0305-31-00 01-0304-31-00 01-0303-31-00 01-0302-31-00 01-0301-31-00 01-0218-31-00 01-0216-31-00 01-0215-31-00 01-0214-31-00 01-0213-31-00 01-0212-31-00 01-0211-31-00 01-0210-31-00 01-0209-31-00 01-0208-31-00 01-0207-31-00 01-0206-31-00 01-0205-31-00 01-0204-31-00 01-0203-31-00 01-0202-31-00 01-0201-31-00 01-0108-31-00 01-0107-31-00 01-0106-31-00 01-0105-31-00 01-0104-31-00 01-0103-31-00 01-0102-31-00 01-0101-31-00 01-0100-31-00 Subtotal: Subtotal: Description **CUPA Expenses** Overtime Associations Miscellaneous **Utilities-Electricity Publications** Travel Expenses Court Costs-Special Servs Fees Runoff Claims & Retiree Cost Insurance & Bonds Car Allowance Communications-Telephone Uniform Cleaning Allowance Furniture & Fixtures-Minor Photographic Supplies Pound Supplies Other Supplies Snip Program Chemical Medical Etc Laundry Cleaning Etc Minor Apparatus Motor Vehicles-Batteries Motor Vehicles-Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Food-Humans Office Supplies Sick Leave Sell Back Stability Pay **Unemployment Comp Benefits** Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Personnel Cost Proposed FYZ0ZZ 4,051,232.00 327,583.00 5,727,645.00 Budget 3,000.00 25,000.00 500.00 346,998.00 110,000.00 400,000.00 511,499.00 290,945.00 50,000.00 125,000.00 22,000.00 39,683.00 90,900.00 20,100.00 25,000.00 15,000.00 15,000.00 30,645.00 14,000.00 15,000.00 35,578.00 32,000.00 1,000.00 2,000.00 3,000.00 3,000.00 5,000.00 4,000.00 6,000.00 2,500.00 200.00 72.00 5,470,785.00 3,982,854.00 13,000.00 2,500.00 33,009.00 540,457.00 320,526.00 316,459.00 307,278.00 35,000.00 4,000.00 50,000.00 125,000.00 15,000.00 2,800.00 20,000.00 110,000.00 224,401.00 12,750.00 2,200.00 5,000.00 10,000.00 42,473.00 38,374.00 90,000.00 30,670.00 45,080.00 3,000.00 24,000.00 2,500.00 1,672.00 Budget 1,000.00 500.00 200.00 3,847,759.43 2,713,368.67 260,909.23 31,658.82 11,305.98 18,919.99 365,911.22 215,294.10 223,680.33 168,254.12 10,522.00 2,121.31 Year Expended 17,771.58 25,281.65 21,342.95 85,734.50 33,889.49 15,125.00 58,521.88 17,830.21 8,144.34 2,366.49 25,148.09 5,329.85 1,500.00 1,305.36 1,927.36 1,908.46 6,459.12 5,292.78 1,255.30 405.00 400.78 15.00 83.38 5,654,245.75 4,011,476.16 333,333.58 310,231.58 501,962.16 168,190.09 219,809.28 21,589.48 24,653.06 404,537.19 45,316.39 3,605.83 4,941.58 77.20 40,166.57 37,014.01 29,386.92 86,607.07 20,200.00 15,000.00 68,626.52 11,167.92 13,267.68 6Z6Z A4 15,639.35 24,012.76 3,780.26 2,256.82 5,363.36 4,158.32 2,402.70 1,900.52 2,012.10 952.00 200.00 200.00 3,819,713.39 308,833.64 292,965.03 5,302,191.02 286,273.31 49,016.72 2,265.91 123,425.82 287,665.50 22,386.36 30,767.96 14,805.64 249.05 107,157.31 488,213.84 21,875.00 11,404.84 40,617.65 53,376.80 FY 2019 89,140.50 39,651.93 11,690.36 33,101.35 15,115.25 1,900.38 2,025.58 2,315.00 1,884.97 2,646.70 4,796.43 9,866.57 1,163.24 507.00 327.81 803.72 3,801,832.52 300,236.62 5,190,914.36 288,408.49 293,207.94 18,581.64 47,916.06 207,541.59 474,942.07 103,493.40 112,158.76 54,827.74 45,246.54 16,096.24 12,779.94 40,804.98 64,251.29 8T07 A4 29,899.13 75,530.25 20,275.00 13,888.63 4,086.11 1,153.00 3,007.85 5,301.56 1,373.22 2,532.08 2,003.34 2,549.46 5,785.15 116.86 398.00 7.80 3,765,530.39 ,054,544.41 276, 133.35 287,366.24 22,307.94 55,262.95 468,822.70 298,316.35 124,195.40 106,877.00 223,757.12 114,950.29 2,580.84 6,831.99 194.76 88,910.93 77,276.22 74,820.80 15,514.49 29,318.66 14,467.11 41,733.86 28,943.42 20,525.00 1,657.00 4,157.22 4,147.77-2,573.27 6,145.31 2,175.34 4,072.32 2,561.11 6,290.00 30.47

City of Paris Budget Comparison FY 2021

Department: 31 Police

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Expenses

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Period Ending: 7/2021

| | Pro | 01-0609-31-00 Subtotal: | 01-0605-31-00 | Subtotal: 01-0603-31-00 | 01-6 | 01-0511-31-00 | 01-0508-31-00 01-0510-31-00 | 01-0504-31-00 | 01-0502-31-00 01-0503-31-00 | 01-6 | Sub | 01-0402-31-00 | 01-0401-31-00 | Sub | Ş | 2 2 | 01-6 | 01-0351-31-00 | 01-0345-31-00 | 01-0318-31-00 | 01-0314-31-00 | 91 - | | Account | |
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| | ,645 | 16,023.47 19,023.47 | 3,000.00 | 184,877.07 | | 76,649.95 | 15,159.08 | 28,328.79 | 3,395.63 15.889.80 | 1,177.89 | 71,880.54 | | 71,880.54 | 426,742.08 | 70,000.00 | 47,789.00 36 666 66 | 4,907.30 | 21.563.00 | 7 186 N7 | 19,696.97 | 26,063,45 | 2 | | FY 2018 | |
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City of Paris Budget Comparison FY 2021 Department: 31 Police Period Ending: 7/2021 Program: 1 Crime Prevention Grant

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City of Paris Budget Comparison FY 2021

Department: 31 Police

01-0301-31-04 Subtotal: Program number: Fund: 1 General Fund 4 Justice Resource Officer Communications-Telephone Proposed FYZ022 Budget Period Ending: 7/2021 Expended Year 43.64 43.64 43.64 Program: 4 Justice Resource Officer 123.95-123.95-123.95-174.66 174.66 174.66

Fund: 1 General Fund

City of Paris Budget Comparison FY 2021

01-0508-31-10 Subtotal: Program number: 10 COPS Narcotics Division Grant Lease & Rental-Equipment Proposed FY2022 Department: 31 Police Budget Period Ending: 7/2021 Expended Year Program: 10 COPS Narcotics Division Grant 280.72 280.72 280.72

Fund: 1 General Fund

Budget Comparison FY 2021 City of Paris

Page

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01-1002-31-99 01-1003-31-99 01-1004-31-99 Program number: 99 Capital Outlay-Equipment Department number: Police Phone System Motor Vehicles Description Machinery Tools Equipment Proposed FY2022 7,021,258.00 Department: 31 Police 206,750.00 150,000.00 Budget 206,750.00 56,750.00 6,777,833.00 255,750.00 255,750.00 199,000.00 56,750.00 Budget Period Ending: 7/2021 4,887,724.63 354,198.73 304,876.09 354,198.73 Expended Year 49,322.64 6,928,466.77 24,878.00 125,389.61 139,230.00 289,497.61 289,497.61 FY 2020 Program: 99 Capital Outlay-Equipment 6,495,462.34 154,850.39 154,850.39 154,850.39 FY 2019 6,333,536.06 146,435.22 146,435.22 146,435.22 6,211,437.89 170,082.88 170,082.88 152,482.88 17,600.00

> Budget Comparison FY 2021 City of Paris

Department: 32 Fire

Period Ending: 7/2021

Program:

Expenses

01-0310-32-00 01-0308-32-00 01-0307-32-00 01-0306-32-00 01-0305-32-00 01-0302-32-00 01-0301-32-00 01-0220-32-00 01-0216-32-00 01-0215-32-00 01-0214-32-00 01-0213-32-00 01-0212-32-00 01-0211-32-00 01-0210-32-00 01-0209-32-00 01-0208-32-00 01-0207-32-00 01-0206-32-00 01-0205-32-00 01-0204-32-00 01-0201-32-00 01-0108-32-00 01-0107-32-00 01-0106-32-00 01-0105-32-00 01-0104-32-00 01-0103-32-00 01-0102-32-00 01-0101-32-00 01-0100-32-00 Subtotal: Subtotal: Description Miscellaneous Overtime **Utilities-Electricity** Publications Travel Expenses Court Costs-Special Servs Fees Insurance & Bonds Car Allowance Communications-Telephone Fire Hose Fire Prevention Supplies Uniform Cleaning Allowance Furniture & Fixtures-Minor Photographic Supplies Air Packs Other Supplies PPE-Bunker Coats & Pants Mechanical Chemical Medical Etc Laundry Cleaning Etc Minor Apparatus Motor Vehicles-Batteries Motor Vehicles-Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Food-Humans Office Supplies Cycle Overtime Pay Stability Pay **Unemployment Comp Benefits** Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Personnel Cost Proposed FYZ0ZZ 3,050,876.00 4,481,510.00 365,720.00 27,721.00 Budget 536,942.00 357,528.00 235,200.00 32,000.00 34,280.00 45,518.00 62,925.00 20,000.00 41,000.00 10,800.00 10,000.00 45,000.00 45,000.00 32,000.00 30,000.00 10,000.00 10,000.00 23,000.00 2,500.00 3,000.00 2,000.00 1,000.00 5,800.00 6,000.00 2,000.00 7,000.00 4,000.00 2,000.00 4,000.00 500.00 300.00 3,859,267.00 2,543,672.00 456,630.00 326,406.00 355,712.00 233,000.00 40,000.00 7,000.00 8,250.00 1,550.00 38,000.00 6,000.00 3,800.00 1,000.00 1,100.00 2,000.00 60,000.00 24,641.00 38,695.00 53,511.00 30,000.00 20,000.00 12,000.00 10,000.00 10,000.00 25,000.00 40,500.00 45,000.00 3,000.00 32,000.00 Budget 3,000.00 2,000.00 4,000.00 2,500.00 Year 500.00 300.00 3,007,885.74 1,961,102.74 323,682.26 17,371.22 22,130.46 10,658.56 44,412.40 273,500.65 325,115.44 140,522.14 Year Expended 35,059.12 14,587.03 38,516.62 9,616.15 5,426.35 17,931.43 12,610.39 45,515.88 26,538.43 8,000.00 6,982.30 3,612.40 1,025.84 2,979.26 1,145.00 4,994.89 2,165.56 9,758.44 301.00 618.08 624.22 360.88 3,701,824.46 2,391,139.52 43,052.31 401,818.81 338,352.35 224,146.56 987.26 10,200.00 60,523.53 21,510.72 21,932.70 2,933.88 420,710.76 56,278.00 30,692.02 40,226.23 43,277.40 25,003.27 21,286.07 19,780.69 6Z6Z A4 25,931.79 22,837.39 1,133.01 6,000.00 6,383.19 1,709.99 1,090.73 5,428.84 3,833.82 1,651.91 692.50 5.00 3,632,031.58 2,491,507.65 217,224.50 270,310.87 325,987.06 386,716.08 58,066.15 49,425.28 57,520.92 20,129.56 34,943.68 44,915.76 FY 2019 27,993.13 16,604.96 38,794.19 9,000.00 10,459.28 29,467.55 25,372.43 4,299.37 4,677.75 2,659.27 2,639.11 6,925.42 2,846.20 8,094.96 5,930.43 8,307.80 1,883.38 6,715.50 3,736.69 229.00 473.00 3.58 3,657,710.96 2,480,581.47 338,653.51 131,736.63 352,821.44 315,762.64 21,913.98 32,926.56 49,727.26 35,855.09 12,879.25 52,688.69 18,661.26 48,814.69 8T07 A4 30,424.43 21,402.03 11,500.00 29,334.61 1,561.73 3,289.88 9,073.10 5,297.36 2,587.05 2,007.25 3,022.77 2,065.70 8,603.17 8,342.52 493.39 640.57 846.89 116.56 100.00 65.65 2,491,180.13 3,558,090.11 397,438.79 335,939.38 298,496.21 151,482.66 140,891.63 26,427.47 19,670.23 11,975.00 59,613.71 50,064.42 41,414.17 12,000.00 34,001.75 34,603.87 16,713.40 11,698.50 35,571.21 26,703.39 20,398.01 1,325.42 6,706.84 2,973.07 4,951.57 1,911.19 9,388.52 2,363.53 7,025.00 2,243.96 8,438.02 1,288.23 4,025.62 830.00 543.09 599.33 52.59

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Fund: 1 General Fund

Budget Comparison FY 2021 City of Paris

Department: 32 Fire

Program:

Expenses

01-0314-32-00 01-0609-32-00 01-0605-32-00 01-0603-32-00 01-0512-32-00 01-0511-32-00 01-0510-32-00 01-0508-32-00 01-0504-32-00 01-0503-32-00 01-0502-32-00 01-0501-32-00 01-0401-32-00 01-0354-32-00 01-0350-32-00 01-0313-32-00 01-0312-32-00 01-0311-32-00 Subtotal: Subtotal: Program number: Subtotal: Subtotal: Expenses Description Medical Expenses Auditing Judgments Damages Etc Tire Repair Maintenance Agreement **Electronic Data Processing** Lease & Rental Equipment Motor Vehicles Instruments Etc-Radio Maint Machinery Tools Equipment Furniture & Fixtures Buildings & Grounds Grant Match Contract Services Training-Tuition Etc Recruit & Promotional Testing Utilities-Water & Gas Associations Proposed FYZ022 5,095,060.00 Budget 15,000.00 1,500.00 10,000.00 227,900.00 30,000.00 21,000.00 100,400.00 50,000.00 25,000.00 25,000.00 38,000.00 34,000.00 25,050.00 1,900.00 3,000.00 3,050.00 1,000.00 4,000.00 1,100.00 4,445,817.00 1,000.00 3,050.00 21,000.00 217,100.00 10,000.00 38,000.00 1,900.00 3,000.00 15,000.00 15,000.00 34,000.00 30,000.00 28,000.00 8,500.00 23,000.00 25,050.00 88,400.00 4,000.00 23,000.00 Budget 1,100.00 Period Ending: 7/2021 3,452,084.91 14,941.64 797.42 181,727.10 23,709.90 9,172.81 29,253.64 40,067.04 3,815.64 9,486.72 45,190.59 Year Expended 17,625.00 16,850.00 77,902.81 26,422.12 26,422.12 1,055.10 2,891.40 779.40 775.00 4,275,760.14 680.00 27,522.93 9,869.33 28,585.27 214,069.12 2,857.20 5,326.50 60.00 5,775.98 13,605.00 92,352.53 64,448.14 13,047.30 26,462.47 26,462.47 44,894.98 6Z6Z A4 16,905.00 3,050.00 754.41 250.00 83.00 4,268,748.66 3,050.00 19,695.00 135,626.12 22,970.36 60.00 174,552.43 939.00 29,873.62 3,762.15 8,630.72 48,858.93 8,318.00 1,829.63 63,379.63 22,745.00 14,823.43 18,821.18 10,089.50 86,569.03 86,569.03 EY 2019 3,652.39 4,111,344.52 31,445.95 10,839.71 33,059.53 19,188.26 209,101.10 3,050.00 19,223.00 22,919.25 66,569.50 24,956.37 16,599.35 FY 2018 10,193.24 23,307.08 23,307.08 9,184.94 2,820.00 1,823.94 968.00 991.66 646.25 4,045,953.02 204,949.44 26,016.55 961.11 29,296.87 33,749.90 36,979.90 2,545.84 2,591.50 37,241.43 11,834.75 14,001.85 21,723.80 21,723.80 18,860.69 72,727.11 3,050.00 2,578.08 1,933.66 1,703.00 180.00

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Fund: 1 General Fund

City of Paris

Budget Comparison FY 2021

Program: 1 Code Enforcement

Page

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Department: 32 Fire

Account 01-0414-32-01 01-0401-32-01 01-0351-32-01 01-0350-32-01 01-0329-32-01 01-0328-32-01 01-0314-32-01 01-0312-32-01 01-0311-32-01 01-0310-32-01 01-0308-32-01 01-0306-32-01 01-0303-32-01 01-0301-32-01 01-0208-32-01 01-0207-32-01 01-0206-32-01 01-0205-32-01 01-0204-32-01 01-0203-32-01 01-0202-32-01 01-0201-32-01 01-0110-32-01 01-0108-32-01 01-0107-32-01 01-0105-32-01 01-0104-32-01 01-0103-32-01 01-0102-32-01 01-0101-32-01 Subtotal: Subtotal: Subtotal: Subtotal: Description Food Tree Removal Buildings & Grounds Contract Services-Hiring Part 104 Bonham Street Clean Up Illegal Dumping Lot Mowing **House Demolition** Training-Tuition Etc Utilities-Water & Gas Associations Miscellaneous Utilities-Electricity Travel Expenses Insurance & Bonds Communications-Telephone Other Supplies Minor Apparatus Motor Vehicles-Batteries Motor Vehicles-Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Pos tage Office Supplies Sick Leave Sell Back Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Longevity & Stability Pay Proposed FYZ0ZZ Budget 361,131.00 214,900.00 100,000.00 2,000.00 1,150.00 3,500.00 258,777.00 1,100.00 40,000.00 10,000.00 4,000.00 3,836.00 45,462.00 19,257.00 60,000.00 15,000.00 20,441.00 3,200.00 37,450.00 2,000.00 Budget 3,100.00 1,400.00 4,000.00 4,591.00 4,767.00 2,000.00 2,500.00 3,000.00 2,000.00 250.00 400.00 750.00 350.00 500.00 Period Ending: 7/2021 350.00 318,912.33 17,395.94 41,917.31 102,314.40 52,272.21 27,350.00 225,992.96 Year Expended 22,340.64 1,691.12 2,377.57 1,009.41 5,903.33 20,862.53 3,540.00 3,495.12 17,996.29 3,542.16 36,499.23 8,132.14 3,542.16 2,226.58 2,197.80 6,556.35-5,645.49 442.57 150.00 437.63 259.90 549.77 25.00 71.00 334,521.87 243,703.85 4,346.79 18,722.19 55,339.04 37,951.96 3,295.53 2,414.03 43,898.98 18,868.23 6Z6Z A4 15,267.30 36,096.79 17,421.05 1,094.28 2,357.86 2,371.95 2,274.13 6,010.95 1,511.20 4,489.20 3,252.00 2,288.27 1,495.50 7,259.27 1,196.63 650.00 444.28 115.00 508.80 116.45 39.97 700.85 307,297.90 16,842.97 38,837.87 224,415.94 30,238.23 39,734.00 3,568.62 1,437.01 17,331.49 33,926.71 2,747.13 2,255.64 3,902.40 3,220.00 1,200.00 2,274.45 9,183.02 4,581.29 1,974.63 1,547.13 1,350.89 2,914.11 9,807.77 1,184.58 2,319.68 2,288.70-2,377.36 351.90 255.28 184.78 772.60 230.00 780.55 378.85 275.40 280,124.84 204,696.92 49,904.02 34,898.76 15,361.59 15,788.06 55,555.54 36,156.52 11,637.58 14,819.96 1,872.60 1,200.00 1,460.00 1,715.05 2,626.10 2,437.20 2,772.00 2,297.71 2,176.34 1,181.48 3,043.62 1,078.02 2,215.76 2,221.28 1,916.84 1,817.66 976.34 332.07 365.18 410.21 271.69 206.53 576.25 248,138.13 14,534.51 L83,885.83 62,704.99 59,013.12 34,680.07 10,553.51 30,351.63 13,166.83 14,125.55 8,398.57 3,025.00 3,751.68 1,419.14 2,532.00 2,116.42 1,724.91 2,305.60 2,230.34 8,398.57 8,292.91 3,969.68 2,434.68 2,517.47 106.00 123.45 553.00 220.00-459.65 55.40

Fund: 1 General Fund

Department: 32 Fire

Budget Comparison FY 2021

Program: 1 Code Enforcement

City of Paris

Period Ending: 7/2021

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

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Budget Comparison FY 2021 City of Paris

Fund: 1 General Fund

01-1007-32-99 01-1009-32-99 01-1006-32-99 01-1005-32-99 01-1002-32-99 01-1004-32-99 Department number: Fire Program number: 99 Capital Outlay-Equipment Subtotal: Description Generator & Transfer Switch
Gas Meter **Brush Truck** Fire Truck Payments
Tractor/Shredder Gear Extractor Proposed FYZ0ZZ 5,282,060.00 Department: 32 Fire 187,000.00 187,000.00 187,000.00 Budget 5,317,088.00 18,500.00 186,690.00 233,190.00 233,190.00 28,000.00 Budget Period Ending: 7/2021 4,135,625.22 16,925.00 186,689.92 213,614.92 213,614.92 Year Expended 10,000.00 4,938,082.09 186,689.92 37,589.31 224,279.23 224,279.23 FY 2020 Program: 99 Capital Outlay-Equipment 5,030,228.10 44,896.42 229,466.92 365,199.34 365,199.34 10,010.00 4,715,797.67 21,728.10 186,689.92 208,418.02 208,418.02 4,594,948.12 186,689.92 186,689.92 186,689.92

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Fund: 1 General Fund

Budget Comparison FY 2021 City of Paris

Department: 40 Community Development

Program:

Expenses

Period Ending: 7/2021

01-0315-40-00 01-0314-40-00 01-0312-40-00 01-0311-40-00 01-0310-40-00 01-0308-40-00 01-0307-40-00 01-0306-40-00 01-0303-40-00 01-0302-40-00 01-0301-40-00 01-0217-40-00 01-0216-40-00 01-0214-40-00 01-0209-40-00 01-0207-40-00 01-0206-40-00 01-0205-40-00 01-0204-40-00 01-0203-40-00 01-0202-40-00 01-0201-40-00 01-0110-40-00 01-0108-40-00 01-0107-40-00 01-0105-40-00 01-0104-40-00 01-0103-40-00 01-0102-40-00 01-0101-40-00 01-0100-40-00 Subtotal: Subtotal: Description Contract Services Historic Preservation Comm. Clean Up Illegal Dumping Sanitation Fees **Promotional Activity** Training-Tuition Etc Utilities-Water & Gas Associations Miscellaneous Utilities-Electricity **Publications** Travel Expenses Insurance & Bonds Communications-Telephone Furniture & Fixtures-Minor Photographic Supplies Other Supplies Minor Apparatus Motor Vehicles-Batteries Motor Vehicles-Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Postage Office Supplies Sick Leave Sell Back Stability Pay Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Personnel Cost Proposed FYZ0ZZ 155,000.00 325,232.00 420,560.00 25,439.00 22,000.00 41,213.00 25,669.00 3,000.00 2,000.00 6,000.00 2,000.00 7,775.00 1,500.00 4,000.00 1,000.00 1,208.00 1,000.00 2,600.00 3,700.00 4,800.00 850.00 500.00 200.00 100.00 750.00 256.00 500.00 125.00 400.00 200.00 543.00 201,710.00 15,576.00 161,000.00 255,777.00 22,000.00 3,000.00 2,000.00 4,500.00 2,600.00 23,938.00 12,434.00 Budget 2,000.00 3,600.00 6,875.00 1,500.00 3,250.00 1,019.00 2,000.00 640.00 300.00 500.00 200.00 100.00 750.00 400.00 204.00 850.00 256.00 50.00 141,766.63 10,638.99 182,487.10 Expended Year 20,500.00 2,578.32 18,923.19 10,376.81 1,348.37 1,330.00-3,644.87 1,949.09 3,423.70 1,600.00 1,053.36 462.00 129.95 670.25 324.00 492.73 116.44 882.62 564.00 217.48 42.54-33.00 51.74 55.00 31.84 93,712.46 7,182.33 21,986.74 76.20 126,350.91 65,000.00 17,500.00 6,568.67 2,379.03 27,298.70 6Z6Z A4 17,545.95 6,995.05 3,621.05 2,272.72 1,154.45 ,818.55 454.81-113.21 776.82 135.92 468.00 342.05 964.00 105.07 95.35 31.49 59,408.58 4,529.04 3,942.36 13,232.32 FY 2019 75,000.00 12,500.00 81,531.63 4,339.76 4,662.71 2,371.62 2,749.29 1,096.06 2,340.93 892.31 853.00 328.00 265.00 350.69 85.56 957.44 113.26 278.86 31.44 96.17 91.33 4.76 113,632.07 138,357.82 3,402.02 2,597.72 10,254.63 **EY 2018** 8,801.63 5,840.89 3,683.51 5,600.00 1,497.86 3,293.93 1,558.55 3,813.03 564.00 216.48 803.67 135.00 199.22 436.00 421.99 970.65 997.62 207.88 74.25 226,015.00 105,497.71 126,329.51 10,648.84 5,617.70 3,290.30 2,379.70 3,093.18 8,163.35 2,756.46 1,826.44 1,788.96 2,071.56 3,398.55 9,395.29 2,070.65 2,500.00 1,305.66 3,444.93 474.84 434.00 187.33 30.00 468.00 697.15 322.67 433.89 749.95 240.04 283.68 175.30 86.72

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Fund: 1 General Fund

Budget Comparison FY 2021 City of Paris

Department: 40 Community Development

Period Ending: 7/2021

Program:

Expenses

01-0501-40-00 01-0504-40-00 01-0356-40-00 01-0359-40-00 01-0609-40-00 01-0605-40-00 01-0510-40-00 01-0508-40-00 01-0401-40-00 01-0395-40-00 01-0355-40-00 Subtotal: Subtotal: Subtotal: Program number: Subtotal: Expenses Description Bldg Code Consulting Service Medical Expenses Buildings & Grounds Credit Card Service Fee Auditing **Electronic Data Processing** Lease & Rental-Equipment Motor Vehicles Furniture & Fixtures Contract Services-Temp. Emp. **Bureau Veritas Contract** Proposed FYZ022 677,585.00 3,000.00 32,000.00 208,950.00 35,500.00 4,600.00 4,600.00 3,000.00 200.00 500.00 100.00 100.00 507,302.00 207,350.00 3,000.00 29,000.00 32,500.00 Budget 4,600.00 4,600.00 3,000.00 100.00 500.00 200.00 100.00 277,628.18 Expended 905.57 1,471.32 Year 29,104.49 26,727.60 30,428.43 30,428.43 31,928.29 1,243.29 35.00 35.00 292,863.71 31,077.79 FY 2020 35,235.14 99,940.87 1,669.00 2,059.00 3,823.09 3,823.09 429.35 215.00 115.00 100.00 678.18 251,707.11 121,954.09 30,134.00 FY 2019 35,457.04 1,819.11 16,126.34 3,053.93 7,838.64 7,838.64 2,635.33 163.00 263.00 100.00 450.00 271,536.53 168.08 5,793.41 24,700.00 91,946.25 66,022.05 8107 A4 30,661.49 4,630.08 4,630.08 3,021.68 3,089.52 100.00 100.00 538,835.71 360,469.14 56,939.30 35,374.31 13,800.00 3,435.71 30,645.94 53.86 6,426.67 4,161.75 37,126.47 4,161.75 100.00 100.00

City of Paris

Budget Comparison FY 2021

Department: 40 Community Development

Period Ending: 7/2021

Program: 1 Main Street

Page

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Program: 2 Code Enforcement

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City of Paris

Budget Comparison FY 2021

Department: 40 Community Development

Period Ending: 7/2021

| 01-0510-40-02 | Subtotal: 01-0502-40-02 01-0504-40-02 | 01-0401-40-02 01-0414-40-02 | 01-0351-40-02 Subtotal: | 01-0311-40-02 01-0312-40-02 01-0314-40-02 01-0328-40-02 01-0329-40-02 | 01-0308-40-02 01-0310-40-02 | Subtotal: 01-0301-40-02 01-0303-40-02 01-0306-40-02 | 01-0209-40-02 | 01-0205-40-02 01-0206-40-02 01-0207-40-02 | 01-0204-40-02 | Subtotal: 01-0201-40-02 01-0202-40-02 | 01-0101-40-02 01-0102-40-02 01-0103-40-02 01-0104-40-02 01-0105-40-02 01-0108-40-02 | A COUNTY |
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Fund: 1 General Fund

01-0512-40-02 01-0605-40-02 Subtotal: Program number: 2 Code Enforcement Subtotal: Description Auditing Tire Repair Proposed FY2022 City of Paris
Budget Comparison FY 2021
Department: 40 Community Development
Period Ending: 7/2021 651,307.00 10,400.00 1,250.00 100.00 100.00 Budget Expended Year Program: 2 Code Enforcement

City of Paris

Budget Comparison FY 2021

Department: 40 Community Development

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Account Description City of Paris

Budget Comparison FY 2021

Department: 40 Community Development

Period Ending: 7/2021

Proposed FYZ022 Year Expended FY 2020 Program: 99 Capital Outlay-Equipment

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> Budget Comparison FY 2021 City of Paris

Department: 41 Engineering

Program:

Expenses

Period Ending: 7/2021

01-0311-41-00 01-0310-41-00 01-0308-41-00 01-0307-41-00 01-0306-41-00 01-0303-41-00 01-0302-41-00 01-0301-41-00 01-0216-41-00 01-0214-41-00 01-0209-41-00 01-0208-41-00 01-0207-41-00 01-0206-41-00 01-0205-41-00 01-0204-41-00 01-0203-41-00 01-0202-41-00 01-0201-41-00 01-0108-41-00 01-0107-41-00 01-0106-41-00 01-0105-41-00 01-0104-41-00 01-0103-41-00 01-0102-41-00 01-0101-41-00 01-0100-41-00 Subtotal: Subtotal: Description Overtime Contract Services Interim Engineering-Hayter Consultants Training-Tuition Etc Utilities-Water & Gas Associations Miscellaneous **Utilities-Electricity** Publications Travel Expenses Insurance & Bonds Car Allowance Communications-Telephone Media-Books-CD's-Film-etc Copier Supplies Furniture & Fixtures-Minor Photographic Supplies Other Supplies Minor Apparatus Motor Vehicles-Batteries Motor Vehicles-Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Food-Humans Office Supplies Sick Leave Sell Back Stability Pay **Unemployment Comp Benefits** Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Personnel Cost Proposed FYZ0ZZ 180,022.00 235,458.00 1,000.00 2,000.00 20,622.00 14,351.00 14,222.00 10,000.00 2,000.00 3,000.00 3,000.00 8,000.00 8,150.00 3,000.00 3,000.00 5,100.00 2,500.00 700.00 300.00 250.00 300.00 612.00 400.00 450.00 400.00 150.00 300.00 164.00 365.00 258,823.00 20,308.00 336,304.00 3,000.00 2,500.00 19,150.00 10,000.00 30,845.00 Budget 5,000.00 2,000.00 3,000.00 8,000.00 8,150.00 3,000.00 3,000.00 5,100.00 518.00 400.00 250.00 948.00 700.00 700.00 612.00 300.00 300.00 400.00 150.00 300.00 450.00 124,210.42 94,435.69 6,551.37 Year Expended 64,769.98 18,125.77 1,759.43 1,000.03 2,899.59 1,011.25 6,235.00 2,377.57 5,866.26 5,635.86 1,202.52 1,151.82 1,394.64 9,626.72 6,884.47 102.48 250.00 694.00 266.89 422.85 194.69 95.00 200.26 634.00 338.14 278.62 180.00 12.50 295,334.76 21,366.92 22,104.51 371,149.32 12,201.99 3,000.00 2,464.33 2,707.15 1,313.75 27,042.12 6Z6Z A4 1,296.70 4,168.00 1,784.28 7,896.27 1,595.48 1,978.45 7,399.31 387.00 490.39 832.11 85.00 126.95 519.70 103.61 640.00 2.62 35.36 40.81 25.82 738.15 843.00 13,512.70 385,542.09 22,492.06 22,382.25 308,503.11 30,600.86 FY 2019 3,501.11 20.89 3,000.00 2,445.11 1,778.64 2,414.20 9,476.97 2,930.56 8,821.72 2,164.89 500.00 167.45 246.90 255.83 169.58 448.00 256.88 946.23 64.56 39.00 35.35 244,881.49 17,654.95 307,693.57 25,613.13 17,807.45 8T07 A4 2,250.00 2,098.68 1,484.91 1,948.01 2,910.80 1,812.90 7,989.04 8,027.56 3,311.98 43.64 208.00 631.00 293.00 624.40 869.76 149.99 225.90 13.70 215.31 898.64 185.78 23.88 309,777.90 251,953.60 16,327.40 18,646.90 24,538.03 2,838.54 1,937.77 2,884.00 5,441.60 1,180.19 2,467.64 4,195.07 3,350.21 7,091.30 7,275.99 626.85 162.00 17.50 314.55 123.45 50.00 127.93 262.90 104.00 91.45 80.00

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City of Paris
Budget Comparison FY 2021
Department: 41 Engineering

| Fund: 1 General Fund | Buager Department: 41 Engineering | erina erina | Program: Expenses | Ď | |
|---|--|--|--|--|-----|
| | | 1 Endin | 9. | | |
| Account Description | Proposed FY2022 Year Budget Budget | Expended Year | FY 2020 FY 2019 | FY 2013 FY 2017 | |
| Subtotal: | 32,600.00 35,300.00 | 99,364.77 | 30,996.95 34,259.97 | 21,050.48 20,525.67 | 67 |
| 01-0401-41-00 Buildings & Grounds 01-0403-41-00 ADA Projects | 4,000.00 3,900.00 15,000.00 15,000.00 | .00 4,258.54 .00 | 3,556.71 5,045.83 | 3,947.14 3,396.60 15,000.00 | 50 |
| Subtotal: | 19,000.00 18,900.00 | .00 4,258.54 | 3,556.71 5,045.83 | 18,947.14 3,396.60 | 50 |
| 01-0501-41-00 Furniture & Fixtures 01-0502-41-00 Machinery Tools Equipment 01-0503-41-00 Instruments Etc-Radio Maint 01-0504-41-00 Motor Vehicles 01-0508-41-00 Lease & Rental-Equipment 01-0510-41-00 Electronic Data Processing | 400.00 400.00 500.00 500.00 3,000.00 2,000.00 10,000.00 10,000.00 | .00 233.05 .00 435.62 .00 2,807.05 .00 2,139.73 | 3,341.04 9,49 93.10 93.10 436.68 2,779.29 1,551.97 9,441.84 9,551.23 | 852.12 347.63 4,765.54 4,957.92 5,755.16 5,260.36 | 8 |
| Subtotal: 01-0603-41-00 Judgments Damages Etc 01-0605-41-00 Auditing 01-0607-41-00 Miscellaneous | 13,900.00 12,900.00 1,900.00 1,900.00 | 5,615.45 5,828.00 | 12;974.73 14,890.41 250.00 1,900.00 | 11,372.82 10,565.91 1,900.00 1,900.00 | 8 4 |
| 01-0609-41-00 Medical Expenses Subtotal: Program number: Expenses | 100:00 100:00 2,000:00 2,000:00 311,108:00 413,554.00 | 115.00 5,943.00 245,028.04 | 70.00 1.900:00 2,220:00 1.900:00 428,297.02 451,115.27 | 70:00 208:00 1,970:00 2,108:00 369,061.57 353,650.07 | 90 |
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City of Paris Budget Comparison FY 2021 Department: 41 Engineering

Fund: 1 General Fund

Program: 97 Capital Outlay-Land

01-0802-41-97 Program number: 97 Capital Outlay-Land Subtotal: Nash Channel Bnk Stabilization Proposed FY2022 Budget Period Ending: 7/2021 Expended Year 60,318.33 60,318.33 60,318.33

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glbase_buds ganderson 11:10 07/26/21 Fund: 1 General Fund Account Description Proposed FYZ0ZZ City of Paris Budget Comparison FY 2021 Department: 41 Engineering Period Ending: 7/2021 Budget Year Expended Year FY 2020 Program: 99 Capital Outlay-Equipment FY 2019

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| | | | | Department number: Engineering | 01-1002-41-99 Machinery Tools Equipme Subtotal: Program number: 99 Capital Outlay-Equipment |
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Fund: 1 General Fund

Department: 42 Public Works Budget Comparison FY 2021

City of Paris

Program:

Expenses

Period Ending: 7/2021

01-0425-42-00 01-0401-42-00 01-0395-42-00 01-0351-42-00 01-0315-42-00 01-0314-42-00 01-0312-42-00 01-0311-42-00 01-0310-42-00 01-0308-42-00 01-0307-42-00 01-0306-42-00 01-0305-42-00 01-0303-42-00 01-0302-42-00 01-0301-42-00 01-0209-42-00 01-0206-42-00 01-0205-42-00 01-0204-42-00 01-0203-42-00 01-0202-42-00 01-0201-42-00 01-0110-42-00 01-0108-42-00 01-0107-42-00 01-0105-42-00 01-0104-42-00 01-0103-42-00 01-0102-42-00 01-0101-42-00 01-0100-42-00 Subtotal: Subtotal: Subtotal: Subtotal: Description Janitorial Services **Buildings & Grounds** Credit Card Service Fee Contract Services-RPM Temps Promotional Activity Training-Tuition Etc Utilities-Water & Gas Associations Miscellaneous **Utilities-Electricity Publications** Travel Expenses Court Costs-Special Servs Fees Insurance & Bonds Car Allowance Communications-Telephone Minor Apparatus Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Food-Humans Postage Office Supplies Sick Leave Sell Back Stability Pay Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Personnel Cost Proposed FYZ0ZZ 156,351.00 Budget 206,381.00 1,144.00 20,800.00 20,592.00 12,421.00 3,300.00 4,000.00 4,000.00 2,500.00 1,000.00 1,100.00 6,000.00 3,200.00 7,300.00 1,400.00 3,600.00 7,400.00 6,000.00 300.00 200.00 100.00 204.00 150.00 750.00 300.00 750.00 50.00 161.00 137,080.00 10,850.00 183,573.00 6,000.00 4,000.00 3,300.00 19,300.00 20,503.00 10,233.00 Budget 2,000.00 1,000.00 7,300.00 3,000.00 1,100.00 3,600.00 5,700.00 4,600.00 3,877.00 1,400.00 300.00 684.00 100.00 204.00 150.00 200.00 750.00 50.00 142.00 115,429.44 9,417.26 156,279.23 Year Expended 15,582.05 5,000.00 1,046.13 18,113.61 8,991.82 4,080.52 4,182.74 2,700.00 1,482.74 5,069.50 2,450.61 4,285.92 3,061.80 941.40 286.00 848.00 119.65 297.65 168.00 549.41 204.90 71.00 . 50 117,414.54 158,330.97 2,883.62 135.00 6Z6Z A4 3,689.63 3,240.00 13,915.69 17,639.88 9,122.31 2,881.42 2,500.00 5,577.75 3,666.60 9,372.67 6,929.63 1,288.20 1,106.43 5,941.84 1,009.10 1,885.92 736.00 171.00 167.88 211.09 231.01 58.29 72.14 55.00 2.65 201,534.78 12,244.36 11,772.66 152,814.20 20,046.39 FY 2019 17, 109.86 6,000.00 2,195.49 731.00 2,496.49 1,080.62 6,298.43 3,663.62 6,946.47 3,240.00 3,706.47 1,138.40 3,215.86 7,600.95 592.00 252.00 154.50 247.05 303.75 725.19 205.41 23.88 44.29 198,335.32 151,586.84 17,271.02 1,742.51 140.00 12,126.93 FY 2018 18,553.24 11,702.47 7,569.09 3,240.00 4,329.09 1,137.32 2,082.83 1,007.17 6,000.00 4,298.78 5,449.62 4,583.52 3,486.76 448.00 141.55 832.41 254.76 372.94 125.00 289.53 62.94 50.46 30.00 175,226.04 138,188.36 6,000.00 10,136.23 10,966.12 15,722.85 17,227.13 1,277.86 1,104.00 1,090.38 4,094.71 1,284.93 3,985.22 3,406.52 4,458.64 7,334.71 3,240.00 2,786.56 1,353.12 3,509.75 1,371.37 156.00 358.76 432.46 655.00 168.50 540.00 51.44 71.00

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1:10 07/26/21 Fund: 1 General Fund

City of Paris

Budget Comparison FY 2021
Department: 42 Public Works

Program:

Expenses

01-0603-42-00 01-0508-42-00 01-0503-42-00 01-0609-42-00 01-0605-42-00 01-0510-42-00 01-0504-42-00 01-0502-42-00 01-0501-42-00 Subtotal: Subtotal: Program number: Department number: Public Works Expenses Description Motor Vehicles Machinery Tools Equipment Medical Expenses Auditing Judgments Damages Etc **Electronic Data Processing** Lease & Rental-Equipment Instruments & Apparatus Furniture & Fixtures Proposed FY2022 Budget 249,681.00 249,681.00 4,000.00 2,500.00 7,200.00 500.00 100.00 500.00 200.00 600.00 223,673.00 223,673.00 4,000.00 Budget 7,200.00 2,500.00 600.00 500.00 100.00 Period Ending: 7/2021 200.00 500.00 185,267.66 185, 267.66 Expended Year 2,270.14 2,505.88 4,862.72 75.00 75.00 86.70 191,762.47 191,762.47 FY 2020 830.54 2,821.80 2,444.00 6,096.34 500.00 48.00 548.00 239,344.04 239,344.04 11.88 78.63 3,117.47 2,444.00 FY 2019 5,651.98 500.00 500.00 234,870.26 234,870.26 337.96 2,833.56 2,444.00 8107 A4 5,710.21 535.00 500.00 35.00 94.69 210,856.41 210,856.41 5,668.50 2,248.61 8,087.59 500.00 500.00 95.48 75.00

Expenses

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City of Paris Budget Comparison FY 2021 Department: 43 Parks,Recreation,& ROW Period Ending: 7/2021 Program:

| 01-0395-43-00 | 01-0351-43-00 | 01-0350-43-00 | 01-0319-43-00 | 01-0315-43-00 | 01-0314-43-00 | 01-0312-43-00 | 01-0310-43-00 | 01-0308-43-00 | 01-0307-43-00 | 01-0306-43-00 | 01-0301-43-00 | Subtotal: | 01-0214-43-00 | 01-0213-43-00 | 01-0212-43-00 | 01-0211-43-00 | 01-0210-43-00 | 01-0200-43-00 | 01-020/-43-00 | 01-0206-43-00 | 01-0205-43-00 | 01-0204-43-00 | 01-0203-43-00 | 01-0201-43-00 01-0202-43-00 | Subtotal: | 01-0110-43-00 | 01-0108-43-00 | 01-0107-43-00 | 01-0105-43-00 | 01-0104-43-00 | 01-0103-43-00 | 01-0102-43-00 | 01-0101-43-00 | 01-0100-43-00 | | Account |
|-------------------------|-------------------------------|--------------------------------|------------------|----------------------|----------------------|-----------------------|---------------|-----------------------|---------------|-----------------|--------------------------|-----------|----------------|---------------------|---------------|----------------------|----------------------|-----------------|---------------|--------------------------------|-------------------------|-----------------|-----------------------|--------------------------------|------------|----------------------|---------------|----------------------------|--------------------------|------------------------------|----------------|-----------------|------------------|----------------|--------|-----------------|
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| Credit Card Service Fee | Contract Services-Hiring Part | Lake Gibbons Emerg Action Plan | Program Expenses | Promotional Activity | Training-Tuition Etc | Utilities-Water & Gas | Miscellaneous | Utilities-Electricity | Publications | Travel Expenses | Communications-Telephone | | Other Supplies | Botanical-Seeds Etc | Mechanical | Chemical Medical Etc | Laundry Cleaning Etc | Minor Apparatus | | Motor Vehicles-Oil & Lubricant | Motor Vehicles-Gasoline | Wearing Apparel | Food-Concession Stand | Office Supplies Postage | | Sick Leave Sell Back | Stability Pay | Overtime complete complete | Ins-workers Compensation | Ins-Employee Hospitalization | TMRS & Pension | Social Security | Salaries & Wages | Personnel Cost | | Description |
| | 80,000.00 | | 40,000.00 | 500.00 | 1,000.00 | 28,000.00 | 100.00 | 70,000.00 | 200.00 | 300.00 | 3,800.00 | 53,500.00 | | 1,500.00 | | 4,000.00 | 1.500.00 | 1 200 00 | 2,500.00 | 3,000.00 | 20,000.00 | 5,000.00 | 10,000.00 | 2,500.00 300.00 | 507,204.00 | 5,000.00 | 4,179.00 | 12 241 00 | 3,169.00 | 66,662.00 | 28,789.00 | 28,528.00 | 358,636.00 | | Budget | Proposed FYZ022 |
| | 20,000.00 | | 54,000.00 | 500.00 | 1,000.00 | 25,000.00 | 100.00 | 70,000.00 | 200.00 | 300.00 | 3,800.00 | 51,900.00 | | 1,200.00 | | 4.000.00 | 1.500.00 | 1,200.00 | 1 300 00 | 2,500.00 | 20,000.00 | 5,000.00 | 10,000.00 | 2,500.00 300.00 | 450,045.00 | 5,610.00 | 3,807.00 | 12 241 00 | 2,808.00 | 66,403.00 | 23,916.00 | 25,365.00 | 309,895.00 | | Budget | Year |
| | 19,645.08 | | 7,829.19 | | 105.00 | 33,205.17 | 80.10 | 44,878.54 | | 1.93 | 2,543.92 10 461 31 | 35,762.55 | | 1,348.11 | | 3.505.54 | 1.440.12 | +, tu | 1,051.1/ | 1,808.15 | 9,241.06 | 3,279.43 | 9,880.16 | 2,286.16 90.95 | 306,546.23 | 4,788.60 | 3,552.00 | 6 797 88 | 3,1/3.05 | 42,947.86 | 16,246.53 | 16,818.64 | 212,221.67 | | Year | Expended |
| | 87,500.06 | 169.00 | 48,700.07 | | 272.76 | 27,800.79 | 42.98 | 63,023.94 | 1,222.00 | 155.09 | 3,790.98 | 40,115.64 | | 1,079.36 | | 9.397.97 | 1.912.79 | 1,010.01 | 1,000.90 | 2,705.55 | 12,731.31 | 3,994.64 | 2,930.36 | 1,816.36 96.46 | 380,213.43 | 5,328.12 | 4,156.00 | A 331 73 | 3,937.64 | 50,522.51 | 20,386.12 | 20,924.75 | 270,626.56 | | | FY 2020 |
| | 17,973.18 | | 58,312.12 | | 272.76 | 23,226.82 | | 69,776.75 | 52.00 | 1000 | 3,579.94 | 52,110.71 | | 364.34 | | 1,522.82 | 1.473.68 | 1,606.10 | 1 757 18 | 2,813.56 | 19,823.89 | 6,166.26 | 13,906.68 | 2,142.20 127.10 | | 3,663.18 | 3,896.00 | 13 512 50 | 6,700.40 | 59,442.07 | 23,431.68 | 24,116.41 | 307,279.41 | | | FY 2019 |
| 6.00 | 15,027.28 | 2,081.46 | 43,521.56 | | 253.64 | 28,189.35 | 1,000.00 | 66,753.08 | 360.00 | 1000 | 3,993.94 10 031 37 | 46,634.55 | | 301.20 | | 2,568.30 | 1.124.24 | 1 250 76 | 2,324.81 | 2,286.75 | 20,528.16 | 4,946.30 | 7,794.62 | 2,428.16 146.93 | 458,868.99 | 4,439,70 | 3,480.00 | 11 307 01 | 8,705.78 | 63,071.54 | 24,178.72 | | 319,259.72 | | | FY 2018 |
| | 20,028.97 | 8,495.95 | 50,998.83 | | 1,334.45 | 22,200.66 | 1,333.12 | 89,329.02 | | 396.96 | 3,729.94 | 45,854.09 | 438.43 | 3,893.10 | 46.12 | 3,430,46 | 740.44 | 1,640.00 | 1 046 05 | 1,363.85 | 19,087.07 | 4,163.90 | 5,596.92 | 1,819.99 167.43 | 387,851.33 | 2,144.00 | 3,248.00 | 38 005 01 00:110't | 12,655.30 | 51,356.23 | 19,570.13 | 20,645.90 | 278,242.51 | 14,822.12- | | FY 2017 |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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Fund: 1 General Fund

Budget Comparison FY 2021

City of Paris

Department: 43 Parks, Recreation, & ROW

Program:

Expenses

Period Ending: 7/2021

Account 01-0603-43-00 01-0401-43-00 01-0612-43-00 01-0609-43-00 01-0605-43-00 01-0512-43-00 01-0510-43-00 01-0508-43-00 01-0505-43-00 01-0504-43-00 01-0503-43-00 01-0502-43-00 01-0420-43-00 01-0419-43-00 01-0418-43-00 01-0417-43-00 01-0407-43-00 01-0406-43-00 01-0402-43-00 Subtotal: Subtotal: Program number: Subtotal: Subtotal: Expenses Description Summer Camp Contract Spraying Medical Expenses Auditing Judgments Damages Etc Tire Repair **Electronic Data Processing** Lease & Rental-Equipment Signals & Markers Motor Vehicles Instruments Etc-Radio Maint Machinery Tools Equipment Resurface Tennis Courts Trail de Paris Maintenance Contract Mowing Street & Alley Repair Storm Sewers Gateway Sign Repair Bldg & Grounds (Park Improv) Proposed FYZ0ZZ 1,087,859.00 Budget 20,000.00 15,000.00 95,000.00 241,000.00 234,900.00 50,300.00 40,000.00 30,000.00 75,000.00 6,000.00 1,400.00 2,000.00 6,000.00 500.00 200.00 700.00 455.00 955.00 980,100.00 241,000.00 20,000.00 15,000.00 95,000.00 30,000.00 185,900.00 6,000.00 40,000.00 50,300.00 75,000.00 Budget 1,400.00 2,000.00 6,000.00 500.00 200.00 955.00 455.00 700.00 617,463.71 11,506.45 12,600.00 29,415.60 20,797.26 Expended 125,446.84 118,750.24 Year 30,207.25 19,193.12 51,127.53 3,027.42 7,449.93 396.40 140.38 695.60 750.60 55.00 817,024.99 243,742.00 120,116.68 5,992.55 29,914.55 21,325.79 97,702.96 0Z0Z 44 16,271.17 1,890.69 3,187.96 5,075.43 2,922.69 96.00 500.00 475.68 436.00 150.31-150.00 886,490.51 154,216.25 104,350.46 184,107.81 27,389.31 FY 2019 52,884.09 44,537.29 31,099.36 498.82 4,881.76 9,124.00-1,130.00 2,024.39 500.00 350.00 280.00 501.12 941.83 824,215.13 171,217.68 102,264.40 44,146.51 39,168.42 74,015.28 **FY 2018** 14,066.12 9,124.00 1,476.00 2,357.52 5,021.40 1,083.00 475.68 500.00 646.24 583.00 22.65 37.60 807,417.91 138,097.45 207,805.87 18,584.54 39,750.00 26,892.17 29,158.16 58,661.73 FY 2017 1,913.58 2,608.56 5,918.37 7,919.00 500.00 417.00 917.00 475.68

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Fund: 1 General Fund

City of Paris

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

Program: 1 Municipal Pool

Period Ending: 7/2021

01-0211-43-01 01-0216-43-01 Account 01-0401-43-01 01-0319-43-01 01-0314-43-01 01-0312-43-01 01-0311-43-01 01-0310-43-01 01-0308-43-01 01-0306-43-01 01-0301-43-01 01-0204-43-01 01-0203-43-01 01-0202-43-01 01-0201-43-01 01-0108-43-01 01-0107-43-01 01-0105-43-01 01-0104-43-01 01-0103-43-01 01-0102-43-01 01-0101-43-01 01-0609-43-01 Program number: Subtotal: Subtotal: Subtotal: Subtotal: Subtotal: 1 Municipal Pool Description Medical Expenses Bldg & Grounds (Pool Repairs) Program Expenses Training-Tuition Etc Utilities-Water & Gas Associations Miscellaneous Utilities-Electricity Travel Expenses Communications-Telephone Photographic Supplies Chemical Medical Etc Wearing Apparel Pos tage Office Supplies Stability Pay Overtime Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Proposed FYZ0ZZ Budget 176,106.00 100,731.00 12,000.00 20,000.00 12,000.00 42,900.00 10,000.00 19,375.00 15,000.00 90,424.00 1,100.00 1,100.00 3,000.00 9,000.00 4,000.00 1,712.00 6,923.00 825.00 200.00 700.00 300.00 778.00 69.00 75.00 144,696.00 6,000.00 2,000.00 9,000.00 20,000.00 12,000.00 12,000.00 27,900.00 10,000.00 24,375.00 79,321.00 70,000.00 Budget 1,100.00 1,100.00 4,000.00 1,705.00 6,847.00 Year 700.00 200.00 300.00 75.00 769.00 Expended Year 95,878.40 15,544.68 12,897.47 45,572.80 30,476.08 37,919.64 6,267.05 1,370.45 6,267.05 7,718.43 4,754.17 5,837.84 2,399.26 3,991.55 2,243.26 3,064.40 400.00 636.10 665.00 868.99 442.26 747.55 668.82 665.00 338.95 155,197.50 36,432.44 4,175.00 7,866.66 66,735.51 59,358.69 6Z6Z A4 36,432.44 30,650.22 20,574.33 14,412.18 8,260.07 3,239.04 2,141.72 4,664.76 8,239.07 1,118.73 1,645.15 735.59 805.00 399.88 343.72 156.70 805.00 590.81 566.49 45.80 117,864.36 21,540.78 21,540.78 48,862.47 639.02 2,824.39 41,972.14 EY 2019 21,192.96 25,708.15 16,516.44 3,426.92 1,248.48 7,149.76 8,273.43 7,625.18 4,337.78 1,258.99 200.00 318.05 560.00 560.00 35.00-8.00 153,240.64 33,760.25 18,684.75 274.38 1,475.65 1,077.23 33,760.25 26,970.40 20,883.50 71,206.49 61,783.45 8T07 A4 8,952.55 5,145.20 9,624.73 4,983.64 1,070.00 1,272.29 3,362.17 420.00 420.00 200.00 657.63 448.72 48.00 141,776.06 14,378.66 3,549.50 7,715.26 10,738.34 12,842.29 31,687.34 23,581.42 59,236.75 FY 2017 14,378.66 35,703.31 1,030.44 2,338.89 51,731.07 7,418.77 4,136.35 770.00 200.00 770.00 657.92 657.70 29.45

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

Program: 2 Parks Concession Employees

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City of Paris Budget Comparison FY 2021 Department: 43 Parks,Recreation,& ROW Period Ending: 7/2021 Program: 3 Girls' Softball Program

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

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City of Paris

Budget Comparison FY 2021

Department: 43 Parks,Recreation,& ROW

Period Ending: 7/2021

Program: 97 Capital Outlay-Land

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Program: 98 Capital Outlay-Bldg Structures

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City of Paris
Budget Comparison FY 2021
Department: 43 Parks,Recreation,& ROW Program: 99 Capital Outlay-Equipment

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| | | | Program number: 99 Capital Outlay-Equipme Department number: Parks,Recreation,& ROW | 01-1002-43-99 01-1004-43-99 01-1005-43-99 01-1010-43-99 Subtotal: | Account | Ē |
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City of Paris
Budget Comparison FY 2021
Department: 44 Sanitation Program:

01-0502-44-00 01-0401-44-00 01-0301-44-00 01-0202-44-00 Subtotal: Subtotal: Subtotal: Program number: Subtotal: Department number: Sanitation Fund: 1 General Fund Expenses **Buildings & Grounds** Machinery Tools Equipment Communications-Telephone Postage Proposed FYZ022 Budget Period Ending: 7/2021 Expended Year .04 . 04 FY 2020 129.98 129.98 129.98 129.98 FY 2019 Expenses 228.99 229.58 228.99 229.58 . 59 . 59 1.84 1.84 1.84

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City of Paris
Budget Comparison FY 2021
Department: 46 Streets & Highways

Expenses

Page

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Period Ending: 7/2021

Program:

| 725,028.14 | 689,832.30 | 564,475.83 | 466,396.61 | 274,482.56 | 572,000.00 | 572,000.00 | Street & Alley Repairs | 01-0407-46-00 |
|---------------------------------------|--------------|------------------|-------------------------|-------------------------|---------------------------------|---|--------------------------------|--|
| 25,343.17 | 8,147.43 | 21,226.81 | 6,671.63 | 2,594.33 | 20,000.00 | 20,000.00 | Storm Sewers | 01-0406-46-00 |
| 38,716.00 | 34,303.00 | 43,932.42 | 37,476.58 | | 40,000.00 | 40,000.00 | Sidewalks & Curbs | 01-0405-46-00 |
| 2,630.00 | 330.00 | 52,978.32 | 11,130.00 | | 7,000.00 | 10,000.00 | Bridges & Culverts | 01-0402-46-00 |
| 684:00 | 528.94 | 2,219.50 | 6,545.30 | 729.81 | 1,200.00 | 2,000.00 | Buildings & Grounds | 01-0401-46-00 |
| 119,418.83 | 127,409.00 | 143,154.72 | 170,822.45 | 64,235.44 | 145,900.00 | 158,950.00 | | Subtotal: |
| 30,554.00 | 35,623.02 | 55,510.26 | 46,835.00 | | 50,000.00 | 50,000.00 | Contract Services-Not HPI | 01-0351-46-00 |
| 66,844.01 | 70,119.94 | 72,630.06 | 94,728.52 | 43,379.52 | 70,000.00 | 80,000.00 | Contract Services-Hiring Part. | 01-0350-46-00 |
| | | | | | 200.00 | 200.00 | Training-Tuition Etc | 01-0314-46-00 |
| 3,833,58 | 4,561.30 | 6,008.97 | 8,650.98 | 2,824.23 | 6,000.00 | 7,000.00 | Utilities-Water & Gas | 01-0312-46-00 |
| 1,100.17 | F, 600.00 | 1,701.01 | 1,100,00 | +, , , + , , , | 50.00 | 50.00 | Miscellaneous | 01-0310-46-00 |
| 1 103 47 | 1 083 99 | 4 761 82 | 3 562 34 | 1 721 55 | 3 000 00 | 3 500 00 | +i i+ies=Flectrici+v | 01-0308-46-00 |
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| 13,349:07 | 13,445.66 | 1,296.74 | 13,528.65 | 12,791.32 | 13,450.00 | 14,000.00 | Insurance & Bonds | 01-0303-46-00 |
| 2,473.88 | 2,457.23 | 2,186.48 | 2,114.84 | 1,476.47 | 2,200.00 | 2,200.00 | Communications-Telephone | 01-0301-46-00 |
| 62,918.71 | 69,011.82 | 65,462.70 | 51,251.50 | 40,374.48 | 71,590.00 | 71,590.00 | | Subtotal: |
| | | 144.72 | 332.08 | 192.96 | 300.00 | 300.00 | Laundry Cleaning Etc | 01-0210-46-00 |
| | 254.76 | | | | | | Minor Apparatus | 01-0209-46-00 |
| 1,952.65 | 1,427.42 | 1,457.40 | 1,271.50 | 1,192.55 | 1,800.00 | 1,800.00 | Motor Vehicles-Batteries | 01-0208-46-00 |
| 5,111.62 | 12,018.10 | 10,960.83 | 9,425.11 | 3,752.14 | 11,000.00 | 11,000.00 | Motor Vehicles-Tires | 01-0207-46-00 |
| 1,159.88 | 2,018.43 | 2,469.94 | 2,310.10 | 1,653.74 | 2,500.00 | 2,500.00 | Motor Vehicles-Oil & Lubricant | 01-0206-46-00 |
| 50,396.39 | 48,274.66 | 45,452.44 | 30,999.90 | 28,859.23 | 50,000.00 | 50,000.00 | Motor Vehicles-Gasoline | 01-0205-46-00 |
| 2,239.63 | 3,713.47 | 3,675.93 | 5,479.17 | 3,927.03 | 4,000.00 | 4,000.00 | Wearing Apparel | 01-0204-46-00 |
| 110.86 | 100 | 66.13 | 119.07 | 273.78 | 200.00 | 200.00 | Food-Humans | 01-0203-46-00 |
| 1,519.76 | 841.77 | 904.69 330.62 | 678.83 | 241.91 281 14 | 1,000.00 | 1,000.00 | Office Supplies | 01-0201-46-00 01-0201-46-00 |
| | : : | 3 | | | | | | |
| 503,902.50 | 487,161.75 | 469,771.42 | 440,239.23 | 368,275.29 | 514,684.00 | 653,819.00 | | Subtotal: |
| 2,20,00 | 4,510.00 | 2,430.00 | 2,924.40 | 4,/04.00 | 2,000.00 | 2,000,00 | STOK LEGAR SELL DOCK | 00-01-01-00 |
| 4,688.00 | 4,532.00 | 4,896.00 | 4,692.00 | 4,476.00 | 4,996.00 | 5,478.00 | Stability Pay | 01-0108-46-00 |
| 7,397.18 | 7,285.46 | 4,939.09 | 4,563.91 | 9,594.35 | 7,650.00 | 7,650.00 | Overtime | 01-0107-46-00 |
| 20,218.69 | 13,950.86 | 11,813.73 | 5,957.73 | 4,349.57 | 6,920.00 | 8,830.00 | Ins-Workers Compensation | 01-0105-46-00 |
| 70,944.77 | 64,649.12 | 61,530.49 | 59,027.58 | 50,490.99 | 74,938.00 | 88,855.00 | Ins-Employee Hospitalization | 01-0104-46-00 |
| 25,842.30 | 25,764.71 | 24,911.94 | 24,071.20 | 19,598.91 | 27,181.00 | 37,214.00 | TMRS & Pension | 01-0103-46-00 |
| 359,899.06 28,248.08 | 339,594.82 | 330,041.24 | 314,192.02 24,810.39 | 254,361.00 20,699.81 | 361,113.00 28,826.00 | 463,915.00 36,877.00 | Sacial Security | 01-0101-46-00 |
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11:10 07/26/21 Fund: 1 General Fund

> Budget Comparison FY 2021 City of Paris

Department: 46 Streets & Highways

Program:

01-0603-46-00 01-0605-46-00 01-0507-46-00 01-0511-46-00 01-0502-46-00 01-0609-46-00 01-0512-46-00 01-0508-46-00 01-0506-46-00 01-0505-46-00 01-0504-46-00 01-0503-46-00 Subtotal: Program number: Subtotal: Subtotal: Expenses Description Maintenance Agreement Miscellaneous Repairs Medical Expenses Auditing Judgments Damages Etc Tire Repair Lease & Rental-Equipment Signals & Markers Motor Vehicles Instruments Etc-Radio Maint Machinery Tools Equipment Proposed FYZ0ZZ 1,613,559.00 Budget 644,000.00 38,000.00 83,200.00 10,000.00 20,000.00 10,000.00 1,200.00 2,000.00 1,500.00 3,800.00 500.00 200.00 1,459,574.00 38,000.00 1,200.00 640,200.00 10,000.00 85,200.00 12,000.00 20,000.00 Budget 2,000.00 1,500.00 3,800.00 200.00 Period Ending: 7/2021 500.00 786,797.47 Expended 277,806.70 Year 36,009.56 15,109.96 15,192.96 4,726.04 269.20 190.00 125.00 396,40 96.00 96.00 1,277,618.63 528,220.12 34,331.85 68.00 1,500.00 85,078.33 17,252.57 26,527.43 FY 2020 2,007.00 6,345.00 439.00 145.80 475.68 1,430,362.34 684,832.88 32,298.60 FY 2019 1,500.00 534.00 65,106.62 17,938.95 2,034.00 6,418.95 7,287.47 695.30 467.35 Expenses 1,489,957.75 733,141.67 14,453.36 31,805.91 **FY 2018** 71,170.51 12,800.00 2,063.00 1,500.00 7,294.17 4,334.76 475.68 563.00 6.63 1,573,120.18 792,401.31 33,152.34 52,580.05 92,445.83 2,033.00 1,500.00 3,849.09 2,248.86 533.00 100.00 475.68 39.81

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City of Paris

Budget Comparison FY 2021

Department: 46 Streets & Highways

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Fund: 1 General Fund

Budget Comparison FY 2021 City of Paris

Department: 48 Traffic & Public Lighting

Program:

Expenses

Period Ending: 7/2021

01-0308-48-00 01-0512-48-00 01-0508-48-00 01-0507-48-00 01-0505-48-00 01-0504-48-00 01-0503-48-00 01-0502-48-00 01-0401-48-00 01-0350-48-00 01-0312-48-00 01-0310-48-00 01-0303-48-00 01-0301-48-00 01-0209-48-00 01-0208-48-00 01-0207-48-00 01-0206-48-00 01-0205-48-00 01-0204-48-00 01-0203-48-00 01-0202-48-00 01-0201-48-00 01-0110-48-00 01-0108-48-00 01-0107-48-00 01-0105-48-00 01-0104-48-00 01-0103-48-00 01-0102-48-00 01-0101-48-00 01-0100-48-00 Subtotal: Subtotal: Subtotal: Subtotal: Description Buildings & Grounds Tire Repair Lease & Rental-Equipment Miscellaneous-St Light Bulbs Motor Vehicles Instruments Etc-Radio Maint Machinery Tools Equipment Contract Services-Hiring Part. Utilities-Water & Gas Miscellaneous Utilities-Electricity Insurance & Bonds Communications-Telephone Minor Apparatus Motor Vheicles-Batteries Motor Vehicles-Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Food-Humans Postage Office Supplies Sick Leave Sell Back Stability Pay Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Personnel Cost Proposed FYZ0ZZ 394,100.00 375,000.00 35,821.00 2,982.00 3,000.00 1,000.00 3,000.00 34,000.00 15,000.00 53,531.00 1,500.00 1,700.00 6,025.00 1,000.00 2,754.00 6,835.00 3,008.00 3,000.00 100.00 500.00 428.00 600.00 125.00 400.00 703.00 800.00 100.00 700.00 500.00 100.00 70.00 1,200.00 393,800.00 31,926.00 2,672.00 2,520.00 3,000.00 1,000.00 1,500.00 15,000.00 34,000.00 48,608.00 Budget 1,700.00 3,000.00 6,025.00 2,754.00 6,809.00 600.00 100.00 400.00 380.00 125.00 700.00 500.00 500.00 917.00 630.00 800.00 100.00 100.00 70.00 230,911.60 227,591.70 Expended 26,273.68 2,324.86 2,268.62 2,920.26 22,124.52 Year 42,179.39 1,141.23 1,038.18 1,063.10 1,115.57 3,899.70 3,374.21 1,802.05 5,548.84 396.40 328.00 212.00 430.46 267.88 589.67 212.00 787.70 946.02 86.12 346,887.05 30,870.40 2,498.62 2,528.10 340,609.98 39,609.46 6Z6Z A4 46,983.66 5,331.52 1,616.83 2,767.96 1,207.02 1,543.04 4,371.78 2,367.67 2,291.14 6,979.24 529.38 385.96 475.68 116.82 759.05 131.95 840.00 280.00 696.16 840.00 26,061.67 241.72 383,559.08 371,852.04 28,941.10 2,366.17 2,346.29 FY 2019 44,884.01 6,644.84 1,515.91 2,275.31 1,460.09 1,170.62 9,239.85 3,462.87 2,519.09 1,170.62 2,054.63 475.68 232.00 995.96 298.75 951.28 487.44 553.82 838.56 15.00 53.23 369,246.38 390,213.93 38,183.55 3,056.82 3,012.96 50,368.92 72.00 FY 2018 16,750.23 57,222.87 1,334.17 6,091.62 1,708.60 1,509.60 7,023.36 1,506.30 3,930.93 2,591.20 1,451.93 8,092.43 360.00 248.00 999.12 305.08 217.35 117.45 436.30 448.63 259.56 506,88 217.35 585.98 19.11 440,356.60 404,378.82 1,484.73 31,705.07 33,522.67 27,312.22 42,301.58 1,484.73 1,791.84 2,120.32 6,043.49 1,583.91 2,473.82 1,777.72 5,250.42 1,725.39 6,348.51 2,017.38 3,237.44 6,400.30 703.15 588.00 98.45 523.64 65.92 417.32 319.65 263.15 136.00 50.00

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City of Paris

Budget Comparison FY 2021

Department: 48 Traffic & Public Lighting Program: Expenses

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01-1004-48-99 Department number: Traffic & Public Lighting Program number: 99 Capital Outaly-Equipment Subtotal: Fund: 1 General Fund Description 3/4 Ton Pickup Proposed FYZ0ZZ City of Paris
Budget Comparison FY 2021
Department: 48 Traffic & Public Lighting Budget 495,576.00 497,353.00 Budget 8,500.00 8,500.00 8,500.00 Period Ending: 7/2021 Expended 303,156.56 Year 445,775.98 Program: 99 Capital Outaly-Equipment 464,139.05 514,152.10 533,615.22

> Budget Comparison FY 2021 City of Paris

Department: 49 Garage

Program:

Expenses

01-0504-49-00 01-0502-49-00 01-0501-49-00 01-0401-49-00 01-0350-49-00 01-0314-49-00 01-0312-49-00 01-0310-49-00 01-0308-49-00 01-0306-49-00 01-0303-49-00 01-0301-49-00 01-0211-49-00 01-0210-49-00 01-0209-49-00 01-0208-49-00 01-0207-49-00 01-0206-49-00 01-0205-49-00 01-0204-49-00 01-0203-49-00 01-0202-49-00 01-0201-49-00 01-0110-49-00 01-0108-49-00 01-0107-49-00 01-0105-49-00 01-0104-49-00 01-0103-49-00 01-0102-49-00 01-0101-49-00 01-0100-49-00 Subtotal: Subtotal: Subtotal: Subtotal: Description Buildings & Grounds Motor Vehicles Machinery Tools Equipment Furniture & Fixtures RPM Staffing Training-Tuition Etc Utilities-Water & Gas Miscellaneous **Utilities-Electricity** Travel Expenses Insurance & Bonds Communications-Telephone Chemical Medical Etc Laundry Cleaning Etc Minor Apparatus & Shop Improve Motor Vehicles-Batteries Motor Vehicles-Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Food-Humans Postage Office Supplies Sick Leave Sell Back Stability Pay Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Personnel Cost Proposed FYZ0ZZ 352,848.00 264,283.00 20,787.00 14,900.00 2,000.00 900.00 34,277.00 20,977.00 12,000.00 10,700.00 10,700.00 11,250.00 2,924.00 2,000.00 5,500.00 5,000.00 1,000.00 2,000.00 3,500.00 4,000.00 5,090.00 2,100.00 1,500.00 550.00 510.00 500.00 150.00 650.00 100.00 300.00 200.00 300.00 228,153.00 18,042.00 12,000.00 2,000.00 309,421.00 14,200.00 3,372.00 3,773.00 1,300.00 2,100.00 17,450.00 1,900.00 3,200.00 2,000.00 34,148.00 17,009.00 Budget 4,414.00 2,700.00 2,700.00 5,000.00 5,000.00 7,600.00 100.00 510.00 550.00 200.00 Period Ending: 7/2021 500.00 300.00 900.00 300.00 150.00 650.00 178,759.19 14,147.38 13,425.30 242,555.89 Year Expended 3,134.00 3,711.90 6,993.13 2,054.54 1,016.55 1,997.16 11,009.69 4,728.05 1,640.24 548.88 25,490.00 3,531.84 3,973.93 1,223.22 2,477.40 2,477.40 9,884.42 2,401.78 2,311.48 267.88 212.26 356.28 495.00 36.48 41.20 278,157.17 16,094.05 15,609.96 204,541.78 31,313.27 2,044.80 643.00 2,892.00 3,590.40 6Z6Z A4 10,945.60 15,366.46 1,476.54 2,112.28 3,065.31 1,483.29 5,393.55 8,448.01 3,308.77 3,913.21 1,483.29 2,580.20 3,803.89 387.81 885.34 23.88 577.40 202.50 279.01 298.00 202,125.93 15,992.38 15,213.79 276,254.58 2,776.00 4,602.82 29,455.85 FY 2019 1,420.93 2,053.17 10,864.79 12,371.82 1,721.92 5,694.42 9,964.97 1,240.19 4,221.32 2,850.20 5,157.16 1,240.19 4,676.40 1,866.99 632.15 393.39 302.53 55.76 277,069.66 200,727.08 1,358.54 1,913.61 2,511.74 997.84 14,962.13 15,846.86 FY 2018 11,329.31 32,195.68 16,973.71 2,508.00 1,471.46 1,695.52 3,214.60 4,502.76 6,055.76 1,695.52 4,223.25 3,833.91 4,775.37 1,342.62 4,769.15 254.76 487.92 271.39 471.53 36.46 182.95 44.10 267,896.53 199,351.23 11,280.28 10,050.53 29,779.24 14,178.68 15,618.75 1,346.42 1,883.94 1,964.54 883.16 1,686.79 92.64 2,464.00 3,361.30 4,688.62 9,705.77 2,500.20 3,416.00 1,118.22 7,532.36 199.00 203.90 417.32 299.19 845.81 544.16 544.16 640.00

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Budget Comparison FY 2021 City of Paris

01-0605-49-00 01-0609-49-00 01-0510-49-00 01-0512-49-00 Subtotal: Program number: Subtotal: Department number: Garage Fund: 1 General Fund Expenses Description Auditing Medical Expenses Tire Repair **Electronic Data Processing** Proposed FY2022 Department: 49 Garage 405,948.00 405,948.00 1,500.00 50.00 15,650.00 400.00 200.00 600.00 360,021.00 360,021.00 Budget 15,650.00 1,500.00 400.00 200.00 Period Ending: 7/2021 600.00 50.00 276,610.07 276,610.07 Expended Year 10,547.67 1,500.00 135.00 135.00 319,456.84 319,456.84 FY 2020 15,510.91 1,500.00 200.00 291.00 491.00 Program: 314,445.27 314,445.27 FY 2019 13,186.89 1,500.00 200.00 327.00 527.00 Expenses 315,239.03 315,239.03 8107 A4 19,945.17 1,500.00 200.00 224.00 424.00 300,021.91 300,021.91 9,878.17 1,500.00 200.00 517.00 717.00

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Fund: 1 General Fund

Budget Comparison FY 2021 City of Paris

Department: 54 Emergency Medical Service

Program:

Expenses

Period Ending: 7/2021

01-0314-54-00 01-0312-54-00 01-0311-54-00 01-0310-54-00 01-0308-54-00 01-0307-54-00 01-0306-54-00 01-0303-54-00 01-0302-54-00 01-0301-54-00 01-0217-54-00 01-0211-54-00 01-0210-54-00 01-0209-54-00 01-0208-54-00 01-0207-54-00 01-0206-54-00 01-0205-54-00 01-0204-54-00 01-0203-54-00 01-0202-54-00 01-0201-54-00 01-0110-54-00 01-0109-54-00 01-0108-54-00 01-0107-54-00 01-0106-54-00 01-0105-54-00 01-0104-54-00 01-0103-54-00 01-0102-54-00 01-0101-54-00 01-0100-54-00 Subtotal: Subtotal: Description Credit Card Service Fee Pos tage EMS Medical Director Architecture Consultants Training-Tuition Etc Utilities-Water & Gas Associations Miscellaneous **Utilities-Electricity** Publications Travel Expenses Insurance & Bonds Car Allowance Communications-Telephone Uniform Cleaning Allowance Furniture & Fixtures-Minor Other Supplies Chemical Medical Etc Laundry Cleaning Etc Minor Apparatus Motor Vehicles-Batteries Motor Vehicles-Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Office Supplies Sick Leave Sell Back Cycle Overtime Pay Stability Pay Overtime **Unemployment Comp Benefits** Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Personnel Cost Proposed FYZ0ZZ 2,463,533.00 1,093,546.00 Budget 165,000.00 867,000.00 184,742.00 151,935.00 108,484.00 340,200.00 15,970.00 21,856.00 13,000.00 5,000.00 10,000.00 80,000.00 30,000.00 20,000.00 12,000.00 12,000.00 13,500.00 10,000.00 1,100.00 15,000.00 9,000.00 3,000.00 8,000.00 2,000.00 3,000.00 7,500.00 2,000.00 5,400.00 4,200.00 1,500.00 2,500.00 500.00 2,312,879.00 867,000.00 18,294.00 973,401.00 99,302.00 133,306.00 4,000.00 150,000.00 180,669.00 20,506.00 12,000.00 3,000.00 13,000.00 2,700.00 311,350.00 1,000.00 7,000.00 1,500.00 3,000.00 2,000.00 7,000.00 8,000.00 12,000.00 6,000.00 7,350.00 10,000.00 78,000.00 15,000.00 20,401.00 20,000.00 Budget 8,000.00 2,000.00 2,500.00 9,000.00 500.00 2,072,192.95 912,392.90 127,801.26 132,308.34 750,749.81 104,700.78 Expended 269,520.96 127,010.31 12,249.95 7,735.15 Year 16,556.00 16,078.57 10,990.08 1,221.00 7,289.27 11,412.33 2,416.68 6,875.00 57,134.85 31,009.60 16,903.32 10,000.00 12,249.25 5,069.52 3,966.50 1,175.00 3,696.85 6,827.00 1,053.73 6,314.18 1,248.73 796.31 350.00 417.68 650.902,493,764.29 1,098,598.53 151,473.95 134,020.21 878,890.81 172,592.35 170,206.51 323,995.68 16,684.00 21,944.16 3,100.00 7,011.91 947.79 6,552.91 6,850.00 10,438.15 59,256.29 34,770.22 19,483.50 6Z6Z A4 12,000.00 12,070.17 12,938.93 12,549.38 2,881.44 1,422.21 2,700.00 1,050.40 4,131.74 4,358.64 1,166.74 1,209.42 2,596.74 8,858.54 8,427.43 7,695.73 76.78 1,023,383.98 2,330,558.66 139,886.05 309,191.85 151,884.91 817,412.92 164, 188.45 124,536.73 17,316.40 8,664.33 2,483.08 13,820.19 29,914.01 FY 2019 12,386.80 77,021.02 24,534.03 12,880.12 800.00 7,615.25 11,658.53 13,995.90 8,102.74 2,700.00 2,565.79 3,935.58 1,882.12 2,496.53 6,933.36 2,476.23 2,610.08 6,950.00 7,447.70 6,748.20 574.10 505.09 97.80 75.39 1,016,031.66 135,125.31 2,240,259.44 155,200.88 116,720.28 304,712.40 140,416.69 748,330.78 1,624.50 13,077.31 13,864.17 76,686.75 18,084.00 34,165.52 8T07 A4 11,578.82 20,301.17 16,601.01 12,000.00 16,621.68 8,430.16 3,450.00 5,359.35 5,426.66 2,920.00 2,624.03 8,209.56 2,700.00 6,625.00 4,804.90 3,610.53 9,532.90 2,687.37 357.42 788.90 846.15 63.98-2,089,029.64 675,755.39 127,660.27 994,371.49 260,287.65 130,178.44 153,965.66 108,167.77 13,800.00 16,860.00 52,722.00 10,942.42 54,693.28 20,595.59 49,440.75 18,315.13 1,360.00 2,292.95 3,216.25 6,096.75 5,671.50 4,667.20 7,597.07 3,435.36 2,700.00 6,900.00 1,890.39 8,459.46 1,363.50 1,808.53 8,682.53 8,905.60 253.00 218.66 579.46 16.52

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Budget Comparison FY 2021 City of Paris

Department: 54 Emergency Medical Service

Account 01-0609-54-00 01-0512-54-00 01-0504-54-00 01-0502-54-00 01-0605-54-00 01-0603-54-00 01-0511-54-00 01-0510-54-00 01-0508-54-00 01-0503-54-00 01-0501-54-00 01-0401-54-00 Subtotal: Subtotal: Subtotal: Program number: Subtotal: Fund: 1 General Fund Expenses Description Tire Repair **Electronic Data Processing** Buildings & Grounds Medical Expenses Auditing Judgments Damages Etc Maintenance Agreement Lease & Rental-Equipment Motor Vehicles Instruments Etc-Radio Maint Machinery Tools Equipment Furniture & Fixtures Proposed FYZ0ZZ 3,084,378.00 Budget 152,745.00 46,486.00 11,045.00 1,500.00 9,000.00 5,200.00 35,000.00 12,000.00 44,414.00 34,000.00 34,000.00 81,900.00 8,000.00 4,000.00 100.00 2,821,929.00 3,000.00 36,000.00 7,000.00 5,000.00 28,000.00 13,000.00 4,000.00 9,000.00 79,500.00 73,200.00 32,000.00 32,000.00 Budget 500.00 Period Ending: 7/2021 2,555,815.22 118,066.50 9,114.48 56,088.67 Expended Year 38,767.68 24,787.93 24,787.93 64,936.94 6,641.79 6,309.94 6,250.60 6,309.94 989.00 214.28 3,034,325.73 101,353.70 47,216.13 8,962.72 5,175.89 32,547.01 11,469.44 4,000.00 7,344.44 34,897.96 32,547.01 FY 2020 71,195.61 5,086.00 125.00 15.00 Program: 2,834,812.87 3,200.09 30,728.27 27,656.40 521.29 9,472.33 5,329.48 35,131.59 FY 2019 12,265.47 4,125.00 8,140.47 76,907.86 35,131.59 70,757.44 Expenses 2,751,105.68 106,317.00 12,126.00 28,699.96 1,466.00 57,783.55 17,090.75 70,600.09 **FY 2018** 6,525.61 17,090.75 8,126.00 4,000.00 7,171.76 4,626.27 20.00 23.85 2,532,664.67 32,100.72 7,500.00 10,545.43 22,967.19 66,800.13 7,801.19 7,672.00 83,034.63 22,967.19 6,545.43 5,271.63 6,384.59 4,000.00 70.00

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Program: 98 Capital Outlay-Bldg Structures

Page

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Account 01-0901-54-98 Program number: 98 Capital Outlay-Bldg Structures Subtotal: Description **EMS Station** Proposed FY2022 City of Paris

Budget Comparison FY 2021

Department: 54 Emergency Medical Service

Period Ending: 7/2021 Budget Expended Year FY 2020 198,944.41 198,944.41 198,944.41 FY 2019 283,274.47 283,274.47 283,274.47 3,900.00 3,900.00 3,900.00

Fund: 1 General Fund

Budget Comparison FY 2021 City of Paris

Department: 54 Emergency Medical Service

Program: 99 Capital Outlay-Equipment

Period Ending: 7/2021

01-1004-54-99 01-1011-54-99 01-1008-54-99 01-1002-54-99 01-1001-54-99 Subtotal: Department number: Emergency Medical Service Program number: 99 Capital Outlay-Equipment Description Machinery Tools Equipment Motor Vehicles-Ambulance Miscellaneous Ambulance Eqpt Communication System Furniture & Fixtures Proposed FYZ022 3,321,549.00 179,871.00 Budget 237,171.00 237,171.00 5,000.00 1,800.00 49,000.00 1,500.00 3,045,929.00 41,000.00 183,000.00 224,000.00 224,000.00 Budget 2,757,402.88 22,302.66 179,285.00 201,587.66 201,587.66 Expended Year 3,333,449.36 122,083.76 177,039.87 299,123.63 299,123.63 FY 2020 3,221,661.80 16,969.52 170,935.00 187,904.52 187,904.52 FY 2019 3,223,488.73 16,473.58 172,635.00 189,108.58 189,108.58 2,682,514.67 145,950.00 145,950.00 145,950.00 FY 2017

Fund: 1 General Fund

City of Paris

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Period Ending: 7/2021

Department: 61 Cox Field Airport Budget Comparison FY 2021 Program: Expenses

01-0605-61-00 01-0603-61-00 01-0504-61-00 01-0401-61-00 01-0351-61-00 01-0350-61-00 01-0329-61-00 01-0318-61-00 01-0314-61-00 01-0312-61-00 01-0311-61-00 01-0310-61-00 01-0308-61-00 01-0306-61-00 01-0303-61-00 01-0301-61-00 01-0217-61-00 01-0214-61-00 01-0211-61-00 01-0208-61-00 01-0207-61-00 01-0206-61-00 01-0205-61-00 01-0202-61-00 01-0201-61-00 Program number: Subtotal: Subtotal: Subtotal: Subtotal: Subtotal: Expenses Description Auditing Motor Vehicles-Gasoline Storm Water Permit & Lab Fees Motor Vehicles **Buildings & Grounds** Annual Fly-In Airport Management Agreement Lot Mowing Consultants Training-Tuition Etc Utilities-Water & Gas Associations Miscellaneous Utilities-Electricity Travel Expenses Insurance & Bonds Communications-Telephone Furniture & Fixtures-Minor Other Supplies Chemical Medical Etc Motor Vehicles-Batteries Motor Vehicles-Tires Motor Vehicles-Oil & Lubricant Office Supplies Proposed FYZ0ZZ 188,850.00 100,000.00 100,000.00 10,000.00 25,000.00 85,400.00 20,000.00 22,500.00 3,000.00 Budget 3,300.00 1,500.00 1,500.00 1,550.00 200.00 400.00 400.00 600.00 800.00 150.00 200.00 400.00 400.00 300.00 50.00 50.00 103,126.74 3,172.88 7,685.00 20,869.58 Expended Year 31,899.73 31,899.73 68,847.80 10,254.37 23,692.12 2,188.20 1,439.77 167.30 225.97 306.00 177.81 267.88 200.00 200.00 739.44 739.44 759.68 520.78 179,586.45 19,690.00 24,990.00 92,636.01 83,916.17 83,916.17 24,857.58 6Z6Z A4 15,439.14 4,015.75 2,437.20 1,510.91 1,500.00 1,500.00 471.38 204.00 385.96 166.36 734.96 699.19 23.36 23.36 52.40 3.00 210,850.58 129,220.86 129,220.86 77,516.89 25,034.58 15,668.88 22,147.44 EY 2019 6,728.20 1,720.00 1,500.00 1,164.53 1,164.53 3,361.04 3,574.72 1,228.30 100.00 239.87 298.75 340.46 411.65 234.27 220.00 490.38 114.95 149,836.68 FY 2018 72,058.76 74,734.69 24,990.00 19,974.46 18,472.08 72,058.76 1,500.00 5,069.65 2,509.02 1,500.00 2,583.85 1,320.16 734.96 400.67 448.63 232.51 223.07 223.07 337.56 301.46 134,705.45 16,151.00 74,578.13 24,940.00 23,635.11 49,926.06 49,926.06 1,700.00 1,292.40-6,944.06 1,500.00 6,616.10 3,335.44 8,381.73 119.53 657.92 417.32 158.87 861.48 200.00 119.53534.96

Program: 97 Capital Outlay-Land

01-0802-61-97 Department number: Cox Field Airport Program number: 97 Capital Outlay-Land Subtotal: Fund: 1 General Fund Description Land Improvements-Drainage Proposed FY2022 Budget 257,850.00 69,000.00 69,000.00 69,000.00 Budget Period Ending: 7/2021 103,126.74 Expended Year 179,586.45 210,850.58 149,836.68 134,705.45

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City of Paris Budget Comparison FY 2021 Department: 62 Paris Band

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Fund: 1 General Fund

Budget Comparison FY 2021 City of Paris

Period Ending: 7/2021

Department: 64 Library

Program:

Expenses

01-0107-64-00 01-0401-64-00 01-0314-64-00 01-0312-64-00 01-0311-64-00 01-0310-64-00 01-0308-64-00 01-0306-64-00 01-0302-64-00 01-0301-64-00 01-0221-64-00 01-0220-64-00 01-0217-64-00 01-0215-64-00 01-0214-64-00 01-0210-64-00 01-0209-64-00 01-0208-64-00 01-0203-64-00 01-0202-64-00 01-0201-64-00 01-0108-64-00 01-0106-64-00 01-0105-64-00 01-0104-64-00 01-0103-64-00 01-0102-64-00 01-0101-64-00 01-0100-64-00 Subtotal: Subtotal: Subtotal Subtotal: Description Overtime Buildings & Grounds Promotional Activity Training-Tuition Etc Utilities-Water & Gas Associations Miscellaneous Utilities-Electricity Travel Expenses Insurance & Bonds Communications-Telephone Media-Books-CD's-Film-Etc Programs Furniture & Fixtures-Minor Technical Processing Other Supplies Laundry Cleaning Etc Minor Apparatus Interlibrary Loan Grant Food-Humans Office Supplies Sick Leave Sell Back Stability Pay **Unemployment Comp Benefits** Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Personnel Cost Proposed FYZ0ZZ 116,450.00 102,000.00 386,848.00 530,428.00 30,602.00 25,000.00 8,192.00 5,000.00 68,384.00 30,883.00 25,000.00 34,250.00 16,000.00 5,700.00 2,500.00 1,600.00 3,650.00 1,000.00 1,500.00 2,000.00 4,000.00 8,000.00 300.00 519.00 500.00 450.00 800.00 300.00 400.00 383,221.00 30,444.00 118,750.00 525,831.00 1,000.00 101,000.00 4,100.00 2,000.00 9,124.00 5,610.00 68,209.00 28,706.00 23,000.00 23,000.00 34,200.00 Budget 1,300.00 3,650.00 1,000.00 8,000.00 5,600.00 2,500.00 1,700.00 3,500.00 500.00 300.00 350.00 450.00 517.00 265,370.98 20,810.36 20,125.10 370,214.94 Year Expended 14,621.17 14,621.17 21, 197.09 73,124.87 63,401.60 8,540.00 4,361.46 48,085.10 2,037.50 2,912.70 2,560.00 5,356.50 6,363.68 5,325.76 3,036.95 1,125.33 1,350.90 476.96 592.66 624.72 361.94 324.00 640.20 150.00 602.50 366,980.37 28,554.17 110,274.29 100,531.83 508,878.51 40,165.22 26,332.34 11,976.85 68,706.80 28,082.29 6Z6Z A4 40,165.22 2,806.15 3,816.24 5,337.60 8,052.00 2,522.00 5,331.08 5,632.75 1,420.46 1,358.15 536.72 419.88 938.14 710.10 119.77 154.80 165.63 820.82 488.48 22.06 363,990.59 28,168.47 113,334.41 496,341.07 13,560.34 99,834.05 FY 2019 26,552.37 26,552.37 29,938.67 8,628.00 6,367.42 61,440.74 27,002.19 6,834.07 5,619.21 2,271.81 3,566.62 4,298.56 1,176.53 1,260.65 2,320.71 720.82 22.84 568.69 422.17 190.18 795.37 443.10 99.00 12.02 358,881.39 27,681.14 26,804.12 116,415.55 480,900.28 100,836.61 22,998.94 34,283.00 8,296.00 5,263.04 53,163.29 **EY 2018** 22,998.94 15,363.49 2,243.14 5,237.26 1,192.50 1,836.08 4,077.90 8,348.75 2,360.33 1,740.11 5,778.93 139.20 237.03 213.00 556.22 280.00 258.00 811.30 116,740.11 101,624.60 368,095.88 483,909.38 61,166.05 28,237.47 18,553.83 34,980.05 20,264.07 3,471.03 31.95 8,274.00 3,361.60 26,156.62 18,553.83 2,411.62 5,167.38 1,430.99 4,589.88 1,340.93 6,547.94 3,693.01 191.85 347.19 663.13 460.52 775.00 50.00

Fund: 1 General Fund

Budget Comparison FY 2021 City of Paris

Department: 64 Library

Program:

Expenses

01-0502-64-00 01-0508-64-00 01-0609-64-00 01-0605-64-00 01-0511-64-00 01-0510-64-00 01-0501-64-00 Program number: Subtotal: Subtotal: Expenses Description Machinery Tools Equipment Medical Expenses Maintenance Agreement **Electronic Data Processing** Lease & Rental-Equipment Auditing Furniture & Fixtures Proposed FYZ0ZZ Budget 733,628.00 2,300.00 21,000.00 2,700.00 26,400.00 1,100.00 1,000.00 200.00 200.00 100.00 727,331.00 200.00 2,300.00 19,000.00 2,700.00 24,450.00 Budget 1,100.00 1,000.00 Year 100.00 Period Ending: 7/2021 483,925.69 Expended Year 1,626.30 1,474.32 1,597.00 4,697.62 70.00 70.00 2,126.92 20,039.69 1,597.00 710,448.97 1,000.00 35.00 23,763.61 FY 2020 1,035.00 688,429.73 2,234.32 17,359.97 1,528.92 21,123.21 FY 2019 1,000.00 1,140.00 677,385.16 767,74 2,128.07 17,402.13 1,209.45 1,000.00 280.00 21,507.39 **FY 2018** 1,280.00 675,735.77 1,895.57 16,572.03 2,084.80 20,552.40 1,000.00 1,000.00

City of Paris Budget Comparison FY 2021

01-0306-64-01 Program number: 1 TIF Grant Subtotal: Fund: 1 General Fund Travel Expenses Proposed FYZ0ZZ Department: 64 Library Budget Period Ending: 7/2021 Expended Year 443.90 443.90 443.90 Program: 1 TIF Grant

Program: 3 Loan Star Libraries Grant

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City of Paris Budget Comparison FY 2021 Department: 64 Library Period Ending: 7/2021

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Program: 98 Capital Outlay-Bldg Structures

Page

67

City of Paris Budget Comparison FY 2021 Department: 64 Library Period Ending: 7/2021

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Fund: 1 General Fund

Department: 89 General Expenses

Program:

Non-allocated Expenses

Period Ending: 7/2021

01-0417-89-00 01-0401-89-00 01-0361-89-00 01-0356-89-00 01-0352-89-00 01-0351-89-00 01-0350-89-00 01-0317-89-00 01-0316-89-00 01-0315-89-00 01-0304-89-00 01-0303-89-00 01-0301-89-00 01-0218-89-00 01-0209-89-00 01-0208-89-00 01-0205-89-00 01-0201-89-00 01-0100-89-00 01-0359-89-00 01-0358-89-00 01-0357-89-00 01-0355-89-00 01-0354-89-00 Subtotal: Subtotal: Subtotal: Subtotal: Description Contract Spraying Contract Mowing Buildings & Grounds COVID 19 Expenses Paris Metro Contribution Retail Recruitment RRV Down Syndrome Society Caddo Museum Expenses Keep Paris Beautiful **NE Texas Trail Coalition** Safe-T Shelter Agencies Paris Optimist Club CASA for Kids E Tx Council on Alcohol-Drugs Children's Advocary Center Home Repair Program Defaults Public Information Employee Asst. Program Lamar Co Appraisal-Collections Lamar Co Appraisal-Assessment Promotional Activity-VCC Retiree Insurance Cost Insurance & Bonds Communications-Telephone Requisition Expense Minor Apparatus Motor Vehicles-Batteries Motor Vehicles-Gasoline Office Supplies-Safety Comm. Personnel Cost Lamar Co. Human Res. Council New Hope Center of Paris Proposed FYZ0ZZ 1,123,006.00 1,053,046.00 1,081,195.53 146,701.00 11,112.00 11,111.00 750,000.00 65,000.00 11,111.00 11,111.00 11,111.00 46,355.00 11,111.00 11,111.00 11,111.00 8,750.00 5,700.00 500.00 500.00 500.00 19,750.00 12,000.00 43,596.00 5,700.00 132,000.00 675,000.00 80,000.00 25,000.00 12,500.00 10,000.00 12,500.00 Budget 5,000.00 8,000.00 4,500.00 7,000.00 500.00 500.00 500.00 111,475.11 34,794.24 3,662.01 635,217.09 155,750.68 19,750.00 12,000.00 Year Expended 48,570.89 10,000.00 12,500.00 12,500.00 8,000.00 5,000.00 7,000.00 4,500.00 475.51 455.04 569.99 114.95 1,076,743.47 502.92 57,093.23 144,210.13 640,502.42 99,690.10 86,312.95 10,000.00 49,988.16 49,701.94 44,594.41 0Z0Z 44 10,000.00 12,500.00 10,000.00 12,500.00 5,000.00 3,500.00 12,000.00 8,553.75 3,723.66 7,000.00 8,750.00 1,618.91 1,269.04 349.87 1,040,857.09 18,492.00 100,271.62 128,458.62 675,129.41 540.31 78,435.00 130,846.62 42,420.11 FY 2019 10,000.00 10,000.00 12,441.00 12,500.00 10,000.00 12,500.00 9,695.00 12,000.00 5,080.00 5,714.64 5,000.00 4,500.00 8,750.00 2,670.48 2,197.92 5,000.00 472.56 1,010,492.72 120,062.24 28,435.65 81,323.24 123,206.63 662,108.30 19,703.00 49,045.85 80,575.56 10,303.35 10,000.00 12,000.00 12,500.00 10,000.00 5,720.00 4,526.19 6,117.04 6,000.00 2,500.00 4,500.00 7,500.00 7,157.24 824.30 215.90 503.58 103.61 1,012,525.34 658,525.56 1,250.00 113,622.90 95,836.56 6,000.00 89,536.56 25,000.00 12,500.00 49,112.73 89,126.40 FY 2017 12,000.00 10,000.00 6,300.00 8,000.00 5,000.00 2,500.00 5,000.00 4,265.00 4,800.60 4,500.00 7,292.66-7,292.66-575.00 203.66 538.27 504.28 482.29 21.99 applications. amounts until the Council complete's placeholder dollar their review of These are

Budget Comparison FY 2021 City of Paris

Program:

Non-allocated Expenses

01-0601-89-00 01-0602-89-00 01-0607-89-00 01-0504-89-00 01-0510-89-00 Subtotal: Program number: Subtotal: Fund: 1 General Fund Non-allocated Expenses Description Electronic Data Processing Miscellaneous **Employee Recognition** Contribution-Health Department Motor Vehicles Proposed FYZ0ZZ 1,217,506.00 Department: 89 General Expenses 75,000.00 10,000.00 9,000.00 94,000.00 1,147,546.00 75,000.00 10,000.00 9,000.00 94,000.00 Budget Period Ending: 7/2021 1,171,604.70 732.00 11,272.95 Expended Year 87,032.97 75,028.02 2,470.00 2,806.21 336.21 1,269,036.53 75,078.17 7,026.15 8,879.73 90,984.05 FY 2020 1,292,155.58 120,169.39 75,780.06 7,395.33 36,994.00 FY 2019 1,227,872.40 75,385.75 6,355.28 8,401.17 90,142.20 18.00 18.00 1,245,922.66 144,253.58 76,560.70 8,285.58 59,407.30 95.56 95.56

Fund: 1 General Fund

Budget Comparison FY 2021 City of Paris

Department: 89 General Expenses

Program: 1 Information Technology

01-0511-89-01 01-0510-89-01 01-0504-89-01 01-0503-89-01 01-0502-89-01 01-0501-89-01 01-0314-89-01 01-0312-89-01 01-0311-89-01 01-0310-89-01 01-0306-89-01 01-0302-89-01 01-0301-89-01 01-0218-89-01 01-0209-89-01 01-0207-89-01 01-0206-89-01 01-0205-89-01 01-0204-89-01 01-0203-89-01 01-0202-89-01 01-0201-89-01 01-0110-89-01 01-0108-89-01 01-0107-89-01 01-0105-89-01 01-0104-89-01 01-0103-89-01 01-0102-89-01 01-0101-89-01 01-0401-89-01 Subtotal: Subtotal: Subtotal: Subtotal: Description Food Maintenance Agreement **Electronic Data Processing** Motor Vehicles Instruments Etc-Radio Maint Machinery Tools Equipment Furniture & Fixtures **Buildings & Grounds** Training-Tuition Etc Utilities-Water & Gas Associations Miscellaneous Travel Expenses Car Allowance Communications-Telephone Uniform Cleaning Allowance Furniture & Fixtures-Minor Minor Apparatus Motor Vehicles-Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Pos tage Office Supplies Sick Leave Sell Back Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Longevity & Stability Pay Proposed FYZ0ZZ Budget 224,891.00 166,212.00 63,000.00 37,800.00 34,000.00 82,700.00 80,400.00 20,612.00 13,417.00 13,294.00 29,640.00 3,000.00 3,000.00 1,200.00 2,000.00 2,200.00 2,324.00 3,060.00 3,772.00 500.00 200.00 600.00 500.00 500.00 200.00 500.00 100.00 400.00 200.00 700.00 200.00 282,634.00 212,004.00 3,060.00 2,000.00 3,877.00 16,230.00 63,000.00 2,700.00 80,400.00 24,018.00 17,211.00 29,640.00 40,500.00 34,000.00 82,650.00 4,234.00 Budget 3,000.00 3,000.00 1,200.00 400.00 500.00 500.00 200.00 200.00 Period Ending: 7/2021 150.00 500.00 200.00 500.00 100.00 200.00 700.00 400.00 22,380.17 56,604.10 11,359.61 16,859.66 24,256.10 31,486.13 195,922.60 147,578.53 Year Expended 4,209.71 2,032.00 2,036.22 32,480.44 27,864.35 59,585.05 11,421.69 1,006.87 1,959.46 3,036.29 1,121.90 1,841.59 3,036.29 2,819.19 425.18 675.00 41.77 13.97 272,805.14 16,079.59 24,266.45 205,905.77 62,397.01 29,679.00 40,669.38 36,593.99 50,161.02 1,888.00 3,722.40 16,333.08 6Z6Z A4 49,369.72 1,266.39 2,700.00 3,760.98 2,225.18 257.89 176.84 674.51 107.91 241.86 ,225.18 848.87 167.96 80.00 29.00 266,889.63 15,419.09 23,237.77 202,828.35 93,873.37 65,912.48 41,053.06 33,094.52 95,355.33 29,640.00 1,263.69 15,890.99 3,719.64 2,397.59 1,048.29 3,570.06 2,700.00 1,744.00 2,786.10 2,343.87 2,397.59 200.70 998.24 219.06 135.00 488.00 108.24 222.29 17.19 49.00 49.52 54.67 15,660.55 15,225.96 22,283.80 29,689.00 61,621.30 262,100.42 197,612.58 135.00 1,114.97 2,700.00 2,420.08 31,931.52 1,600.00 1,917.18 38,690.57 79,280.00 78,746.32 6,513.53 1,286.82 1,382.42 1,382.42 136.26 429.06 165.77 134.23 151.67 123.04 389.00 104.36 20.38 256,597.32 57,678.58 14,328.58 30,284.84 35,298.40 2,700.00 1,435.50 72,232.33 1,456.00 2,368.80 21,880.89 FY 2017 29,444.60 74,204.11 15,172.84 1,482.49 1,453.28 1,453.28 1,105.30 1,084.49 5,877.74 375.52 468.00 192.22 343.77 478.00 135.00 64.72 69.77 87.97 4.61

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Fund: 1 General Fund

Budget Comparison FY 2021 City of Paris

Department: 89 General Expenses

Program: 1 Information Technology

01-1003-89-01 01-1008-89-01 Department number: General Expenses Subtotal: Subtotal: Program number: 1 Information Technology Description Instruments & Apparatus Communication System Proposed FYZ0ZZ 1,660,237.00 442,731.00 Budget 94,340.00 1,716,670.00 1,607,634.18 1,797,241.01 1,845,608.69 569,124.00 66,000.00 66,000.00 94,340.00 Budget Period Ending: 7/2021 436,029.48 Expended Year 64,999.99 64,999.99 80,005.11 528,204.48 69,768.00 69,768.00 92,575.76 FY 2020 553,453.11 49,441.39 49,441.39 98,316.11 1,759,481.05 531,608.65 15,926.65 42,187.20 58,113.85 92,041.39 1,743,613.83 497,691.17 40,348.38 40,348.38 89,789.68 FY 2017

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Fund: 1 General Fund

City of Paris
Budget Comparison FY 2021
Department: 91 Contingency

Program:

01-0000-91-00 Department number: Contingency Program number: Subtotal: Fund number: 1 General Fund Contingency Proposed FYZ0ZZ 25,913,583.00 24,443,660.00 18,228,956.80 23,714,999.16 23,555,188.04 22,753,445.10 24,737,134.54 50,000.00 50,000.00 50,000.00 50,000.00 50,000.00 50,000.00 50,000.00 50,000.00 Budget Period Ending: 7/2021 Expended Year

Fund: 2 Economic Development Fund

Budget Comparison FY 2021 City of Paris

Department: 11 PEDC

Program: 1 Economic Development Council

02-0303-11-01 02-0302-11-01 02-0301-11-01 02-0203-11-01 02-0202-11-01 02-0201-11-01 02-0107-11-01 02-0105-11-01 02-0104-11-01 02-0103-11-01 02-0102-11-01 02-0101-11-01 02-0077-11-01 02-0076-11-01 02-0074-11-01 02-0073-11-01 02-0072-11-01 02-0071-11-01 02-0070-11-01 02-0069-11-01 02-0067-11-01 02-0066-11-01 02-0065-11-01 02-0064-11-01 02-0063-11-01 02-0061-11-01 02-0056-11-01 02-0055-11-01 02-0053-11-01 02-0051-11-01 02-0047-11-01 02-0025-11-01 02-0010-11-01 Subtotal: Subtotal: Subtotal: Description Food J Skinner-Rail Development Insurance & Bonds Car Allowance Communications-Telephone Pos tage Office Supplies Overtime Ins-Workers Compensation Medical/Life Insurance Retirement Social Security Salaries & Wages Attraction/Recruitment Project Metro Gate Incentive Project Rocket X Jobs Proj. Rocket X Infrastructure D6 Jobs Turner Ind.-Incentive 2020 Land Development Huhtamaki-Rail Development Rail Lead American Spiral Weld-Jobs American Spiral Weld-Upfront Business Park # 2 American SpiralWeld Skinner Job Creation Incentive Daisy Farms Turner Pipe Project Powder Puff Potters Industries Skinner Workforce Training Inc Bodyguard Bumpers Park Street Project Land Purchase Proposed FYZ022 1,842,000.00 1,000,000.00 120,000.00 500,000.00 194,500.00 Budget 102,000.00 260,300.00 100,000.00 35,000.00 15,000.00 20,000.00 10,000.00 2,500.00 8,400.00 8,200.00 3,000.00 4,700.00 500.00 800.00 2,860,800.00 1,000,000.00 182,000.00 14,000.00 250,000.00 75,000.00 200,000.00 153,300.00 243,900.00 100,000.00 100,000.00 320,000.00 250,000.00 412,500.00 11,200.00 8,400.00 2,500.00 35,900.00 Budget 8,600.00 5,200.00 4,700.00 Period Ending: 7/2021 500.00 800.00 147,464.40 11,441.69 11,988.86 25,264.17 196,259.12 200,000.00 298,647.72 155,119.52 740,394.72 Year Expended 40,000.00 8,962.50 37,048.73 1,029.00 8,585.96 6,300.00 2,250.19 2,128.35 121.84 616.25 100.00 1,863,256.28 138,003.56 10,557.27 175,637.57 200,000.00 792,454.52 709,072.00 161,729.76 22,009.38 6Z6Z A4 4,655.41 1,461.00 4,200.00 3,234.25 3,063.42 7,157.27 170.83 411.95 2,057,761.89 1,500,000.00 452,420.46 105,341.43 182,134.50 13,933.28 239,231.63 30,807.60 FY 2019 11,787.25 1,425.00 8,400.00 4,968.93 3,100.91 2,716.32 384.59 569.00 229,918.60 11,070.02 32,232.66 172,904.70 705,177.97 400,000.00 208,896.59 88,281.38 13,228.99 3,789.27 8,000.00 1,368.00 8,400.00 4,932.45 4,139.46 350.19 23.25 458.98 167,493.95 13,027.48 214,677.64 56,922,00 25,000.00 FY 2017 22,165.68 11,495.53 99,198.77 16,000.00 1,341.00 1,276.77 8,400.00 4,806.69 4,529.53 4,351.71 177.82 495.00

glbase_buds ganderson 11:10 07/26/21 Fund: 2 Economic Development Fund

City of Paris Budget Comparison FY 2021

Page

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Department: 11 PEDC Period Ending: 7/2021 Program: 1 Economic Development Council

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| 2,229,423.96 | 2,229,423.96 | 9,737.87 | 9,737.87 | 8,850.00 | 8,850.00 | 2,565.18 | 2,565.18 | 166,142.81 | 25,000.00 | 5,144.62 | | 13,657.32 | 40,489.48 | 30,700.00 | 23,444.22 | 1,221.09 | 775.00 | 618.65 | 9,296.79 | 266.12 | 2,711.25 | į | 1 |
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| 5,38 | 5,38 | 23 | 31 | 8,600.00 | 8,600.00 | 6,184.64 | 6,184.64 | 111,186.61 | | | | 13,406.62 | | | 71,301.71 | ၾ | 70 | 42 | 9,236.22 | 97 | | - | 7 |
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City of Paris Budget Comparison FY 2021

02-0001-90-00 Subtotal: Program number: Fund: 2 Economic Development Fund New Business Park Proposed FYZ022 Department: 90 Debt Budget Period Ending: 7/2021 240,500.00 Expended 240,500.00 240,500.00 Year Program:

Fund: 2 Economic Development Fund

City of Paris Budget Comparison FY 2021

Department: 90 Debt

02-0001-90-02 02-0002-90-02 02-0003-90-02 Program number: Subtotal: 2 PEDC Bonds 1998 Principal Interest Expense Paying Agent Fees Proposed FY2022 Budget Period Ending: 7/2021 Expended Year Program: 2 PEDC Bonds 1998 340,000.00 14,926.00 750.00 355,676.00 355,676.00 325,000.00 28,251.00 750.00 354,001.00 354,001.00

Fund: 2 Economic Development Fund

City of Paris Budget Comparison FY 2021

02-0001-90-05 02-0002-90-05 Program number: 5 Bank Loan-American Spiral Weld Interest Bank Loan-American Spiral Weld Proposed FY2022 Department: 90 Debt 55,584.63 32,201.97 87,786.60 87,786.60 53,514.15 34,272.45 87,786.60 87,786.60 Budget Period Ending: 7/2021 44,560.48 28,595.02 Expended Year 73,155.50 73,155.50 51,520.78 36,265.82 87,786.60 87,786.60 Program: 5 Bank Loan-American Spiral Weld 22,597.30 21,296.00 43,893.30 43,893.30

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02-0001-90-06 02-0002-90-06 Program number: Fund: 2 Economic Development Fund 6 Debt-New Business Park New Business Park Proposed FY2022 Department: 90 Debt 48,053.08 12,984.20 61,037.28 61,037.28 37,681.73 23,355.55 61,037.28 61,037.28 Budget Period Ending: 7/2021 City of Paris Budget Comparison FY 2021 33,703.29 17,161.11 Expended Year 50,864.40 50,864.40 36,278.11 24,759.17 61,037.28 61,037.28 Program: 6 Debt-New Business Park 14,649.96 10,782.24 25,432.20 25,432.20 Page

78

Fund: 2 Economic Development Fund

Budget Comparison FY 2021 City of Paris

Department: 90 Debt

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

Fund: 3 Cox Field Airport

City of Paris

Department: 61 Cox Field Airport Budget Comparison FY 2021

Program:

General

Page

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Account 03-0202-61-00 03-0605-61-00 03-0504-61-00 03-0401-61-00 03-0329-61-00 03-0318-61-00 03-0314-61-00 03-0312-61-00 03-0308-61-00 03-0306-61-00 03-0303-61-00 03-0301-61-00 03-0220-61-00 03-0217-61-00 03-0208-61-00 03-0207-61-00 03-0206-61-00 03-0205-61-00 03-0201-61-00 03-0105-61-00 03-0104-61-00 03-0103-61-00 03-0102-61-00 03-0101-61-00 Subtotal: Subtotal: Subtotal: Subtotal: Program number: Subtotal: Subtotal: General Description Auditing Utilities-Water & Gas Motor Vehicles-Batteries Motor Vehicles-Oil & Lubricant Motor Vehicles-Tires Motor Vehicles **Buildings & Grounds** Lot Mowing Consultants Training- Tuitions Etc **Utilities-Electricity** Travel Expenses Insurance & Bonds Communications-Telephone Aviation Fuel Expense Furniture & Fixtures-Minor Motor Vehicles-Gasoline Office Supplies Ins-Workers Compensation Ins-Empolyee Hospitalization TMRS & Pension Social Security Salaries & Wages Proposed FYZ0ZZ 340,000.00 Budget 587,872.00 341,550.00 100,000.00 100,000.00 4,973.00 5,018.00 60,400.00 10,000.00 20,000.00 22,500.00 84,022.00 65,000.00 6,886.00 1,500.00 1,500.00 3,000.00 3,300.00 2,145.00 150.00 800.00 600.00 400.00 400.00 400.00 200.00 200.00 400.00 300.00 50.00 50.00 Budget Period Ending: 7/2021 Expended Year FY 2020 FY 2019 **FY 2018**

Fund: 3 Cox Field Airport

Program: 98 Airport Improvements

Page

81

Period Ending: 7/2021

Proposed FYZ0ZZ Budget Expended Year

03-0915-61-98 Program number: 98 Airport Improvements Subtotal: TxDOT-Aviation Maint. Project 69,000.00 69,000.00 69,000.00

Department number: Cox Field Airport Fund number: 3 Cox Field Airport 656,872.00 656,872.00

City of Paris

Budget Comparison FY 2021

Department: 46 Streets & Highways

Fund: 4 American Rescue Plan Act Proposed FYZ0ZZ Budget Period Ending: 7/2021 Expended Year Program: 99 CIP/Street American Rescue Pla

04-1002-46-99 Department number: Streets & Highways Program number: 99 CIP/Street American Rescue Pla Subtotal: Grinder & Asphalt Layer 680,000.00 680,000.00 680,000.00 680,000.00

Fund: 4 American Rescue Plan Act

City of Paris

Budget Comparison FY 2021

Department: 82 Water Treatment Plant

04-0909-82-98 04-0910-82-98 Subtotal: Program number: 98 CIP-American Rescue Plan Gene Stallings Park Lionshead Project Proposed FYZ0ZZ 540,000.00 180,000.00 720,000.00 720,000.00 Budget Period Ending: 7/2021 Expended Year Program: 98 CIP-American Rescue Plan

City of Paris

Budget Comparison FY 2021

Department: 82 Water Treatment Plant

Fund: 4 American Rescue Plan Act

Program: 99 Water Prod-American Rescue

Period Ending: 7/2021

04-1002-82-99 Department number: Water Treatment Plant Program number: 99 Water Prod-American Rescue Subtotal: Backup Generator-GSF Proposed FYZ0ZZ 1,170,000.00 450,000.00 450,000.00 450,000.00 Budget Expended Year

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Program: 99 CIP-American Rescue Plan

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City of Paris

Fund: 5 Coronavirus Relief Fund

Budget Comparison FY 2021
Department: 11 Coronavirus Relief Fund

Program:

05-0351-11-00 05-0352-11-00 05-0353-11-00 05-0354-11-00 05-0350-11-00 Department number: Coronavirus Relief Fund Subtotal: Program number: School Reimbursements Administrative Services-ResMgt City of Paris-CRF **GEXA Storm Recovery Payment** Paris Lamar Co Health District Proposed FYZ0ZZ Budget Period Ending: 7/2021 22,500.00 110,358.00 Expended 646,282.73 646,282.73 646,282.73 450,005.34 Year 63,419.39 36,258.34 355.00 36,613.34 36,613.34 36,613.34 FY 2019

City of Paris

Fund: 5 Coronavirus Relief Fund

Budget Comparison FY 2021
Department: 31 Police-CARES Funding Program:

05-0401-31-00 05-0402-31-00 05-0210-31-00 05-0217-31-00 05-0206-31-00 05-0510-31-00 05-0404-31-00 05-0403-31-00 05-0314-31-00 05-0209-31-00 05-0205-31-00 05-0204-31-00 Program number: Subtotal: Subtotal: Subtotal: Subtotal: CID Training Office Furniture/Chairs **Inventory Management Software** Dog Kennel Repairs Carpet Cleaning/Thermal Curtia HVAC Repair Portable Radios Stop Sticks/Dual Radar **Evidence Vault Venting** Incinerator CID Equipment Ballistic Vests/Covers/Honor G Proposed FYZ0ZZ 168,120.00 3,300.00 3,500.00 3,000.00 95,320.00 14,500.00 11,000.00 9,320.00 8,500.00 51,800.00 42,000.00 18,000.00 18,000.00 47,000.00 3,000.00 3,000.00 5,000.00 Budget Period Ending: 7/2021 Expended Year FY 2019

City of Paris

Fund: 5 Coronavirus Relief Fund

Budget Comparison FY 2021
Department: 31 Police-CARES Funding

Program: 99 Police-CARES Funding

05-1002-31-99 05-1003-31-99 05-1011-31-99 05-1012-31-99 05-1004-31-99 05-0915-31-99 Department number: Police-CARES Funding Subtotal: Subtotal: Program number: 99 Police-CARES Funding Video Surveillance Network Digital forensic lab equip CAD Server-Police Dept CID vehicle Flock LPR Camera Dog Runs Proposed FYZ0ZZ 262,120.00 20,000.00 14,000.00 25,000.00 10,000.00 94,000.00 10,000.00 84,000.00 10,000.00 Budget Period Ending: 7/2021 Expended Year

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City of Paris Budget Comparison FY 2021

05-0209-32-00 05-0217-32-00 Subtotal: Program number: Fund: 5 Coronavirus Relief Fund Fire-CARES Funding Portable Radios Storage Building Station 3 Proposed FYZ022 Department: 32 Fire 12,000.00 7,500.00 19,500.00 19,500.00 Budget Period Ending: 7/2021 Expended Year Program: Fire-CARES Funding

Page

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City of Paris Budget Comparison FY 2021

05-1002-32-99 05-0209-32-99 Subtotal: Department number: Fire Program number: 99 Fire-CARES Funding Subtotal: Fund: 5 Coronavirus Relief Fund Emergency Power Generator #3 SCBA Regulators Proposed FYZ022 Department: 32 Fire 114,500.00 95,000.00 40,000.00 55,000.00 55,000.00 40,000.00 Budget Period Ending: 7/2021 Expended Year Program: 99 Fire-CARES Funding

Fund: 5 Coronavirus Relief Fund

05-0209-40-02 Department number: Community Development Program number: Subtotal: 2 Code Enforcement **Body Cameras** Proposed FY2022 City of Paris
Budget Comparison FY 2021
Department: 40 Community Development
Period Ending: 7/2021 5,000.00 5,000.00 5,000.00 5,000.00 Budget Expended Year Program: 2 Code Enforcement

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Program:

City of Paris
Budget Comparison FY 2021
Department: 41 Engineering
Period Ending: 7/2021

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Fund: 5 Coronavirus Relief Fund

City of Paris Budget Comparison FY 2021

Department: 54 EMS

Program:

05-0204-54-00 05-0209-54-00 05-0217-54-00 05-0401-54-00 Subtotal: Program number: Subtotal: TecGen Rescue Pants
Bulk DEF Delivery System
LifePak DOT Rated Mounts Remove/replace flooring eastsi Proposed FY2022 Budget 14,000.00 2,500.00 11,300.00 41,050.00 13,250.00 27,800.00 13,250.00 Budget Period Ending: 7/2021 Expended Year FY 2019

Fund: 5 Coronavirus Relief Fund

City of Paris Budget Comparison FY 2021

05-1011-54-99 05-0917-54-99 Subtotal: Subtotal: Department number: EMS Program number: 99 EMS-CARES Funding Stryker Siderails & Pwrloads New Fence around eastside Proposed FYZ022 Department: 54 EMS 146,300.00 206,350.00 165,300.00 146,300.00 19,000.00 19,000.00 Budget Period Ending: 7/2021 Expended Year Program: 99 EMS-CARES Funding

Fund: 5 Coronavirus Relief Fund

City of Paris
Budget Comparison FY 2021
Department: 85 Sewer Maintenance

05-1004-85-99 Program number: 99 Sewer Maint-CARES Funding Department number: Sewer Maintenance Subtotal: Fund number: 5 Coronavirus Relief Fund Jetter Truck Proposed FYZ0ZZ 714,930.00 120,000.00 Budget 120,000.00 120,000.00 120,000.00 Budget Period Ending: 7/2021 Expended 646,282.73 Year 36,613.34 Program: 99 Sewer Maint-CARES Funding

Fund: 6 Tax & Rev CO- 2021 Const Fd

City of Paris

Budget Comparison FY 2021

Department: 86 Wastewater Treatment

Program: 98 Building & Structures

Page

96

06-0320-86-98 Program number: 98 Building & Structures Department number: Wastewater Treatment Subtotal: Fund number: 6 Tax & Rev CO- 2021 Const Fd Garver Engineering Proposed FY2022 Budget Period Ending: 7/2021 Expended 309,720.57 309,720.57 309,720.57 309,720.57 309,720.57 Year

Budget Comparison FY 2021 City of Paris

Fund: 10 Water & Sewer Fund

Program:

Department:

Revenues

10-0602-00-00 10-0612-00-00 10-5302-00-00 10-0700-00-00 10-0601-00-00 Program number: Subtotal: Subtotal: Subtotal: Department number: Revenues Description Prior Period Adjustment Depreciation Expense W&S Depreciation Exp CurrentYr Fixed Asset Offset OPEB Expense Pension Expense Proposed FYZ0ZZ Budget Budget Period Ending: 7/2021 Expended Year 2,800,649.03 2,800,649.03 2,800,649.03 2,800,649.03 FY 2019 43,694.00 9,225,077.62-3,006,911.61 10,946.00 1,832,596.85 1,832,596.85 2,821,423.51 2,821,423.51 5,174,699.35 5,174,699.35 6,163,526.01-6,773,867.71 6,773,867.71 2,929,345.67 2,929,345.67 3,397,035.00 3,212,642.00 447,487.04 447,487.04 184,393.00

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City of Paris Budget Comparison FY 2021 Department: 80 Warehouse

Program:

Expenses

Page

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Period Ending: 7/2021

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| 500.00 | 500.00 | 500.00 | 500.00 | | 500.00 | 590.00 | Auditing | 10-0605-80-00 |
| 458.72 | 396.12 | 894.93 | 1,258.38 | 452.13 | 1,500.00 | 1,500.00 | | Subtotal: |
| 112.78 345.94 | 20.12 376.00 | 518.93 376.00 | 882.38 376.00 | 66.61 385.52 | 1,000.00 500.00 | 1,000.00 500.00 | Motor Vehicles Electronic Data Processing | 10-0504-80-00 10-0510-80-00 |
| 8,337.00 | 7,934.28 | 6,323.34 | 6,709.95 | 5,223.41 | 7,000.00 | 7,000.00 | | Subtotal: |
| 2,318.69 8,337.00 | 6,940,11 7,934.28 | 5,863.48 6,323.34 | 5,792.51 6,709.95 | 5,237.55 5,223.41 | 7,000.00 7,000.00 | 6,825.00 7,000.00 | Buildings & Grounds | Subtotal: 10-0401-80-00 |
| 1,377.25 | 150.00 | T, 210.90 | T, 100.13 | F, 500.09 | 300.00 | 150.00 | Training-Tuition Etc | 10-0314-80-00 |
| 745.00 | J ADO DO | 1 216 06 | 1 100 10 | 1 202 20 | л пор пор | л Б Б Б Б | Associations | 10-0311-80-00 |
| 617.42 6,197.50- | 487.52 | 531.55 | 449.39 | 388.05 | 700.00 | 700.00 | Utilities-Electricity Miscellaneous | 10-0308-80-00 |
| 2,368.38 | 2,417.20 118 77 | 2,593.48 | 2,615.20 | 2,496.45 | 2,625.00 | 2,625.00 | Insurance & Bonds | 10-0303-80-00 |
| 1,346.41 | 1,358.54 | 1,521.49 | 1,627.73 | 969.66 | 1,575.00 | 1,700.00 | Communications-Telephone | 10-0301-80-00 |
| 25.51 3,722.22 | 4,776.92 | 3,949.64 | 4,679.39 | 2,063.27 | 4,915.00 | 5,215.00 | Laundry Cleaning Etc | 10-0210-80-00 Subtotal: |
| 230.90 299.99 | | | | | | | Motor Ventcles-Batterles Minor Apparatus | 10-0209-80-00 |
| 3 | | | 314.00 | | 315.00 | 315.00 | Motor Vehicles-Tires | 10-0207-80-00 |
| 984.24 | 1,850.53 30.00 | 1,372.74 | 695.09 30.00 | 434.35 60.00 | 1,500.00 100.00 | 1,500.00 100.00 | Motor Vehicles-Gasoline Motor Vehicles-Oil & Lubricant | 10-0205-80-00 10-0206-80-00 |
| 698.73 | 274.24 | 947.15 | 1,227.62 | 2/9.62 925.94 | 1,000.00 | 1,300.00 | rostage Wearing Apparel | 10-0204-80-00 |
| 768.38 | 1,695.86 | 1,242.03 | 2,026.74 | 363.36 | 1,500.00 | 1,500.00 | Office Supplies | 10-0201-80-00 |
| 99,394.60 | 79,034.37 | 78,417.93 | 83,511.47 | 63,161.38 | 1,000.00 84,605.00 | 91,776.00 | O'LL LEGGE DE L' DOUN | Subtotal: |
| 1,012.00 | 1,108.00 | | 136.00 | 232.00 | 328.00 | 424.00 | Stability Pay | 10-0108-80-00 |
| 2,492.08 | 1,990.63 | 1,489.21 | 1,243.71 | 797.68 | 1,067.00 | 1,170.00 | Ins-Workers Compensation | 10-0105-80-00 |
| 4,274.59 12,537.74 | 4,359.46 7.820.60 | 4,024.75 12,871.54 | 4,389.22 13.986.11 | 3,237.05 10.995.77 | 4,391.00 13.613.00 | 5,148.00 13.662.00 | TMRS & Pension Ins-Employee Hospitalization | 10-0103-80-00 10-0104-80-00 |
| 60,860.05 4,694.45 | 58,392.23 4,605.11 | 55,813.31 4,219.12 | 59,334.57 4,421.86 | 43,592,96 3,317.00 | 59,549,00 4,657.00 | 65,269.00 5,103.00 | Salaries & Wages Social Security | 10-0101-80-00 10-0102-80-00 |
| 13,523.69 | | | | | | | Personnel Cost | 10-0100-80-00 |
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City of Paris Budget Comparison FY 2021

Fund: 10 Water & Sewer Fund

Program:

10-0609-80-00 Program number: Subtotal: Expenses Medical Expenses Proposed FY2022 Department: 80 Warehouse 112,816.00 Budget 105,520.00 Budget Period Ending: 7/2021 Expended Year 76,137.74 102,451.70 500.00 95,949.32 500.00 Expenses 99,741.80 660.00 160.00 114,731.23 500.00

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City of Paris Budget Comparison FY 2021 Department: 80 Warehouse

Program: 97 Land

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Fund: 10 Water & Sewer Fund

Budget Comparison FY 2021 City of Paris

Department: 81 W & S Billing and Collecting

Program:

Expenses

Period Ending: 7/2021

10-0318-81-00 10-0314-81-00 10-0312-81-00 10-0208-81-00 10-0205-81-00 10-0202-81-00 10-0107-81-00 10-0103-81-00 10-0401-81-00 10-0398-81-00 10-0395-81-00 10-0350-81-00 10-0322-81-00 10-0310-81-00 10-0308-81-00 10-0307-81-00 10-0306-81-00 10-0303-81-00 10-0301-81-00 10-0210-81-00 10-0209-81-00 10-0207-81-00 10-0206-81-00 10-0204-81-00 10-0201-81-00 10-0110-81-00 10-0108-81-00 10-0105-81-00 10-0104-81-00 10-0102-81-00 10-0101-81-00 10-0100-81-00 Subtotal: Subtotal: Subtotal: Description **Buildings & Grounds** Administrative Fees Utility Franchise Fee Credit Card Service Fee Contract Services-Hiring Part. Comparable Pay Study Consultants Training-Tuition Etc Utilities-Water & Gas Miscellaneous **Utilities-Electricity** Publications Travel Expenses Insurance & Bonds Communications-Telephone Furniture & Fixtures-Minor Minor Apparatus Motor Vehicles-Batteries Motor Vehicles-Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Postage Office Supplies Sick Leave Sell Back Stability Pay Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Personnel Cost Laundry Cleaning Etc Proposed FYZ0ZZ 1,200,007.00 2,080,866.00 770,000.00 Budget 281,904.00 389,830.00 54,685.00 22,140.00 60,000.00 37,119.00 38,000.00 22,342.00 65,675.00 16,000.00 1,800.00 4,000.00 5,210.00 1,600.00 1,000.00 7,500.00 2,500.00 4,500.00 3,008.00 1,251.00 7,000.00 300.00 330.00 800.00 175.00 200.00 1,851,749.00 264,149.00 20,703.00 963,950.00 770,000.00 37,119.00 6,900.00 15,000.00 37,000.00 366,491.00 2,500.00 7,500.00 60,000.00 2,624.00 3,877.00 54,501.00 19,522.00 63,635.00 Budget 1,800.00 1,115.00 4,750.00 4,000.00 5,250.00 1,600.00 1,000.00 Year 800.00 330.00 260.00 200.00 175.00 1,361,187.78 205,500.78 15,681.12 15,293.07 577,499.94 722,962.53 288,106.04 Expended Year 2,180.00 4,061.88 38,008.58 13,487.74 1,095.92 4,992.90 46,148.96 26,878.49 11,619.46 44,506.63 1,573.40 1,403.65 1,413.27 7,897.10 4,919.17 204.06 904.00 153.50 220.13 875.92 6.64 1,785,290.60 963,950.04 769,999.92 19,268.51 19,253.80 255,059.58 352,636.06 17,806.20 16,831.01 1,599.01 5,230.41 61,977.98 284.61 2,716.36 35,871.16 2,304.00 3,666.72 51,579.49 6Z6Z A4 15,181.69 6,114.98 5,280.80 1,668.69 2,877.52 4,874.48 1,928.24 1,492.04 969.00 152.44 11.92 47.00 1,880,195.75 769,999.92 963,950.04 36,714.61 58,974.45 379,145.22 21,349.11 20,587.55 277, 371.15 49,853.52 FY 2019 10,447.70 38,882.00 1,551.43 5,186.97 60,838.04 36,666.84 13,013.37 3,660.00 1,607.55 2,491.70 4,386.00 3,328.78 6,797.37 1,921.46 362.08 934.00 318.78 16.43 1,806,302.94 943,950.00 769,999.92 21,102.89 47,418.79 15,893.60 37,458.43 369,705.92 266,891.46 12,194.25 3,860.35 292.09 51,245.85 20,822.85 **EY 2018** 68,962.64 19,926.72 1,539.90 3,398.12 4,834.39 1,485.78 7,185.51 2,370.06 4,885.37 3,476.00 2,432.78 3,167.20 1,512.00 274.16 378.90 116.44 24.89 1,693,295.04 898,999.92 733,999.92 331,047.48 245,135.69 49,160.72 18,990.74 39,722.01 55,454.61 33,003.91 2,988.00 2,630.40 17,307.36 12,872.03 3,442.40 2,145.18 6,937.25 5,231.76 5,875.87 2,893.59 8,059.02 1,474.08 4,340.11 1,478.78 1,007.00 471.77 253.63 173.54 400.00 239.44 123.45

Fund: 10 Water & Sewer Fund

Department: 81 W & S Billing and Collecting Period Ending: 7/2021 Budget Comparison FY 2021 Program:

Expenses

City of Paris

10-0605-81-00 10-0609-81-00 10-0502-81-00 10-0504-81-00 10-0511-81-00 10-0510-81-00 10-0508-81-00 10-0603-81-00 Subtotal: Subtotal: Subtotal: Program number: Expenses Description Machinery Tools Equipment Medical Expenses Auditing Judgments Damages Etc Maintenance Agreement **Electronic Data Processing** Lease & Rental-Equipment Motor Vehicles Proposed FY2022 2,621,491.00 Budget 60,000.00 2,500.00 4,000.00 3,000.00 2,500.00 6,000.00 120.00 72,000.00 6,120.00 7,000.00 2,346,675.00 3,930.00 2,000.00 2,500.00 43,000.00 2,500.00 Budget 53,930.00 6,120.00 6,000.00 4,750.00 120.00 1,737,703.52 Expended Year 4,298.32 4,520.15 1,566.15 34,363.64 23,979.02 7,897.10 2,261,330.71 10,980.00 44,331.09 5,441.22 2,699.55 2,206.58 10,945.00 33,983.74 FY 2020 6,114.98 35.00 2,395,988.95 7,105.10 2,515.15 2,170.12 42,859.12 2,454.00 57,103.49 FY 2019 10,447.70 8,258.75 8,088.75 170.00 2,308,547.78 24,687.85 1,321.55 2,171.93 52,622.08 24,236.75 8107 A4 7,787.00 7,752.00 3,167.20 204.00 35.00 2,136,859.70 20,398.65 1,805.53 2,165.70 47,560.17 22,986.29 6,060.00 6,000.00 3,442.40 204.00 60.00

Fund: 10 Water & Sewer Fund

City of Paris

Budget Comparison FY 2021
Department: 81 W & S Billing and Collecting

10-1002-81-99 10-1004-81-99 Department number: W & S Billing and Collecting Program number: Subtotal: 99 Capital Outaly-Equipment Description Motor Vehicles Machinery Tools Equipment Proposed FYZ0ZZ 2,704,491.00 Budget 83,000.00 83,000.00 83,000.00 2,446,675.00 1,737,703.52 100,000.00 100,000.00 100,000.00 Budget Period Ending: 7/2021 Expended Year 2,325,652.59 40,706.88 23,615.00 64,321.88 64,321.88 FY 2020 Program: 99 Capital Outaly-Equipment 2,491,603.95 95,615.00 95,615.00 95,615.00 FY 2019 2,308,547.78 2,137,734.70 875.00 875.00 875.00

Fund: 10 Water & Sewer Fund

City of Paris

Budget Comparison FY 2021

Program:

Expenses

Department: 82 Water Production

Period Ending: 7/2021

10-0311-82-00 10-0307-82-00 10-0204-82-00 10-0202-82-00 10-0103-82-00 10-0310-82-00 10-0309-82-00 10-0308-82-00 10-0306-82-00 10-0305-82-00 10-0303-82-00 10-0302-82-00 10-0301-82-00 10-0217-82-00 10-0214-82-00 10-0211-82-00 10-0210-82-00 10-0209-82-00 10-0207-82-00 10-0206-82-00 10-0205-82-00 10-0203-82-00 10-0201-82-00 10-0110-82-00 10-0108-82-00 10-0107-82-00 10-0105-82-00 10-0104-82-00 10-0102-82-00 10-0101-82-00 10-0100-82-00 Subtotal: Subtotal: Description Contract Services-RPM Temps **Testing Analysis** Consultants Training-Tuition Etc Operation & Maint-Pat Mayse Associations Permits & Fees Freight & Express **Utilities-Electricity Publications** Travel Expenses Court Costs-Special Servs Fees Insurance & Bonds Car Allowance Communications-Telephone Furniture & Fixtures-Minor Public Information Chemical Medical Etc Laundry Cleaning Etc Minor Apparatus Motor Vehicles-Batteries Motor Vehicles-Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Food-Humans Postage Office Supplies Sick Leave Sell Back Stabiltiy Pay Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Personnel Cost Proposed FYZ0ZZ 1,005,530.00 120,000.00 525,000.00 723,164.00 658,164.00 113,009.00 713,158.00 17,000.00 59,355.00 58,816.00 25,000.00 10,000.00 40,000.00 52,000.00 14,000.00 25,000.00 11,000.00 11,000.00 11,212.00 24,480.00 2,600.00 8,500.00 1,500.00 4,000.00 1,500.00 2,000.00 3,000.00 4,000.00 3,000.00 4,000.00 300.00 200.00 350.00 400.00 450.00 658,371.00 54,405.00 566,700.00 20,000.00 30,000.00 120,000.00 40,000.00 2,500.00 550,000.00 500,000.00 927,557.00 105,865.00 2,000.00 1,500.00 10,000.00 52,000.00 13,000.00 25,000.00 11,000.00 14,279.00 11,020.00 24,480.00 51,297.00 3,100.00 11,700.00 7,840.00 Budget 3,000.00 4,500.00 1,500.00 4,400.00 4,000.00 350.00 200.00 400.00 15,186.00 12,784.23 312,467.96 537,962.86 489,902.59 16,420.35 11,996.00 40,727.28 38,850.61 100,281.70 701,994.19 490,690.80 Year Expended 81,697.06 10,319.25 47,997.74 49,453.44 9,773.78 2,500.00 20,210.58 15,845.46 5,766.63 2,568.94 1,501.56 7,122.83 2,982.85 1,507.68 6,267.57 7,130.10 223.00 132.95 103.26 834.00 266.89 636,339.85 473,683.97 679,037.07 871,057.72 103,500.45 617,764.61 23,301.22 20,600.86 123,800.47 40,328.79 49,745.08 12,681.00 52,304.09 12,016.07 11,224.00 17,048.50 48,862.63 6Z6Z A4 13,057.07 13,490.88 9,421.57 8,651.60 2,728.00 2,529.34 3,000.00 3,528.24 2,879.92 7,474.03 3,512.15 7,519.16 956.00 210.07 585.60 324.96 612.05 249.01 93.66 620,709.47 49,090.54 47,349.99 609,007.27 34,090.00 19,811.81 101,025.44 495,122.54 672,171.61 873,914.65 51,869.67 10,892.00 97,439.67 FY 2019 38,345.39 27,686.52 12,114.27 13,222.10 22,294.30 12,916.58 2,593.00 3,000.00 11,897.87 1,304.83 3,724.53 2,763.60 1,968.00 9,809.50 2,547.39 143.91 850.45 852.38 327.65 671.94 50.00 619,244.53 50,393.87 49,262.92 119,044.03 529,998.24 644,629.80 882,431.49 32,760.00 39,132.60 703,677.07 100,714.01 38,313.79 21,215.56 23,010.60 16,603.40 8T07 A4 2,591.99 48,343.95 12,233.72 14,053.71 10,065.37 12,502.16 10,700.00 7,590.00 2,101.78 1,963.88 3,000.00 3,864.36 2,641.31 1,223.99 4,165.22 577.66 34.70 130.03 976.20 53.88 79.98 529,230.28 690,524.01 457,429.43 865,962.72 103,042.67 631,758.10 2,379.87 18,634.92 45,263.13 11,068.45 77,453.48 37,526.74 51,673.81 32,653.21 20,263.60 48,678.14 13,522.50 12,550.45 10,169.07 19,462.64 2,704.00 1,331.57 3,436.99 1,764.26 7,904.80 9,880.00 3,000.00 9,708.12 6,220.46 3,776.29 241.14 563.34 714.94 653.69 30.00

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11:10 07/26/21 Fund: 10 Water & Sewer Fund

City of Paris

Budget Comparison FY 2021

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glbase_buds ganderson 11:10 07/26/21 Fund: 10 Water & Sewer Fund

Page 106

City of Paris
Budget Comparison FY 2021
Department: 82 Water Production
Period Ending: 7/2021 Program: 1 Laboratory

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glbase_buds ganderson 11:10 07/26/21 Fund: 10 Water & Sewer Fund

City of Paris
Budget Comparison FY 2021
Department: 82 Water Production

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Fund: 10 Water & Sewer Fund

Program: 99 Capital Outlay-Equipment

10-1005-82-99 Department number: Water Production Program number: 99 Capital Outlay-Equipment Subtotal: Other Vehicles Proposed FYZ0ZZ 3,083,374.00 City of Paris

Budget Comparison FY 2021

Department: 82 Water Production Budget 2,873,457.00 2,037,827.61 Budget Period Ending: 7/2021 Expended Year 2,897,195.81 2,811,512.64 13,000.00 13,000.00 13,000.00 2,767,381.81 2,514,006.56

Fund: 10 Water & Sewer Fund

City of Paris

Budget Comparison FY 2021

Period Ending: 7/2021

Department: 83 Water Distribution Program:

Expenses

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10-0403-83-00 10-0351-83-00 10-0313-83-00 10-0312-83-00 10-0310-83-00 10-0207-83-00 10-0203-83-00 10-0107-83-00 10-0106-83-00 10-0103-83-00 10-0401-83-00 10-0350-83-00 10-0330-83-00 10-0314-83-00 10-0308-83-00 10-0305-83-00 10-0303-83-00 10-0301-83-00 10-0212-83-00 10-0211-83-00 10-0209-83-00 10-0208-83-00 10-0206-83-00 10-0205-83-00 10-0204-83-00 10-0202-83-00 10-0201-83-00 10-0108-83-00 10-0105-83-00 10-0104-83-00 10-0102-83-00 10-0101-83-00 10-0100-83-00 Subtotal: Subtotal: Subtotal: Description Filter Beds & Valves Overtime Buildings & Grounds Grant Match Railroad ROW Crossings Contract Services-Hiring Part **Testing Analysis** Training-Tuition Etc Daisy Water Meter Electricity Utilities-Water & Gas Digtess-utility line locator **Utilities-Electricity** Court Costs-Special Servs Fees Insurance & Bonds Communications-Telephone Mechanical Chemical Medical Etc Minor Apparatus Motor Vehicles-Batteries Motor Vehicles-Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Food-Humans Office Supplies Sick Leave Sell Back Stability Pay **Unemployment Comp Benefits** Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Personnel Cost Proposed FYZ0ZZ 359,700.00 266,409.00 13,000.00 80,000.00 225,000.00 406,520.00 51,272.00 23,361.00 44,500.00 3,000.00 5,000.00 23,573.00 30,000.00 15,000.00 30,601.00 3,500.00 1,500.00 2,000.00 3,500.00 4,500.00 1,500.00 5,000.00 3,000.00 8,000.00 1,000.00 2,500.00 4,200.00 4,140.00 2,964.00 200.00 500.00 265,461.00 23,291.00 384,200.00 410,584.00 80,000.00 13,000.00 250,000.00 50,000.00 3,000.00 5,000.00 1,500.00 3,000.00 5,000.00 57,885.00 20,000.00 21,962.00 30,000.00 30,601.00 Budget 1,500.00 9,000.00 1,000.00 2,000.00 4,328.00 2,977.00 3,500.00 2,000.00 3,500.00 4,000.00 4,079.00 Year 500.00 200.00 136,986.48 11,822.70 11,349.18 231,156.96 49,832.68 13,359.72 204,078.58 132,737.36 Expended Year 28,530.83 20,637.41 439.03 2,661.79 4,870.76 7,646.16 11,196.13 22,306.59 4,824.00 1,529.88 3,172.61 2,715.76 4,063.62 1,228.29 1,455.40 1,783.02 268.37 626.00 664.56 848.32 182.00 177,989.90 14,842.16 14,602.20 326,498.23 201,321.65 263,070.54 71,727.28 31,942.79 11,462.41 32,639.44 13,367.04 6Z6Z A4 29,169.59 885.10 4,279.23 4,784.00 1,829.00 4,401.73 4,324.94 2,148.08 3,982.20 2,966.23 1,945.37 1,042.60 2,790.50 2,483.05 9,177.85 7,793.47 357.00 386.59 956.32 198.00 350,773.22 355,085.29 79,757.19 12,291.90 223,683.96 19,681.28 18,952.52 44,328.57 5,037.93 233,241.30 43,003.45 FY 2019 29,568.63 1,463.90 2,456.37 16,676.33 20,919.22 3,866.55 4,692.00 3,227.87 1,528.50 3,905.56 6,174.18 2,704.31 9,048.20 2,430.21 3,920.40 793.41 300.41 483.00 941.14 14.99 307,283.14 195,183.33 374,104.15 20,735.02 20,220.74 241,600.20 63,089.00 11,010.74 3,951.43 22,320.29 27,016.32 58,376.12 8T07 A4 29,200.87 46,761.30 18,302.33 1,449.00 4,458.91 1,317.95 1,722.90 1,292.08 6,304.37 1,810.50 3,916.20 4,672.00 6,997.82 7,451.41 1,335.00 3,518.84 905.17 222.00 449.10 432,072.36 432,270.36 274,522.71 285,174.52 14,780.18 53, 137.75 23,741.64 48,332.24 149.71 2,617.68 1,476.23 7,580.46 29,624.10 11,784.67 60,461.18 22,168.03 29,243.56 26,358.93 1,486.88 1,344.00 2,090.00 6,659.51 2,799.09 2,477.60 4,492.00 3,922.51 1,156.50 4,244.59 1,297.39 1,146.81 8,049.38 267.77 198.00 418.24 565.57

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City of Paris

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Department: 83 Water Distribution Budget Comparison FY 2021

10-0609-83-00 10-0512-83-00 10-0508-83-00 10-0504-83-00 10-0502-83-00 10-0413-83-00 10-0411-83-00 10-0410-83-00 10-0408-83-00 10-0407-83-00 10-0611-83-00 10-0605-83-00 10-0603-83-00 10-0503-83-00 10-0501-83-00 10-0412-83-00 10-0404-83-00 Program number: Subtotal: Subtotal: Subtotal: Expenses Description Easements Medical Expenses **Auditing** Judgments Damages Etc Tire Repair Lease & Rental-Equipment Motor Vehicles Instruments Etc-Radio Maint Machinery Tools Equipment Furniture & Fixtures Fire Hydrants & Valves Service Line Replacement Meters & Meter Boxes Plant Towers Etc Water Main Repairs Street & Alley Repairs Sanitary Sewer Proposed FYZ0ZZ 1,442,320.00 250,000.00 25,000.00 Budget 579,500.00 140,000.00 70,000.00 90,000.00 40,000.00 1,100.00 6,000.00 2,000.00 1,500.00 49,300.00 2,800.00 1,000.00 200.00 200.00 1,454,384.00 120,000.00 230,000.00 25,000.00 80,000.00 40,000.00 1,100.00 559,500.00 1,500.00 1,100.00 5,000.00 1,000.00 47,300.00 1,000.00 Budget 2,800.00 Year 200.00 Period Ending: 7/2021 200.00 159,858.41 123,905.05 21,496.49 839,967.13 345,720.78 13,276.33 25,956.21 Expended Year 37,972.82 26,510.73 6,312.88 4,673.71 90.00 310.58 460.50 400.58 15.00 1,271,117.75 40,494.07 81,614.54 597,614.97 281,295.14 183,333.37 1,500.00 50,327.22 45,984.37 6Z6Z A4 1,664.00 1,742.72 2,024.34 8,272.81 116.00 475.80 99.99 659.67 Program: 1,411,145.68 601,439.22 291,757.21 106,136.40 67,572.35 80,113.31 52,531.28 FY 2019 581.00 3,493.30 55,270.20 47,263.69 5,574.30 6,717.36 1,500.00 610.45 35.00 643.70 35.66 65.14 Expenses 1,347,985.37 123,318.28 227,033.16 11,612.86 53,545.99 133,424.12 557,900.68 1,509.00 589.00 **FY 2018** 48,223.28 42,477.48 1,514.86 2,098.00 5,157.29 475.80 112.71 1,583,616.89 288.43 104,599.12 134,637.08 167,288.80 202,781.86 22,225.55 633,873.29 29,861.13 26,393.31 2,402.00 1,509.00 2,324.73 103.85 893.00 844.24 195.00

Fund: 10 Water & Sewer Fund

City of Paris

Budget Comparison FY 2021
Department: 83 Water Distribution

Program: 6 Capital Improvement Projects

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10-0609-83-06 10-0504-83-06 10-0416-83-06 10-0206-83-06 10-0204-83-06 10-0203-83-06 10-0110-83-06 10-0105-83-06 10-0104-83-06 10-0512-83-06 10-0503-83-06 10-0502-83-06 10-0407-83-06 10-0314-83-06 10-0303-83-06 10-0301-83-06 10-0209-83-06 10-0208-83-06 10-0207-83-06 10-0201-83-06 10-0108-83-06 10-0107-83-06 10-0103-83-06 10-0102-83-06 10-0101-83-06 Subtotal: Subtotal: Subtotal: Subtotal: Subtotal: Description Medical Expenses Tire Repair Lease & Rental-Equipment Motor Vehicles Instruments Etc-Radio Maint Machinery Tools Equipment Service Line Projects Street & Alley Repairs Contract Services-Hiring Part. Training-Tuition Travel Expenses Insurance & Bonds Communications-Telephone Minor Apparatus Motor Vehicles-Batteries Motor Vehicles-Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Food-Humans Office Supplies Sick Leave Sell Back Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Longevity & Stability Pay Proposed FYZ0ZZ 168,658.00 118,840.00 17,540.00 20,000.00 20,529.00 15,000.00 40,000.00 20,000.00 13,850.00 1,000.00 3,325.00 2,000.00 1,000.00 8,000.00 2,000.00 1,000.00 2,300.00 1,196.00 5,100.00 1,106.00 9,839.00 9,748.00 1,200.00 1,200.00 900.00 440.00 150.00 500.00 125.00 20,000.00 2,000.00 106,559.00 40,000.00 2,000.00 12,540.00 10,000.00 6,153.00 5,803.00 26,325.00 13,650.00 13,639.00 73,746.00 Budget 1,000.00 1,000.00 5,100.00 1,200.00 1,000.00 1,000.00 8,000.00 1,028.00 562.00 528.00 Period Ending: 7/2021 125.00 500.00 101,679.09 5,791.29 5,540.82 12,778.24 Expended Year 68,341.92 8,655.83 3,346.79 4,230.17 1,526.04 2,104.71 5,486.56 7,851.07 5,294.72 1,947.93 9,162.88 8,926.74 8,109.79 1,223.90 409.76 928.00 395.00 203.19 374.20 115.00 390.38 161.91 707.55 5,655.60 5,549.92 14,016.86 101,177.21 16,356.90 16,265.31 1,000.00 5,986.55 1,700.64 7,257.78 6Z6Z A4 10,143.68 70,363.05 5,103.54 1,262.78 1,408.83 3,494.03 6,986.55 1,185.26 9,601.04 1,063.42 538.80 726.95 110.00 632.64 129.83 832.00 89.10 2.49 5,350.28 5,136.63 13,297.08 22,767.00 21,324.91 15,193.74 95,895.10 66,924.98 16,814.45 11,859.15 1,442.09 4,968.86 1,220.71 2,763.47 3,559.23 9,124.65 4,155.79 6,691.38 400.00 971.65 890.90 121.85 545.37 765.43 68.00 11,494.55 5,719.73 5,532.79 11,494.55 21,415.97 20,211.10 12,875.12 99,918.14 11,502.36 68,534.61 8,872.20 1,674.12 7,835.56 1,172.48 6,543.13 1,189.87 7,433.63 723.02 119.95 15.00 523.96 774.55 118.69 911.60 11,934.00 21,989.25 21,785.71 2,360.72 2,228.72 6,376.72 12,791.57 12,425.94 33,923.25 11,587.23 25,773.00 43,523.41 2,038.00 6,114.47 1,164.12 1,444.55 1,776.48 1,341.89 2,274.88 381.45 338.79 454.80 152.60 973.80 32.49 14.34 81.32 12.50

City of Paris

Budget Comparison FY 2021

Department: 83 Water Distribution

Program: 6 Capital Improvement Projects

10-1002-83-06 Program number: Subtotal: Fund: 10 Water & Sewer Fund 6 Capital Improvement Projects Bulldozer Proposed FYZ0ZZ 243,373.00 Budget 394,074.00 195,000.00 195,000.00 Budget Period Ending: 7/2021 Expended 325,017.31 192,000.00 192,000.00 Year 115.00 144,375.38 110.00 156,528.35 68.00 153,539.34 127,598.46

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City of Paris
Budget Comparison FY 2021
Department: 83 Water Distribution Program: 99 Capital Outlay-Equipment

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Program:

Expenses

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City of Paris
Budget Comparison FY 2021
Department: 85 Sewer Maintenance

Period Ending: 7/2021

| 10-0407-85-00 | 10-0406-85-00 | 10-0404-85-00 | 10-0402-85-00 | 10-0401-85-00 | Subtotal: | 10-0351-85-00 | 10-0350-85-00 | 10-0314-85-00 | 10-0312-85-00 | 10-0308-85-00 | 10-0306-85-00 | 10-0303-85-00 | 10-0301-85-00 | Subtotal: | 10-0211-85-00 | 10-0210-85-00 | 10-0209-85-00 | 10-0208-85-00 | 10-0206-85-00 | 10-0205-85-00 | 10-0204-85-00 | 10-0203-85-00 | 10-0202-85-00 | 10-0201-85-00 | Subtotal: | 10-0110-85-00 | 10-0108-85-00 | 10-0107-85-00 | 10-0106-85-00 | 10-0104-85-00 | 10-0103-85-00 | 10-0102-85-00 | 10-0101-85-00 | 10-0100-85-00 | | |
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| Street & Alley Repairs | Storm Sewers | Sanitary Sewer Repairs | Bridaes & Culverts | Buildings & Grounds | | Railroad ROW Crossings | Contract Services-Hiring Part. | Training-Tuition Etc | Utilities-Water & Gas | Uttltles-Electricity | Travel Expenses | Insurance & Bonds | Communications-Telephone | | Chemical Medical Etc | Laundry Cleaning Etc | Minor Apparatus | Motor Vehicles-Eatteries | Motor Vehicles-Oil & Lubricant | Motor Vehicles-Gasoline | Wearing Apparel | Food-Humans | Postage | Office Supplies | | Sick Leave Sell Back | Stability Pay | 0vertime | Unemployment Compensarion | Ins-Employee Hospitalization | TMRS & Pension | Social Security | Salaries & Wages | Personnel Cost | | 6 (10 cm) |
| airs | | airs | | v | | ings | Hiring Part. | ţ | Gas cocaco: | ne locator Lty | | | ephone | | ţċ | G | | es tertes | & Lubricant | oline | | | | | ω | Ω ** | | | SartOII Benefits | tion | | | 2 | | Ţ | - CPC |
| 80,000.00 | 1,000.00 | 30,000.00 | | 500,00 | 87.900.00 | 5,000.00 | 60,000.00 | 300.00 | 4.500.00 | 2,500.00 | 500.00 | 12,000.00 | 3,000.00 | 77,700.00 | 15,000.00 | 100.00 | 700.00 | 300.00 | 2,500.00 | 40,000.00 | 8,000.00 | 500.00 | 100.00 | 2,500.00 | 308,541.00 | 2,000.00 | 1,240.00 | 18,360.00 | 2,1/3.00 | 44,337.00 | 17,534.00 | | 205,519.00 | | 90, | Budget |
| 80,000.00 | 1,000.00 | 30,000.00 | | 500.00 | 76 400 00 | 5,000.00 | 50,000.00 | 300.00 | 4.000.00 | 2,500.00 | 500.00 | 12,000.00 | 2,000.00 | 71,700.00 | 13,000.00 | 100.00 | 700.00 | 300.00 | 2,500.00 | 40,000.00 | 7,000.00 | 500.00 | 100.00 | 2,500.00 | 256,903.00 | 2,244.00 | 2,896.00 | 18,360.00 | 1,012.00 | 37,447.00 | 13,668.00 | | 165,983.00 | | 7 | Budaet |
| 11,910.84 | , | 25,008.83 | | 190.98 | 63 764 74 | 2,746.79 | 43,171.49 | , | 3,172.63 | 955./3 | | 11,912.33 | 1,805.77 | 50,029.12 | 14,359.30 | | 1,618.69 | 1,412.60 290.90 | 1,679.93 | 22,600.13 | 6,603.79 | 270.58 | 1.02 | 1,192.18 | 171,165.82 | | 52.00 | 11,685.40 | 1,201.00 | 24,426.45 | 9,149.76 | 9,465.99 | 115,184.54 | | 9 | Year |
| 25,595.58 | , | 11,119.74 | | 80.67 | 83 994 75 | 4,351.82 | 59,525.44 | 381.00 | 4,401.73 | T,823.IV | 305.05 | 10,357.31 | 2,849.30 | 62,315.26 | 17,071.11 | | 60.55 | 7,919.28 413.65 | 2,335.67 | 22,672.11 | 8,008.58 | 475.87 | 5.00 | 3,353.44 | 231,536.26 | 2,106.00 | 1,692.00 | 14,805.07 | 1,913.73 | 28,581.79 | 12,911.17 | 13,190.54 | 156,335.94 | | | |
| 74,869.27 | , | 8,431.38 | | 479.18 | 96 948 31 | 4,754.01 | 73,187.55 | 538.50 | 3,905.57 | 2,087.23 | | 10,293.32 | 2,182.13 | 68,069.17 | 9,024.08 | | 2,590.81 | 4,928.74 | 2,476.06 | 38,589.50 | 7,032.65 | 483.54 | 48.38 | 2,417.61 | 172,580.28 | 2,057.16 | 1,596.00 | 11,023.98 | 1,922.30 | 18,858.02 | 9,551.92 | 9,782.72 | 117,787.98 | | | |
| 85,663.43 | | 22,512.60 | 435.00 | 130.50 | 61.158.57 | 5,389.26 | 37,947.99 | 786.00 | 3,518.84 | 2,142.48 | 7.13 | 8,786.62 | 2,580.25 | 62,828.74 | 8,023.69 | | 287.08 | 9,703.58 | 1,322.86 | 34,708.18 | 5,822.96 | 325.06 | 46.65 | 1,971.39 | 216,169.85 | 2,054.40 | 1,824.00 | 16,371.67 | 12.06 | 26,288.36 | 11,763.35 | 12,243.30 | 142,279.58 | | | |
| 82,337.38 | | 27,930.14 | | 166.26 | 62 846 99 | 6,288.66 | 39,328.66 | 135.00 | 2,617.66 | 2,462.29 | | 9,758.23 | 2,256.49 | 63,499.29 | 27,210.07 | | 201.91 | 5,582.77 | 1,237.66 | 22,881.69 | 4,534.51 | 343.38 | 74.10 | 2,766.50 | 222,745.73 | 1,273.60 | 2,136.00 | 13,986.60 | 81.59 | 29,736.37 | 11,997.30 | 13,007.49 | 155,855.44 | 10,099.04- | | |
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11:10 07/26/21 Fund: 10 Water & Sewer Fund

City of Paris

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Department: 85 Sewer Maintenance Budget Comparison FY 2021

Program:

10-0609-85-00 10-0512-85-00 10-0508-85-00 10-0504-85-00 10-0503-85-00 10-0502-85-00 10-0420-85-00 10-0412-85-00 10-0411-85-00 10-0410-85-00 10-0409-85-00 10-0611-85-00 10-0605-85-00 10-0603-85-00 10-0501-85-00 10-0416-85-00 10-0408-85-00 Program number: Subtotal: Subtotal: Subtotal: Expenses Description Easements Medical Expenses Auditing Judgments Damages Etc Tire Repair Lease & Rental-Equipment Motor Vehicles Instruments Etc-Radio Maint Machinery Tools Equipment Furniture & Fixtures Sewer Force Main Service Line Projects Service Lines Replacement Meters & Meter Boxes Plant Towers Etc Manholes Lampholes Etc Mains-Water or Gas Proposed FYZ022 Budget 716,541.00 191,500.00 1,000.00 30,000.00 47,300.00 14,700.00 70,000.00 3,600.00 2,700.00 1,200.00 8,000.00 2,000.00 200.00 700.00 200.00 646,803.00 30,000.00 1,200.00 191,500.00 14,700.00 46,700.00 70,000.00 Budget 3,600.00 2,700.00 8,000.00 2,000.00 200.00 700.00 200.00 200.00 Period Ending: 7/2021 400.00 439,047.43 112,359.99 Expended Year 68,395.24 41,422.76 18,734.12 17,842.45 4,434.69 6,243.83 396.50 305.00 305.00 28.27 582.00 15.00 530,612.35 108,810.60 54,243.24 40,223.48 31,307.00 16,010.57 FY 2020 3,732.00 2,700.00 7,451.71 1,673.16 689.00 250.00 888.98 475.80 93.00 99.99 87.64 597, 119.21 154,421.97 2,700.00 343.00 789.82 27,909.37 57,345.60 FY 2019 19,072.82 15,240.00 86,026.66 56,867.21 7,482.85 5,000.00 1,292.08 160.00 611.69Expenses 577,454.19 166,302.26 2,659.00 145.00 68,190.77 32,908.12 34,778.09 48,001.52 46.55 1,275.28 **FY 2018** 2,804.00 7,943.63 504.56 293.75 628,602.92 233,746.59 113,125.54 2,659.00 355.00 42,750.32 33,652.71 3,014.00 8,570.50 9,714.27 507.11 473.00 20.00

Fund: 10 Water & Sewer Fund

City of Paris

Budget Comparison FY 2021
Department: 85 Sewer Maintenance

Period Ending: 7/2021

Program: 6 Capital Improvement Projects

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10-0503-85-06 10-0407-85-06 10-0206-85-06 10-0205-85-06 10-0204-85-06 10-0110-85-06 10-0108-85-06 10-0105-85-06 10-0104-85-06 10-0512-85-06 10-0508-85-06 10-0502-85-06 10-0416-85-06 10-0401-85-06 10-0314-85-06 10-0306-85-06 10-0303-85-06 10-0301-85-06 10-0209-85-06 10-0208-85-06 10-0207-85-06 10-0203-85-06 10-0201-85-06 10-0107-85-06 10-0103-85-06 10-0102-85-06 10-0101-85-06 Subtotal: Subtotal: Subtotal: Subtotal: Subtotal: Description Street & Alley Repairs Lease & Rental-Equipment Motor Vehicles Instruments Etc-Radio Maint Machinery Tools Equipment Service Line Projects Buildings & Grounds Contract Services-Hiring Part. Training-Tuition Travel Expenses Insurance & Bonds Communications-Telephone Minor Apparatus Motor Vehicles-Batteries Motor Vehicles-Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Food-Humans Office Supplies Sick Leave Sell Back Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Longevity & Stability Pay Proposed FYZ0ZZ 20,000.00 103,670.00 20,000.00 5,939.00 5,994.00 11,900.00 10,000.00 40,000.00 21,100.00 13,100.00 13,671.00 70,288.00 8,000.00 2,000.00 1,000.00 1,300.00 5,100.00 1,000.00 948.00 400.00 300.00 150.00 500.00 700.00 500.00 200.00 700.00 250.00 430.00 400.00 20,000.00 20,000.00 110,209.00 10,000.00 20,000.00 13,100.00 6,404.00 6,038.00 11,900.00 40,000.00 21,100.00 13,644.00 76,702.00 Budget 2,000.00 1,000.00 1,377.00 5,100.00 1,000.00 8,000.00 532.00 300.00 400.00 700.00 400.00 150.00 412.00 500.00 200.00 250.00 700.00 24,072.43 2,307.15 2,203.98 5,866.29 Year Expended 1,329.83 997.27 10,097.94 2,490.53 4,281.84 41,228.65 10,631.87 1,057.32 8,065.18 7,729.45 2,327.10 8,967.87 1,268.90 4,652.93 748.00 320.55 180.73 167.75 553.17 533.93 205.68 60.00 95.00 6,468.76 4,187.04 10,667.84 2,564.16 5,104.52 94,831.76 5,431.81 5,260.26 6Z6Z A4 10,238.47 10,655.80 10,948.24 12,573.02 62,438.52 11,687.30 9,786.79 1,336.80 7,234.19 1,066.78 1,217.02 410.00 305.05 336.00 451.68 304.41 261.80 221.16 733.96 100,794.58 21,437.92 20,072.24 5,097.75 8,950.13 18,183.21 13,307.44 5,757.76 5,452.80 14,143.85 18,475.21 13,696.70 69,637.34 6,633.77 3,737.27 1,272.12 4,453.11 1,365.68 1,019.10 1,514.00 240.00 674.01 277.00 772.00 20.56 15.00 95.97 1,185.00 27,607.78 4,130.36 14,281.24 97,364.59 8,507.05 29,373.71 13,385.85 68,205.54 18,411.60 1,122.53 12,796.22 8,872.26 1,774.29 3,305.03 5,258.90 5,535.78 9,992.59 1,144.04 1,824.74 1,016.59 291.50 207.40 124.00 580.93 640.84 50.00 66.32 36,628.72 29,732.33 15,485.81 14,790.81 66,361.05 17,369.97 10,426.23 88,745.19 11,035.47 4,632.81 FY 2017 18,199.46 7,282.64 132.38 64,397.54 1,103.34 5,046.72 1,369.94 2,405.31 135.00 535.00 152.61 207.51 465.00 968.76 124.00 41.00 25.00

glbase_buds ganderson 11:10 07/26/21 Fund: 10 Water & Sewer Fund

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

Program: 6 Capital Improvement Projects

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glbase_buds ganderson 11:10 07/26/21 Fund: 10 Water & Sewer Fund

City of Paris
Budget Comparison FY 2021
Department: 85 Sewer Maintenance

| Fund: 10 Water & Sewer Fund | Department: 85 Sewer Maintenance Period Ending: 7/2021 | 24 | Program: 99 Capital Outlay-Equipment |
|---|--|---|--------------------------------------|
| Account Description | Proposed FYZ0ZZ Year Budget Budget | Expended FY 2020 Year | ET 2019 FF Z018 |
| 10-1002-85-99 Mini Excavator 10-1004-85-99 Service Pickup Truck Subtotal: | 28,000.00 27,250.00 55,250.00 | 26,483.24 25,103.00 36,120.00 51,586.24 36,120.00 | 61,095.00 |
| Program number: 99 Capital Outlay-Equipment | 55,250.00 | 51,586.24 36,120.00 | 61,095.00 |
| Department number: Sewer Maintenance | 906,311.00 962,362.00 | 625,312.18 705,168.92 | 826,762.47 745,982.53 |
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Budget Comparison FY 2021 City of Paris

Fund: 10 Water & Sewer Fund

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11:10 07/26/21

Department: 86 Waste Water Treatment Program:

Expenses

10-0311-86-00 10-0307-86-00 10-0107-86-00 10-0106-86-00 10-0103-86-00 10-0350-86-00 10-0330-86-00 10-0318-86-00 10-0314-86-00 10-0310-86-00 10-0309-86-00 10-0308-86-00 10-0306-86-00 10-0303-86-00 10-0302-86-00 10-0301-86-00 10-0214-86-00 10-0212-86-00 10-0211-86-00 10-0210-86-00 10-0209-86-00 10-0208-86-00 10-0207-86-00 10-0206-86-00 10-0205-86-00 10-0204-86-00 10-0203-86-00 10-0202-86-00 10-0201-86-00 10-0108-86-00 10-0105-86-00 10-0104-86-00 10-0102-86-00 10-0101-86-00 10-0100-86-00 Subtotal: Subtotal: Description Overtime Contract Services-RPM Temps **Testing Analysis** Consultants Training-Tuition Etc Utilities-Water & Gas Associations Fees and Permits Freight & Express **Utilities-Electricity Publications** Travel Expenses Insurance & Bonds Car Allowance Communications-Telephone Public Information Mechanical Chemical Medical Etc Laundry Cleaning Etc Minor Apparatus Motor Vehicles-Batteries Motor Vehicles-Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Food-Humans Office Supplies Sick Leave Sell Back Stability Pay **Unemployment Comp Benefits** Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Personnel Cost Proposed FYZ0ZZ 1,286,973.00 Budget 14,000.00 6,000.00 27,000.00 200,000.00 929,934.00 274,000.00 147,129.00 225,000.00 75,865.00 75,180.00 44,000.00 15,000.00 30,000.00 18,000.00 12,493.00 30,601.00 10,000.00 1,700.00 10,500.00 3,000.00 4,000.00 2,000.00 3,000.00 2,000.00 1,800.00 1,000.00 5,500.00 6,700.00 9,071.00 400.00 400.00 200.00 400.00 400.00 300.00 1,118,811.00 798,690.00 64,977.00 3,000.00 15,000.00 2,000.00 185,000.00 6,000.00 27,000.00 250,000.00 261,200.00 30,000.00 2,000.00 139,832.00 10,500.00 14,000.00 10,000.00 19,000.00 10,000.00 61,269.00 3,000.00 44,000.00 1,700.00 30,601.00 7,832.00 Budget 2,600.00 5,000.00 1,000.00 5,500.00 5,610.00 Year 400.00 400.00 400.00 300.00 Period Ending: 7/2021 200.00 400.00 274,229.54 219,863.71 807,455.81 Expended 129,483.99 559,963.57 Year 14,265.42 97,287.87 16,299.75 35,007.48 43 20,910.05 14,506.81 35,785.02 44,227.71 45 1,400.55 1,605.36 1,085.49 2,821.60 5,790.57 3,700.00 8,157.10 2,500.00 8,941.05 1,972.80 6,517.26 8,244.00 3,730.23 ,909.58 ,685.86 384.30 390.10 595.00 270.55 850.63 765.19 132.45 53.01 706,526.17 55,714.75 124,340.35 203,886.41 284,438.34 232,935.09 993,640.13 29,856.77 14,081.87 19,480.91 11,871.73 55,487.11 6Z6Z A4 27,388.09 45,649.48 2,493.56 8,130.70 2,896.60 6,065.00 7,758.31 9,616.67 3,073.00 2,121.12 3,000.00 1,752.55 1,535.56 1,034.70 8,550.16 4,896.99 4,820.40 7,816.00 619.49232.21 947.88 15.00 1,035,662.39 6,205.00 18,769.62 8,376.69 13,919.00 217,011.38 248,238.81 180,345.66 58,088.95 56,420.80 129,688.09 758,079.16 14,331.91 23,741.82 FY 2019 43,634.48 15,065.15 11,038.60 14,741.14 3,018.00 3,319.68 1,316.43 2,200.39 7,340.00 3,000.00 1,692.66 5,340.66 5,782.86 9,223.93 611.09 722.37 204.03 242.47 789.14 57.03 1,020,891.77 724,310.11 57,460.65 55,412.90 238,622.11 242,638.47 173,075.78 115,255.64 28,236.97 43,433.70 8T07 A4 43,634.48 14,141.72 17,255.33 13,158.01 26,475.35 13,078.50 1,047.04 5,794.00 8,762.08 2,803.00 1,203.17 3,000.00 1,926.54 5,077.44 1,368.32 9,518.71 5,332.75 2,612.76 9,248.00 702.60 350.35 209.11 108.25 449.59 223.59 1,036,327.85 236, 257.18 339,951.77 168,256.91 122,944.12 746,786.32 55,871.49 59,312.13 5,559.53 14,279.68 29,004.70 15,827.67 10,188.00 48,534.98 15,945.18 25,785.97 43,634.48 10,448.63 5,697.50 2,915.00 2,198.44 1,731.00 5,584.00 3,000.00 2,148.50 1,172.12 5,296.58 670.35 115.32 648.97 547.35 391.19 21.20

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City of Paris

Department: 86 Waste Water Treatment Budget Comparison FY 2021

Program:

Expenses

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10-0605-86-00 10-0509-86-00 10-0508-86-00 10-0507-86-00 10-0504-86-00 10-0503-86-00 10-0414-86-00 10-0412-86-00 10-0411-86-00 10-0409-86-00 10-0609-86-00 10-0603-86-00 10-0512-86-00 10-0510-86-00 10-0502-86-00 10-0501-86-00 10-0415-86-00 10-0407-86-00 10-0403-86-00 10-0401-86-00 Subtotal: Subtotal: Program number: Subtotal: Subtotal: Expenses Description Medical Expenses Auditing Judgments Damages Etc Tire Repair **Electronic Data Processing** Pumps & Motors Lease & Rental-Equipment Miscellaneous Repair Motor Vehicles Instruments & Apparatus Machinery Tools Equipment Furniture & Fixtures Screenings-Landfill Fees Other-Sludge Removal Service Lines Meters & Meter Boxes Manholes Lampholes Etc Street & Alley Repairs Filter Beds & Valves Buildings & Grounds Proposed FYZ0ZZ 2,339,073.00 Budget 11,700.00 300.00 200,000.00 100,000.00 351,600.00 285,500.00 129,000.00 15,000.00 12,000.00 60,000.00 10,000.00 10,000.00 4,000.00 7,100.00 2,000.00 6,000.00 100.00 300.00 2,159,711.00 180,000.00 7,100.00 6,000.00 2,000.00 100,000.00 11,700.00 300.00 15,000.00 10,000.00 377,200.00 261,500.00 129,000.00 12,000.00 60,000.00 Budget 6,000.00 100.00 300.00 Period Ending: 7/2021 1,761,518.47 153,233.20 2,412.03 255,812.38 189,273.13 168,397.03 Expended 255,418.71 Year 53,222.74 12,209.55 1,511.92 6,178.05 4,563.76 110.00 205.00 578.28 205.00 374.50 174.24 368.01 2,103,679.58 1,974.55 151,564.72 3,196.54 11,700.00 365.00 305,344.84 211,427.76 180,752.17 18,282.38 5,733.98 327,289.10 58,449.26 12,215.00 16,564.42 FY 2020 8,223.18 9,400.93 150.00 564.00 35.29 680.002,045,744.20 202,505.50 5,868.72 5,442.61 101,094.39 2,427.16 41,006.62 564.00 20.00 11,700.00 275.00 266,652.94 152,206.12 30,907.26 17,777.31 331,008.94 FY 2019 11,975.00 11,245.49 1,979,471.25 166,452.60 11,659.00 435.00 227,571.66 116,517.04 91,935.01 2,822.26 9,591.69 11,865.00 359,758.31 12,094.00 45,124.76 **FY 2018** 6,674.22 3,640.00 4,846.09 564.00 269.99 303.08 2,062,209.60 172,972.85 4,038.14 11,659.00 45.00 239,077.56 75,502.82 2,646.33 444,898.02 11,704.00 47,696.16 9,313.50 70.00 93,944.99 13,093.33 4,468.00 2,229.34 248.73 224.44

Fund: 10 Water & Sewer Fund

City of Paris

Budget Comparison FY 2021

Department: 86 Waste Water Treatment

10-0507-86-01 Program number: Subtotal: 1 Laboratory Miscellaneous Repair Proposed FY2022 Budget Period Ending: 7/2021 Expended Year Program: 1 Laboratory 600.00 600.00 600.00 36,830.00 36,830.00 36,830.00

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10-0901-86-98 10-0902-86-98 Program number: Subtotal: Fund: 10 Water & Sewer Fund 98 Capital Outlay-Bldg Structures Barscreen-Flow Equal. Basin
WWTreatment Plant-Garver Eng. Proposed FYZ0ZZ City of Paris

Budget Comparison FY 2021

Department: 86 Waste Water Treatment 427,592.00 427,592.00 427,592.00 Budget Period Ending: 7/2021 Expended Year 44,131.18 44,131.18 44,131.18 299,035.94 299,035.94 299,035.94 Program: 98 Capital Outlay-Bldg Structures 135,000.00 59,469.66 194,469.66 194,469.66

City of Paris

Fund: 10 Water & Sewer Fund

Budget Comparison FY 2021
Department: 86 Waste Water Treatment

10-1002-86-99 10-1004-86-99 Department number: Waste Water Treatment Program number: Subtotal: 99 Capital Outlay-Equipment Description Machinery Tools Equipment
Motor Vehicles Proposed FYZ0ZZ 2,339,073.00 2,587,303.00 1,805,649.65 2,402,729.06 Budget Period Ending: 7/2021 Expended Year 13.54 13.54 13.54 Program: 99 Capital Outlay-Equipment 2,509,627.22 1,980,071.25 2,099,039.60 269,413.36 234,458.36 34,955.00 269,413.36

City of Paris

Fund: 10 Water & Sewer Fund

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Department: 87 Lift Stations Budget Comparison FY 2021

Program:

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Period Ending: 7/2021

10-0501-87-00 10-0402-87-00 10-0306-87-00 10-0208-87-00 10-0205-87-00 10-0202-87-00 10-0107-87-00 10-0103-87-00 10-0415-87-00 10-0413-87-00 10-0401-87-00 10-0330-87-00 10-0314-87-00 10-0312-87-00 10-0311-87-00 10-0308-87-00 10-0303-87-00 10-0301-87-00 10-0211-87-00 10-0207-87-00 10-0206-87-00 10-0204-87-00 10-0201-87-00 10-0110-87-00 10-0108-87-00 10-0105-87-00 10-0104-87-00 10-0102-87-00 10-0101-87-00 10-0100-87-00 Subtotal Subtotal: Subtotal: Subtotal: Description Furniture & Fixtures Screenings-Landfill Fees Fire Hydrants & Valves FEB Improvements & Cleaning Buildings & Grounds Testing Analysis Training-Tuition Etc Utilities-Water & Gas Associations **Utilities-Electricity** Travel Expenses Insurance & Bonds Communications-Telephone Public Information Chemical Medical Etc Minor Apparatus Motor Vehicles-Batteries Motor Vehicles-Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Postage Office Supplies Sick Leave Sell Back Stability Pay Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Personnel Cost Proposed FYZ0ZZ 128,900.00 115,000.00 198,695.00 11,718.00 139,613.00 42,000.00 5,000.00 4,000.00 27,000.00 20,569.00 11,825.00 14,550.00 1,500.00 6,000.00 4,000.00 4,500.00 2,500.00 9,000.00 1,600.00 4,000.00 3,444.00 6,119.00 1,407.00 1,500.00 500.00 850.00 200.00 200.00 100.00 800.00 500.00 300.00 600.00 129,507.00 129,400.00 115,000.00 185,714.00 4,000.00 1,500.00 6,119.00 3,300.00 3,773.00 42,000.00 3,000.00 4,500.00 14,100.00 1,800.00 20,493.00 10,293.00 5,000.00 27,000.00 Budget 6,000.00 1,311.00 4,000.00 1,000.00 9,000.00 800.00 500.00 600.00 300.00 200.00 100.00 500.00 600.00 300.00 98,676.46 8,136.66 7,691.70 139,968.80 1,463.25 4,631.80 1,809.84 Expended 3,148.00 3,710.28 Year 19,300.81 11,395.92 16,723.60 75,470.72 67,350.19 4,279.62 8,541.70 5,981.33 2,548.58 1,181.33 856.87 111.00 267.87 884.10 126.95 676.00 632.68 998.00 10,063.60 9,729.47 124,334.31 109,786.21 174,048.44 20,958.25 99,056.71 1,943.01 4,325.15 3,004.00 3,639.60 6Z6Z A4 1,145.35 2,430.04 2,061.69 3,105.34 5,142.81 1,285.29 1,322.18 5,637.08 9,635.03 1,374.00 385.94 951.00 954.96 171.13 997.03 134.99 405.00 290.90 30.00 113,165.23 171,298.90 19,929.40 1,646.42 120,776.13 102,062.42 4,160.91 2,860.00 2,579.58 4,956.82 1,523.76 9,941.59 9,404.87 FY 2019 14,238.89 1,623.28 4,322.47 11,234.05 1,062.56 445.00 131.95 3,952.06 1,546.72 7,743.51 7,720.08 800.00 405.00 298.75 14.80 28.99 119,396.16 109,521.17 170,089.88 98,713.43 4,916.84 2,716.00 9,882.61 9,380.65 FY 2018 12,853.23 19,198.29 1,422.00 2,001.12 2,414.16 8,159.68 2,022.51 2,495.61 2,336.31 4,028.66 1,314.00 1,260.15 2,576.82 405.00 458.43 536.80 586.37 500 173.83 159.30 334.68 66.09 9 124,453.83 111,860.48 157,991.43 115,549.01 18,836.59 11,858.83 3,618.02 2,572.00 6,814.22 1,301.00 1,283.95 8,499.54 9,404.53 3,201.81 3,806.76 4,306.15 2,720.44 1,148.92 1,637.60 2,303.14 3,612.41 7,219.35 127.27 493.00 427.12 216.89 405.00 531.89 410.44 54.00 7.92

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Fund: 10 Water & Sewer Fund

Budget Comparison FY 2021 City of Paris

Department: 87 Lift Stations

10-0605-87-00 10-0609-87-00 10-0512-87-00 10-0509-87-00 10-0508-87-00 10-0504-87-00 10-0503-87-00 10-0502-87-00 Subtotal: Program number: Subtotal: Expenses Description Auditing Pumps & Motors Motor Vehicles Medical Expenses Tire Repair Lease & Rental-Equipment Instruments Etc-Radio Maint Machinery Tools Equipment Proposed FYZ0ZZ Budget 428,645.00 24,000.00 100.00 39,800.00 2,000.00 5,000.00 8,000.00 500.00 4,700.00 412,214.00 8,000.00 1,000.00 2,000.00 5,000.00 20,000.00 4,700.00 36,300.00 4,700.00 Budget 100.00 Period Ending: 7/2021 275,424.06 Expended Year 32,142.03 22,226.45 2,297.33 7,098.25 520.00 323,234.84 599.00 2,224.98 1,105.00 19,428.08 10,982.54 FY 2020 4,700.00 4,700.00 4,381.57 Program: 346,640.30 1,381.99 5,602.59 17,509.43 43.87 32,003.23 FY 2019 4,700.00 4,700.00 7,465.35 Expenses 325,078.08 25,459.19 16,322.54 4,616.61 117.29 **FY 2018** 4,659.00 4,659.00 2,048.01 2,344.76 9.98 343,420.16 27,274.53 114.97 37,587.85 2,070.37 4,714.00 4,659.00 7,620.06 500.00 55.00

10-0916-87-98 Program number: 98 Capital Outlay-Bldg Structures Subtotal: Fund: 10 Water & Sewer Fund Campbell Soup Ltstation contro Proposed FY2022 City of Paris

Budget Comparison FY 2021

Department: 87 Lift Stations 32,000.00 32,000.00 32,000.00 Budget Period Ending: 7/2021 Expended Year Program: 98 Capital Outlay-Bldg Structures

Fund: 10 Water & Sewer Fund

City of Paris Budget Comparison FY 2021

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10-1002-87-99 10-1003-87-99 10-1004-87-99 Program number: 99 Capital Outlay-Equipment Department number: Lift Stations Description Machinery Tools Equipment
Instruments & Apparatus
Motor Vehicles Proposed FYZ0ZZ Department: 87 Lift Stations Budget 465,645.00 5,000.00 5,000.00 5,000.00 444,214.00 32,000.00 32,000.00 27,000.00 Budget 5,000.00 Period Ending: 7/2021 300,527.06 Expended Year 25,103.00 25,103.00 25,103.00 373,472.07 50,237.23 50,237.23 FY 2020 50,237.23 Program: 99 Capital Outlay-Equipment 399,426.01 52,785.71 52,785.71 52,785.71 FY 2019 327,924.03 2,845.95 2,845.95 2,074.00 771.95 345,282.16 1,862.00 1,862.00 1,862.00

Fund: 10 Water & Sewer Fund

City of Paris Budget Comparison FY 2021

Page 128

Department: 90 Debt

Program:

10-0000-90-00 Program number: Department number: Debt Subtotal: Fund number: 10 Water & Sewer Fund Debt Proposed FYZ0ZZ 16,600,515.00 5,289,797.00 5,289,797.00 5,289,797.00 5,289,797.00 15,269,187.00 7,892,630.39 10,327,643.28 13,560,217.67 11,563,770.76 16,527,367.39 3,840,633.00 3,840,633.00 3,840,633.00 3,840,633.00 Budget Period Ending: 7/2021 Expended Year

glbase_buds ganderson 11:10 07/26/21 Fund: 11 Capital Projects Fund

City of Paris Budget Comparison FY 2021

Page 129

Department: Period Ending: 7/2021 Program:

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Fund: 11 Capital Projects Fund

City of Paris

Budget Comparison FY 2021

Department: 11 City Council

11-0901-11-98 11-0903-11-98 Department number: City Council Program number: 98 Building Subtotal: Buildings Depot Renovations Proposed FY2022 20,000.00 20,000.00 20,000.00 20,000.00 Budget Period Ending: 7/2021 Expended Year 17,059.74 17,059.74 17,059.74 17,059.74 62,662.70 74.73 62,737.43 62,737.43 62,737.43 Program: 98 Building 114,348.90 114,348.90 114,348.90 114,348.90 132,785.76 132,785.76 132,785.76 132,785.76 8107 A4

City of Paris

Budget Comparison FY 2021

Department: 13 City Attorney

Program: 98 Capital Outlay-Buildings

11-0901-13-98 Department number: City Attorney Program number: 98 Capital Outlay-Buildings Subtotal: Fund: 11 Capital Projects Fund Buildings Proposed FYZ0ZZ Budget Period Ending: 7/2021 Expended Year 10,099.07 10,099.07 10,099.07 10,099.07

Fund: 11 Capital Projects Fund

City of Paris

Budget Comparison FY 2021

Department: 46 Streets & Highways

Program: 97 Capital Outlay-Land

11-0802-46-97 11-0320-46-97 Subtotal: Program number: 97 Capital Outlay-Land Subtotal: Land-Drainage Improvements **Engineering-Cobb Fendley** Proposed FY2022 Budget Budget Period Ending: 7/2021 Expended Year 35,920.32 35,920.32 35,920.32 657,133.77 577,223.77 577,223.77 79,910.00 79,910.00

Fund: 11 Capital Projects Fund

11-0908-46-98 Department number: Streets & Highways Program number: 98 Capital Outlay-Streets Subtotal: Streets & Alleys Proposed FYZ0ZZ City of Paris

Budget Comparison FY 2021

Department: 46 Streets & Highways Budget Budget Period Ending: 7/2021 Expended Year Program: 98 Capital Outlay-Streets 35,920.32 669,733.77 12,600.00 12,600.00 12,600.00

Fund: 11 Capital Projects Fund

11-0901-54-98 Department number: Emergency Medical Service Program number: 98 Capital Outlay-Bldg Structures Subtotal: Buildings Proposed FYZ0ZZ City of Paris

Budget Comparison FY 2021

Department: 54 Emergency Medical Service

Period Ending: 7/2021 Budget Expended Year Program: 98 Capital Outlay-Bldg Structures 23,678.85 23,678.85 23,678.85 23,678.85 103,953.27 103,953.27 103,953.27 103,953.27

glbase_buds ganderson 11:10 07/26/21 Fund: 11 Capital Projects Fund

> City of Paris Budget Comparison FY 2021

Department: 64 Library

Program:

11-0318-64-00 Program number: Subtotal: Consultant-Art Restoration Proposed FYZ022 Budget Period Ending: 7/2021 Expended Year 125.00-125.00-125.00-850.00-850.00-850.00-1,200.00-1,200.00-1,200.00-

Fund: 11 Capital Projects Fund

City of Paris Budget Comparison FY 2021

Department: 64 Library

Program: 98 Capital Projects

Period Ending: 7/2021

11-0901-64-98 Department number: Library Program number: 98 Capital Projects Subtotal: **Buildings-Capital Projects** Proposed FY2022 Budget Expended Year 492.89 492.89 492.89 492.89 20,291.53 20,416.53 20,416.53 20,416.53 850.00-1,200.00-

City of Paris

Budget Comparison FY 2021

Department: 86 Waste Water Treatment

11-0901-86-98 Program number: 98 Capital Outlay-Bldg Structures Department number: Waste Water Treatment Subtotal: Fund number: 11 Capital Projects Fund Fund: 11 Capital Projects Fund FEB Automatic Barscreen Proposed FYZ0ZZ 20,000.00 Budget Period Ending: 7/2021 Expended Year 17,552.63 85,823.96 2,795.00 2,795.00 2,795.00 2,795.00 Program: 98 Capital Outlay-Bldg Structures 565,124.15 427,946.40 427,946.40 427,946.40 427,946.40 281,558.42 745,736.30

glbase_buds ganderson 11:10 07/26/21 Fund: 13 Equipment Replacement Fund

City of Paris Budget Comparison FY 2021

Department: Program:

13-5302-00-00 Subtotal: Department number: Program number: Depreciation Expense Proposed FY2022 Budget Budget Period Ending: 7/2021 Expended Year 12,691.95 12,691.95 12,691.95 12,691.95

Fund: 13 Equipment Replacement Fund

City of Paris Budget Comparison FY 2021

13-1005-32-99 13-1006-32-99 Department number: Fire Subtotal: Program number: 99 Tools & Equipment Brush Truck **Bobcat Tractor** Proposed FY2022 Department: 32 Fire Budget Period Ending: 7/2021 151,666.90 125,000.00 276,666.90 276,666.90 276,666.90 Expended Year Program: 99 Tools & Equipment

Fund: 13 Equipment Replacement Fund

City of Paris

Budget Comparison FY 2021

Department: 44 Sanitation

13-1004-44-99 13-1005-44-99 Fund number: 13 Equipment Replacement Fund Subtotal: Department number: Sanitation Program number: 99 Capital Outlay-Equipment Boom Truck w/ Grab Claw Sanitation Truck Proposed FY2022 175,000.00 175,000.00 175,000.00 175,000.00 175,000.00 Budget Period Ending: 7/2021 445,840.90 169,174.00 169,174.00 169,174.00 169,174.00 Expended Year Program: 99 Capital Outlay-Equipment 158,369.95 145,678.00 145,678.00 145,678.00 145,678.00

glbase_buds ganderson 11:10 07/26/21 Fund: 14 CO 2010 Construction Fund

City of Paris Budget Comparison FY 2021

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14-5302-00-00 Subtotal: Department number: Program number: Depreciation Expense Proposed FY2022 Department: Budget Budget Period Ending: 7/2021 Expended Year Program: 999.67 999.67 999.67 999.67

glbase_buds ganderson 11:10 07/26/21 Fund: 14 CO 2010 Construction Fund

City of Paris

Budget Comparison FY 2021

Department: 46 Collegiate Dr Expansion Projec

Period Ending: 7/2021

14-0322-46-00 14-0352-46-00 Department number: Collegiate Dr Expansion Projec Subtotal: Fund number: 14 CO 2010 Construction Fund Program number: Street Department Collegiate Drive Project Inspectioin & Testing Services Proposed FYZ0ZZ Budget Expended Year Program: FY 2019 Street Department 33,588.11 33,588.11 33,588.11 33,588.11 33,588.11 461.50 86,132.03 87,593.20 86,593.53 86,593.53 86,593.53

City of Paris Budget Comparison FY 2021

Fund: 16 TWDB Loan Fund

Department:

Program:

Page 143

16-5302-00-00 16-3450-00-00 Subtotal: Department number: Subtotal: Program number: Description Depreciation Expense Current Portion LTD Proposed FYZ0ZZ Budget Budget Period Ending: 7/2021 Expended Year 290,000.00-290,000.00-290,000.00-290,000.00-78,198.96 78,198.96 78,198.96 78,198.96

Fund: 16 TWDB Loan Fund

City of Paris

Budget Comparison FY 2021

Department: 83 Water Distribution Program: 98 TWDB Loan Water Lines

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16-0909-83-98 Department number: Water Distribution Program number: 98 TWDB Loan Water Lines Subtotal: Water Lines Proposed FY2022 Budget Period Ending: 7/2021 Expended Year 541.25 541.25 541.25 541.25

City of Paris Budget Comparison FY 2021

Fund: 16 TWDB Loan Fund

16-0002-90-00 Department number: Debt Program number: Subtotal: Fund number: 16 TWDB Loan Fund **Bond Interest** Proposed FYZ0ZZ Department: 90 Debt Budget Period Ending: 7/2021 Expended Year Program: 270,453.50-19,546.50 19,546.50 19,546.50 19,546.50 78,740.21

glbase_buds ganderson 11:10 07/26/21 Fund: 21 Child Safety Fund

City of Paris

Budget Comparison FY 2021

Department: 54 Emergency Medical Service

Period Ending: 7/2021

Program:

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glbase_buds ganderson 11:10 07/26/21 Fund: 22 MC Local Truancy & Prevention

Page 147

Program:

22-0310-14-00 Department number: Municipal Court Program number: Subtotal: Fund number: 22 MC Local Truancy & Prevention Miscellaneous Expense Proposed FY2022 City of Paris

Budget Comparison FY 2021

Department: 14 Municipal Court

Period Ending: 7/2021 3,000.00 3,000.00 3,000.00 3,000.00 3,000.00 Budget 3,000.00 3,000.00 3,000.00 3,000.00 3,000.00 Expended Year

glbase_buds ganderson 11:10 07/26/21 Fund: 24 Lake Crook Restoration Fund Department:

City of Paris Budget Comparison FY 2021

Period Ending: 7/2021

Program:

Page 148

24-5302-00-00 Department number: Program number: Subtotal: Fund number: 24 Lake Crook Restoration Fund Depreciation Expense Proposed FY2022 Budget Budget Expended Year 10,282.14 10,282.14 10,282.14 10,282.14 10,282.14

City of Paris Budget Comparison FY 2021 Grant Fund

Program:

25-5302-00-00 Subtotal: Department number: Grant Fund Program number: Depreciaton Expense Proposed FYZ0ZZ Department: Budget Budget Period Ending: 7/2021 Expended Year 46,339.29 46,339.29 46,339.29 46,339.29

City of Paris Budget Comparison FY 2021

Department: 31 Police

Program:

25-0209-31-00 25-0100-31-00 Subtotal: Program number: Subtotal: Minor Apparatus Accrued Payroll Expense Proposed FYZ0ZZ 11,475.00 11,475.00 11,475.00 Budget Period Ending: 7/2021 Expended Year FY 2019 7,264.15-7,264.15-7,264.15-

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City of Paris Budget Comparison FY 2021 Department: 31 Police

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Budget Comparison FY 2021 City of Paris

Department: 31 Police Program: 4 Auto Theft Prevention Grant

25-0205-31-04 25-0209-31-04 25-0504-31-04 25-0314-31-04 25-0310-31-04 25-0306-31-04 25-0301-31-04 25-0218-31-04 25-0201-31-04 25-0108-31-04 25-0107-31-04 25-0105-31-04 25-0104-31-04 25-0103-31-04 25-0102-31-04 25-0101-31-04 25-0609-31-04 Subtotal: Subtotal: Subtotal: Subtotal: Program number: Subtotal: Fund: 25 Grant Fund 4 Auto Theft Prevention Grant Description Uniform Cleaning Allowance Medical Services Vehicle Maintenance Training Other Expenses Travel Communications-Telephone Minor Apparatus Motor Vehicles-Gasoline Office Supplies Longevity & Stability Pay Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages-Auto Theft Proposed FYZ022 190,806.00 Budget 119,121.00 35,101.00 155,105.00 9,328.00 9,414.00 35,101.00 13,757.00 2,217.00 1,268.00 600.00 600.00 151,027.00 145,841.00 13,088.00 1,197.00 112,286.00 8,802.00 8,299.00 Budget 4,586.00 2,169.00 4,586.00 Period Ending: 7/2021 600.00 600.00 124,531.50 117,303.05 Year Expended 2,836.41 1,613.53 6,845.22 6,621.39 11,138.23 87,298.59 5,127.24 2,054.22 1,839.32 4,956.66 304.42-475.00 214.90 949.68 46.99 46.99 164,651.37 8,737.54 8,596.95 13,910.91 148,915.54 111,155.93 1,192.38 FY 2020 3,345.89 5,369.20 1,789.53 9,841.63 4,000.00 5,241.63 1,975.94 1,056.14 2,523.53 490.00 600.00 490.00 35.00 35.00 160,101.08 149,948.73 8,739,49 8,475,39 13,392.86 1,814.77 5,652.63 109,898.88 1,974.71 5,277.48 2,453.20 5,877.48 4,274.87 499.53 400.00 922.14 600.00 157,728.71 145,218.35 107,269.92 12,872.30 8,226.78 8,166.89 8,073.42 7,234.68 1,831.52 4,536.74 2,314.20 4,436.94 3,188.71 557.88 600.00 238.74 690.35 163,752.69 148,849.85 8,325.23 7,968.24 12,585.85 4,683.17 106,811.55 FY 2017 6,810.57 551.32-4,712.12 1,735.36 6,740.45 8,043.59 2,782.49 6,859.25 400.00 148.98 600.00

City of Paris Budget Comparison FY 2021

25-1002-31-11 Program number: 11 JAG 2012 Subtotal: Equipment-JAG 2020 Proposed FYZ0ZZ Department: 31 Police 13,375.00 13,375.00 13,375.00 Budget Period Ending: 7/2021 Expended Year 6,687.50 6,687.50 6,687.50 Program: 11 JAG 2012

City of Paris Budget Comparison FY 2021

Program: 19 2016 JAG Grant

25-1002-31-19 25-0350-31-19 Subtotal: Program number: 19 2016 JAG Grant Subtotal: DOJ-Covid 19 COVID19 Expenses Proposed FYZ0ZZ Department: 31 Police 39,400.00 39,400.00 39,400.00 Budget Period Ending: 7/2021 Expended Year 12,367.05 12,367.05 12,367.05

City of Paris Budget Comparison FY 2021

Department: 31 Police

25-1002-31-20 Program number: 20 JAG 2017 Subtotal: Machinery Tools Equipment Proposed FYZ022 Budget Period Ending: 7/2021 Expended Year Program: 20 JAG 2017 11,116.00 11,116.00 11,116.00

Page 157

25-1002-31-21 Program number: 21 JAG 2018 Subtotal: Machinery Tools Equipment Proposed FYZ022 Department: 31 Police Budget Period Ending: 7/2021 Expended Year Program: 21 JAG 2018 10,805.18 10,805.18 10,805.18

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City of Paris Budget Comparison FY 2021 Department: 31 Police Program: 22 JAG 2019

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Department number: Police

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469,997.93

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Program number: 99 Capital Outlay-Equipment

Subtotal:

City of Paris Budget Comparison FY 2021

Page 159

Department: 31 Police

25-1002-31-99 25-1003-31-99 Fund: 25 Grant Fund Description Equipment-SWAT
Body Cameras Proposed FY2022 Budget Period Ending: 7/2021 Expended Year FY 2020 Program: 99 Capital Outlay-Equipment 3,806.42 3,253.50

Fund: 25 Grant Fund

City of Paris

Budget Comparison FY 2021

Department: 32 Fire Department

Program: 16 Homeland Security Grant

Proposed FY2022 Budget Period Ending: 7/2021 Expended Year

25-1002-32-16 Program number: 16 Homeland Security Grant Subtotal: Machinery Tools Equipment 1,189.00 1,189.00 1,189.00

Fund: 25 Grant Fund

Budget Comparison FY 2021 City of Paris

Department: 32 Fire Department

Program: 99 Radio Communication Upgrade

25-1002-32-99 25-1003-32-99 25-1010-32-99 25-1011-32-99 Program number: 99 Radio Communication Upgrade Department number: Fire Department Subtotal: Description TCEQ Local Emg Plan Expenses
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City of Paris Budget Comparison FY 2021

Department: 40 Community Development

25-0310-40-01 25-0318-40-01 25-0350-40-01 25-0351-40-01 25-0353-40-01 25-0354-40-01 Program number: 1 HOME HRA Program #1002499 Subtotal: Fund: 25 Grant Fund Description Payments to Title Company EST-Surveys & Appraisals Reimbursements to City Payments to Builder Consultant Other Housing Rehab Exp Proposed FYZ0ZZ 480,000.00 480,000.00 480,000.00 530,000.00 530,000.00 530,000.00 Budget Period Ending: 7/2021 Expended Year 12,250.00 12,250.00 8,400.00 3,850.00 Program: 1 HOME HRA Program #1002499 1,015,324.55 1,015,324.55 833,841.55 97,915.00 83,568.00 130,522.50 130,522.50 57,600.00 53,907.50 9,507.50 9,507.50

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City of Paris
Budget Comparison FY 2021
Department: 40 Community Development
Period Ending: 7/2021 Program: 97 Tx Cap Fd Main Street-Sidewalk

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City of Paris
Budget Comparison FY 2021
Department: 40 Community Development
Period Ending: 7/2021

Program: 98 1st Street Project

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City of Paris

Budget Comparison FY 2021

Department: 41 Engineering

Period Ending: 7/2021 Program: 98 CDBG Dickson/Orange

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City of Paris

Budget Comparison FY 2021

Department: 43 Parks & ROW

Program:

25-0342-43-00 25-0343-43-00 Subtotal: Program number: Trail de Paris 8th SE-4th SW W. Paris Multi-Use Trail Proposed FYZ022 Budget Year Period Ending: 7/2021 Expended Year 116,065.27 116,065.27 116,065.27 94,122.39-94,122.39-94,122.39-

Fund: 25 Grant Fund

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

Period Ending: 7/2021

Program: 98 W Paris Multi Use Trail

25-0908-43-98 Department number: Parks & ROW Program number: 98 W Paris Multi Use Trail Subtotal: W Paris Multi Use Trail Proposed FY2022 Budget Expended Year 113,767.77-113,767.77-113,767.77-2,297.50 559,174.44 653,296.83 653,296.83 653,296.83

Fund: 25 Grant Fund

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25-0902-46-98 Department number: Street Department Program number: 98 Buildings & Structures Subtotal: 24th Street Bridge Proposed FY2022 City of Paris

Budget Comparison FY 2021

Department: 46 Street Department Budget Period Ending: 7/2021 Expended Year Program: 98 Buildings & Structures 36,419.42 36,419.42 36,419.42 36,419.42

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City of Paris Budget Comparison FY 2021 Department: 61 Airport Program: 98 Airport Development

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City of Paris Budget Comparison FY 2021

Department: 43 Parks Program: 1 Parks-Equipment/Other

28-1002-43-01 28-1010-43-01 Subtotal: Program number: 1 Parks-Equipment/Other Oak Park - Equipment
Oak Park - Other Proposed FYZ022 Budget Period Ending: 7/2021 Expended Year 20,819.08 1,125.00 21,944.08 21,944.08

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City of Paris Budget Comparison FY 2021

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Department: Period Ending: 7/2021 Program:

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Fund: 30 Community Dvl Block Grant Fund

30-0901-11-00 Program number: Subtotal: City Hall Proposed FYZ022 City of Paris Budget Comparison FY 2021 Department: 11 City Hall Budget Period Ending: 7/2021 Expended Year Program: 49,317.16 49,317.16 49,317.16

Fund: 30 Community Dvl Block Grant Fund

City of Paris Budget Comparison FY 2021

Department: 11 City Hall Period Ending: 7/2021

30-0901-11-98 Department number: City Hall Program number: 98 Buildings Subtotal: Fund number: 30 Community Dvl Block Grant Fund Buildings Proposed FYZ022 Budget Expended Year Program: 98 Buildings 53,677.24 51,247.41 1,930.25 1,930.25 1,930.25

Fund: 32 Auto Theft Program Fund

City of Paris

Budget Comparison FY 2021

Department: 31 Police-Auto Theft Program Fund

Program: 99 Police-Auto Theft Program Fund

32-1004-31-99 Department number: Police-Auto Theft Program Fund Program number: 99 Police-Auto Theft Program Fund Subtotal: Fund number: 32 Auto Theft Program Fund Vehicles Proposed FYZ0ZZ 61,000.00 61,000.00 61,000.00 61,000.00 61,000.00 30,000.00 30,000.00 30,000.00 30,000.00 30,000.00 Budget Period Ending: 7/2021 Expended Year

Fund: 33 Municipal Court Tech Fee

City of Paris Budget Comparison FY 2021

Period Ending: 7/2021

Program:

Department:

33-0310-00-00 Department number: Program number: Subtotal: Miscellaneous Expense Proposed FY2022 Budget Budget Expended Year 1,637.95 1,637.95 1,637.95 1,637.95 245.14 245.14 245.14 245.14 1,961.12 1,961.12 1,961.12 1,961.12 551.26 551.26 551.26 551.26 716.63 716.63 716.63 716.63

Fund: 33 Municipal Court Tech Fee

City of Paris Budget Comparison FY 2021

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33-0310-14-00 Department number: Municipal Court Tech Fee Program number: Subtotal: Fund number: 33 Municipal Court Tech Fee Municipal Court Tech Fee Miscellaneous Expense Proposed FYZ0ZZ Department: 14 Municipal Court Tech Fee Budget 10,000.00 10,000.00 10,000.00 10,000.00 10,000.00 10,000.00 10,000.00 10,000.00 10,000.00 10,000.00 Budget Period Ending: 7/2021 Expended Year 1,832.30 1,832.30 3,470.25 1,832.30 1,832.30 7,149.51 6,904.37 6,904.37 6,904.37 6,904.37 Program: FY 2019 7,458.94 7,458.94 9,420.06 7,458.94 7,458.94 Municipal Court Tech Fee 33,189.31 32,638.05 32,638.05 32,638.05 32,638.05 7,395.52 7,395.52 8,112.15 7,395.52 7,395.52

Fund: 34 Municipal Court Security Fee

Budget Comparison FY 2021 City of Paris

Page

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34-0100-14-00 34-0101-14-00 34-0102-14-00 34-0310-14-00 34-0105-14-00 Department number: Municipal Court Security Fee Program number: Subtotal: Subtotal: Fund number: 34 Municipal Court Security Fee Municipal Court Security Fee Description Miscellaneous Social Security Salaries & Wages Ins-Workers Compensation Accrued Payroll Expense Proposed FYZ022 Department: 14 Municipal Court Security Fee Budget 16,225.00 1,240.00 785.00 23,250.00 23,250.00 23,250.00 18,250.00 5,000.00 5,000.00 16,225.00 1,240.00 23,250.00 23,250.00 18,250.00 23,250.00 Budget 5,000.00 5,000.00 Year 785.00 Period Ending: 7/2021 Expended Year 5,330.00 407.75 55.44 5,793.19 5,793.19 5,793.19 5,793.19 7,010.06 536.26 72.38 FY 2020 7,618.70 7,618.70 7,618.70 7,618.70 Program: 5,221.84 399.47 81.46 FY 2019 5,702.77 7,525.77 7,525.77 7,525.77 1,823.00 1,823.00 Municipal Court Security Fee 7,301.22 6,611.78 6,027.04 7,301.22 7,301.22 461.08 689.44 689.44 123.66 6,278.33 5,715.00 6,278.33 6,278.33 6,278.33 437.19 235.14 109.00-

Fund: 35 Municipal Court Child Safe Fee

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35-0310-14-00 Program number: Department number: Municipal Court Child Safe Fee Subtotal: Fund number: 35 Municipal Court Child Safe Fee Municipal Court Child Safe Fee Miscellaneous Expense Proposed FYZ0ZZ City of Paris
Budget Comparison FY 2021
Department: 14 Municipal Court Child Safe Fee
Period Ending: 7/2021 5,000.00 5,000.00 5,000.00 5,000.00 5,000.00 Budget 5,000.00 5,000.00 5,000.00 Year 5,000.00 5,000.00 Expended Year Program: FY 2019 Municipal Court Child Safe Fee 2,719.85 2,719.85 2,719.85 2,719.85 2,719.85 4,626.00 4,626.00 4,626.00 4,626.00 4,626.00

Fund: 36 Municipal Court Time Pay Fee

Program number:

Municipal Court Time Pay Fee

Department number: Municipal Court Time Pay Fee

Fund number: 36 Municipal Court Time Pay Fee

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City of Paris Budget Comparison FY 2021

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36-0310-14-00 Subtotal: Miscellaneous Expense Proposed FYZ0ZZ Department: 14 Municipal Court Time Pay Fee Budget 5,000.00 5,000.00 Budget 5,000.00 Year 5,000.00 Period Ending: 7/2021 Expended Year 100.00 100.00 50.00 50.00 Program: FY 2019 Municipal Court Time Pay Fee 240.00 240.00 1,652.20 1,652.20

Fund: 37 Police Conf Fds-Gambling

City of Paris

Budget Comparison FY 2021

Department: 31 Police Conf Fund-Gambling

Program:

Police Conf Fund-Gambling

Page 181

37-0310-31-00 Department number: Police Conf Fund-Gambling Program number: Fund number: 37 Police Conf Fds-Gambling Subtotal: Police Conf Fund-Gambling Miscellaneous Expense Proposed FY2022 Budget 4,000.00 4,000.00 4,000.00 4,000.00 4,000.00 Budget 4,000.00 4,000.00 4,000.00 4,000.00 4,000.00 Period Ending: 7/2021 Expended Year FY 2019

glbase_buds ganderson 11:10 07/26/21 Fund: 38 Police Judicial Forfeitures Department: Budget

City of Paris Budget Comparison FY 2021

Program:

38-0502-00-00 Department number: Program number: Subtotal: Maintenance of Equipment Proposed FYZ0ZZ Budget Period Ending: 7/2021 Expended Year 3,900.00 3,900.00 3,900.00 3,900.00

Budget Comparison FY 2021 City of Paris

Fund: 38 Police Judicial Forfeitures

Department: 31 Police Judicial Forfeitures

38-0306-31-00 38-0310-31-00 38-0209-31-00 38-0214-31-00 38-0314-31-00 38-0204-31-00 Subtotal: Subtotal: Program number: Police Judicial Forfeitures Travel Minor Apparatus Supplies Miscellaneous Expense Training-Tuition Uniforms/Clothing Proposed FYZ0ZZ 10,000.00 15,000.00 10,000.00 5,000.00 5,000.00 10,000.00 15,000.00 10,000.00 Budget 5,000.00 5,000.00 Period Ending: 7/2021 Expended Year 6,911.00 2,450.00 4,461.00 2,450.00 4,461.00 3,050.70 3,039.24 FY 2020 7,219.94 1,130.00 6,089.94 880.00 250.00 Program: 2,089.25 10,532.51 FY 2019 15,079.36 12,621.76 2,457.60 2,457.60 Police Judicial Forfeitures 1,175.00 2,973.79 2,679.07 6,827.86 2,194.50 4,148.79 484.57 17,612.34 3,920.00 4,158.00 1,228.07 8,306.27 9,306.07 8,306.27

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glbase_buds ganderson 11:10 07/26/21 Fund: 38 Police Judicial Forfeitures

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City of Paris
Budget Comparison FY 2021
Department: 31 Police Judicial Forfeitures
Period Ending: 7/2021 Program: 99 Machinery-Vehicles-Equipment

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glbase_buds ganderson 11:10 07/26/21 Fund: 39 Equitable Sharing Forfeitures Department:

39-5302-00-00 Subtotal: Department number: Program number: Depreciation Expense Proposed FY2022 Budget Budget Period Ending: 7/2021 City of Paris Budget Comparison FY 2021 Expended Year Program: 7,239.28 7,239.28 7,239.28 7,239.28 Page 185

Fund: 39 Equitable Sharing Forfeitures

Budget Comparison FY 2021 City of Paris

Department: 31 Police

Police

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Program:

39-0503-31-00 39-0504-31-00 39-0510-31-00 39-0306-31-00 39-0310-31-00 39-0209-31-00 Subtotal: Subtotal: Subtotal: Program number: Police Description Vehicle Expenses EDP Grounding Project:EOC, Dispath Miscellaneous Expense Travel Expenses Minor Apparatus Proposed FY2022 Budget 21,000.00 20,000.00 20,000.00 1,000.00 1,000.00 21,000.00 20,000.00 Budget 20,000.00 1,000.00 1,000.00 Period Ending: 7/2021 Expended Year 35,389.90 35,389.90 35,389.90 61,305.67 42,356.00 42,356.00 17,472.57 FY 2020 17,472.57 1,477.10 1,477.10 19,930.00 19,930.00 FY 2019 19,930.00 26,143.26 2,152.50 19,605.74 19,605.74 8107 A4 4,385.02 4,385.02 2,152.50 48,162.50 43,593.04 43,593.04 4,095.48 4,095.48 473.98 473.98

glbase_buds ganderson 11:10 07/26/21 Fund: 39 Equitable Sharing Forfeitures

City of Paris Budget Comparison FY 2021

39-0915-31-98 Subtotal: Program number: 98 Buildings & Structures Other Sturctures Proposed FYZ022 Department: 31 Police Budget Period Ending: 7/2021 Expended Year Program: 98 Buildings & Structures 11.98 11.98 11.98

Fund: 39 Equitable Sharing Forfeitures

Budget Comparison FY 2021 City of Paris

39-1002-31-99 Program number: 99 Equipment Department number: Police Fund number: 39 Equitable Sharing Forfeitures Downtown Surveillance System Proposed FY2022 Department: 31 Police 21,000.00 21,000.00 21,000.00 21,000.00 Budget Period Ending: 7/2021 Expended Year 35,389.90 35,389.90 61,305.67 61,305.67 Program: 99 Equipment 19,930.00 19,930.00 26,143.26 26,143.26 110,503.76 103,264.48 55,090.00 55,090.00 55,090.00

glbase_buds ganderson 11:10 07/26/21 Fund: 43 GO Bonds 2013 Construction Fd

City of Paris

Budget Comparison FY 2021

Non Departmental

Program: **GO Bonds 2013 Construction Fd**

43-3450-00-00 43-5302-00-00 Subtotal: Department number: Non Departmental Subtotal: Program number: GO Bonds 2013 Construction Fd Depreciation Expense Current Portion LTD Proposed FYZ0ZZ Department: Budget Budget Period Ending: 7/2021 Expended Year FY 2019 1,500,000.00-1,500,000.00-1,500,000.00-1,500,000.00-5,400.17 5,400.17 5,400.17 5,400.17

glbase_buds ganderson 11:10 07/26/21 Fund: 43 GO Bonds 2013 Construction Fd

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City of Paris

Budget Comparison FY 2021

Department: 83 Water Distribution

43-0320-83-00 43-0323-83-00 Department number: Water Distribution Subtotal: Program number: Inspection Services-EST, Inc. Engineering-AECOM Proposed FY2022 Budget Period Ending: 7/2021 Expended Year 2,339.37-7,171.50-9,510.87-9,510.87-9,510.87-9,510.87 9,510.87 9,510.87 9,510.87 Program: 794,470.82 794,470.82 794,470.82 794,470.82 FY 2019 171,902.20 171,902.20 171,902.20 171,902.20

glbase_buds ganderson 11:10 07/26/21 Fund: 43 GO Bonds 2013 Construction Fd

Program:

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City of Paris

Budget Comparison FY 2021

Department: 85 Sewer Collection

Period Ending: 7/2021

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glbase_buds ganderson 11:10 07/26/21 Fund: 43 60 Bonds 2013 Construction Fd

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43-0916-87-98 Department number: Lift Stations Program number: 98 Buildings/Structures Subtotal: RBIS-S.E. Liftstation Proposed FY2022 City of Paris

Budget Comparison FY 2021

Department: 87 Lift Stations Budget Period Ending: 7/2021 Expended Year Program: 98 Buildings/Structures 113,255.24 113,255.24 113,255.24 113,255.24

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glbase_buds ganderson 11:10 07/26/21 Fund: 43 GO Bonds 2013 Construction Fd

43-0305-90-00 43-0002-90-00 Subtotal: Fund number: 43 GO Bonds 2013 Construction Fd Department number: Premium Amortization Subtotal: Program number: **Bond Issue Costs Bond Interest** Proposed FY2022 City of Paris

Budget Comparison FY 2021

Department: 90 Premium Amortization Budget Period Ending: 7/2021 Expended Year 19,105.75-38,826.40 Program: 2,232,577.21 FY 2019 1,266,191.25 1,266,191.25 1,373,433.33 1,373,433.33 107,242.08-107,242.08-82,693.58-104,246.65-109,646.82-109,646.82-109,646.82-109,646.82-

glbase_buds ganderson 11:10 07/26/21 Fund: 44 CO 2016 Construction Fund

City of Paris

Budget Comparison FY 2021

Department: 83 Water Distibution

44-0305-83-00 44-0320-83-00 44-0323-83-00 44-0323-83-00 44-0601-83-00 Program number: Subtotal: Subtotal: Inspection Services Engineering Audit **Bond Amortization** Engineering **Bond Issue Costs** Proposed FYZ0ZZ Budget Period Ending: 7/2021 697,409.18 7,171.50 30,075.75 734,656.43 734,656.43 Expended Year 1,590,411.18 1,590,411.18 1,590,411.18 Program: 859,392.74 859,392.74 859,392.74 FY 2019 9,820.60-9,820.60-9,820.60-44,499.42 49,867.68 49,867.68 5,368.26-5,368.26-

glbase_buds ganderson 11:10 07/26/21 Fund: 44 CO 2016 Construction Fund

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

Program: 99 Equipment

44-1002-83-99 Department number: Water Distibution Program number: 99 Equipment Subtotal: Milling Machine Proposed FYZ0ZZ Budget Budget Period Ending: 7/2021 Expended 749,656.43 Year 15,000.00 15,000.00 15,000.00 1,590,411.18 859,392.74 9,820.60-44,499.42

City of Paris

Budget Comparison FY 2021

Department: 85 Sewer Collection

44-0305-85-00 44-0320-85-00 44-0323-85-00 44-0323-85-00 Department number: Sewer Collection Program number: Subtotal: Fund: 44 CO 2016 Construction Fund **Engineering Audit** Inspection Services-EST Engineering **Bond Issue Costs** Proposed FYZ0ZZ Budget Budget Period Ending: 7/2021 705,961.34 7,171.50 30,075.73 743,208.57 743,208.57 743,208.57 Expended Year 2,608,389.50 2,608,389.50 2,608,389.50 1,488,467.23 2,608,389.50 Program: 1,488,467.23 1,488,467.23 1,488,467.23 FY 2019 20,787.03 20,787.03 20,787.03 20,787.03 41,087.67 41,087.67 41,087.67 41,087.67

City of Paris Budget Comparison FY 2021

44-0002-90-00 Department number: Debt Program number: Subtotal: Fund number: 44 CO 2016 Construction Fund **Bond Interest** Proposed FYZ022 Department: 90 Debt Budget Period Ending: 7/2021 1,492,865.00 4,198,800.68 2,347,859.97 Expended Year Program: 273,384.76 262,418.33 262,418.33 262,418.33 262,418.33 85,587.09

glbase_buds ganderson 11:10 07/26/21 Fund: 45 Land Fill

> Budget Comparison FY 2021 City of Paris

Department: 44 Sanitation

Program:

Expenses

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Period Ending: 7/2021

45-0350-44-00 45-0330-44-00 45-0329-44-00 45-0328-44-00 45-0325-44-00 45-0322-44-00 45-0317-44-00 45-0314-44-00 45-0312-44-00 45-0310-44-00 45-0308-44-00 45-0306-44-00 45-0211-44-00 45-0210-44-00 45-0209-44-00 45-0208-44-00 45-0207-44-00 45-0206-44-00 45-0205-44-00 45-0204-44-00 45-0203-44-00 45-0202-44-00 45-0110-44-00 45-0108-44-00 45-0107-44-00 45-0106-44-00 45-0105-44-00 45-0104-44-00 45-0103-44-00 45-0102-44-00 45-0101-44-00 45-0340-44-00 45-0303-44-00 45-0301-44-00 45-0201-44-00 45-0100-44-00 Subtotal: Subtotal: Subtotal: Description Overtime Contract Services-Hiring Part. City Wide Cleanup Sanitation Fees Lot Mowing House Demolition Landfill Fee-Resident Drop Off Comparable Pay Study Landfill Fee Training-Tuition Etc Utilites-Water & Gas Miscellaneous UTILITIES-ELECTRICITY Travel Expenses Insurance & Bonds Communications-Telephone Chemical Medical Etc Minor Apparatus Motor Vehicles- Batteries Motor Vehicles- Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Food-Humans Office Supplies Sick Leave Sell Back Stability Pay **Unemployment Comp Benefits** Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Accrued Payroll Expense Laundry Cleaning Etc Proposed FYZ0ZZ 275,500.00 Budget 184,000.00 166,909.00 10,057.00 108,502.00 30,000.00 38,000.00 54,426.00 14,000.00 30,000.00 10,149.00 15,000.00 17,647.00 13,740.00 5,000.00 2,400.00 1,500.00 4,500.00 1,101.00 1,800.00 2,484.00 2,530.00 1,200.00 600.00 400.00 100.00 100.00 600.00 725.00 300.00 400.00 275,500.00 184,000.00 154,077.00 13,683.00 2,305.00 96,991.00 9,266.00 8,737.00 30,000.00 14,000.00 30,000.00 2,388.00 3,060.00 38,000.00 53,726.00 15,000.00 17,647.00 Budget 1,500.00 1,101.00 5,000.00 2,400.00 1,200.00 4,000.00 Year 600.00 100.00 600.00 725.00 100.00 400.00 100.00 400.00 198,315.44 112,224.48 151,354.56 74,592.72 6,246.37 Expended Year 14,265.42 19,027.33 12,646.85 8,556.61 2,288.00 1,533.48 11,083.90 26,400.25 3,802.74 1,603.60 1,432.37 1,644.23 6,279.17 3,090.15 169.09 399.85 639.58 477.11 274.17 245.00 539.49 2.54 355,028.26 10,564.80 2,192.00 2,706.00 92,271.99 7,795.16 160,922.89 141,926.29 60,775.25 49,141.29 21,793.58 33,005.95 13,875.73 6Z6Z A4 40,098.67 14,685.38 18,500.50 5,218.62 2,088.93 5,814.25 4,355.41 1,026.27 4,576.62 7,943.99 1,572.38 764.75 303.65 559.18 392.73 20.48 368,586.22 57,153.01 28,143.04 6,028.00 157,690.53 142,427.49 14,709.42 2,096.00 89,660.72 7,837.38 7,865.43 64,954.85 49,726.05 15,519.97 FY 2019 33,409.13 14,534.31 27,154.48 13,342.48 4,290.81 3,676.53 1,876.77 2,584.56 4,331.50 638.25 805.39 733.53 440.80 292.51 854.46 64.97 46.29 4.64 337,172.83 36,657.12 39,212.57 20,544.01 137,421.27 188,241.59 88,428.24 7,425.78 35,133.62 FY 2018 18,927.02 13,569.97 13,898.90 23,761.50 13,007.67 3,869.04 2,581.35 3,296.55 2,000.00 9,909.11 6,618.91 7,449.18 3,153.87 1,585.30 2,582.38 254.76 879.00 382.35 958.38 386.43 105.95 40.79 368,050.74 150,237.17 151,041.64 100,041.28 34,802.28 11,426.60 3,132.04 9,865.31 2,296.00 82,373.89 439.93 3,499.07 34,939.54 27,470.68 45,353.92 11,956.46 15,856.22 15,552.37 2,505.32 3,949.15 7,800.61 8,035.47 8,496.20 1,523.89 1,507.20 8,085.42 299.21 765.00 679.04 698.70 623.54 46.65

glbase_buds ganderson 11:10 07/26/21 Fund: 45 Land Fill

> Budget Comparison FY 2021 City of Paris

Department: 44 Sanitation

45-0502-44-00 45-0503-44-00 45-0605-44-00 45-0609-44-00 45-0417-44-00 45-0506-44-00 45-0505-44-00 45-0504-44-00 45-0416-44-00 45-0401-44-00 Subtotal: Subtotal: Program number: Subtotal: Expenses Description Auditing Machinery Tools Equipment
Instrument Etc-Radio Maint Medical Expenses Sweepers Markers Motor Vehicles Recycling Costs POST CLOSURE MAINTENANCE-LFILL **Buildings & Grounds** Proposed FYZ022 660,385.00 Budget 98,650.00 12,000.00 111,150.00 51,500.00 45,000.00 5,700.00 800.00 900.00 400.00 500.00 500.00 638,203.00 102,500.00 90,000.00 51,500.00 45,000.00 5,700.00 Budget Year 800.00 900.00 500.00 Period Ending: 7/2021 400.00 430,579.75 54,968.89 2,053.19 537.24 1,509.03 35,420.00 3,050.00 Expended 61,018.47 Year 39,979.03 2,667.75 791.40 15.00 15.00 71,367.00 3,126.50 676,687.75 71,101.06 62,002.85 8,305.50 475.68 FY 2020 75,133.19 400.00 93.00 493.00 317.03 639.69 Program: 663,495.75 475.68 33,175.17 39,831.40 24,601.90 37,588.67 2,207.15 33.54 FY 2019 64,767.32 1,697.13 400.00 400.00 334.02 Expenses 606,537.17 349.54 49,470.92 12,060.00 34,412.99 2,947.90 1,977.03 61,880.46 **FY 2018** 26,630.25 2,382.13 400.00 116.00 475.68 516.00 588,725.46 23,579.73 2,601.58 159.24 4,934.97 28,743.83 1,333.00 5,421.18 2,562.52 156.60 467.35 296.98-400.00 933.00

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glbase_buds ganderson 11:10 07/26/21 Fund: 45 Land Fill

City of Paris

Budget Comparison FY 2021

Department: 44 Sanitation

45-0203-44-01 45-0204-44-01 45-0512-44-01 45-0504-44-01 45-0502-44-01 45-0350-44-01 45-0303-44-01 45-0207-44-01 45-0206-44-01 45-0205-44-01 45-0110-44-01 45-0108-44-01 45-0107-44-01 45-0105-44-01 45-0104-44-01 45-0103-44-01 45-0102-44-01 45-0609-44-01 45-0101-44-01 Subtotal: Program number: Subtotal: Subtotal: Subtotal: Subtotal: 1 Residential Pick Up Cost Description Sick Leave Sell Back Medical Expenses Tire Repair Motor Vehicles Machinery Tools Equipment Contract Services-Hiring Part. Motor Vehicles- Tires Motor Vehicles- Tires Motor Vehicles-Oil & Lubricant Motor Vehicles-Gasoline Wearing Apparel Food-Humans Stability Pay Ins-Workers Compensation Ins-Employee Hospitalization TMRS & Pension Social Security Salaries & Wages Proposed FYZ0ZZ Budget 180,000.00 800.00 32,000.00 122,402.00 11,369.00 11,472.00 27,309.00 418,128.00 180,000.00 201,628.00 24,480.00 33,000.00 1,000.00 2,880.00 1,500.00 1,500.00 2,000.00 2,000.00 716.00 200.00 482,147.00 180,000.00 180,000.00 265,647.00 14,728.00 13,885.00 166,172.00 33,000.00 32,000.00 24,480.00 40,820.00 1,019.00 3,735.00 Budget 1,500.00 1,500.00 2,000.00 2,000.00 800.00 808.00 Period Ending: 7/2021 200.00 316,878.57 147,414.77 147,414.77 148,033.27 96,088.78 8,456.41 8,055.28 17,743.75 Year Expended 19,798.07 19,905.02 14,961.25 2,099.80 1,175.51 1,175.51 106.95 350.00 350.00 628.00 35.00 222,470.99 8,872.62 8,379.62 20,794.67 425,596.82 222,505.99 160,226.37 103,591.13 18,176.44 42,618.37 24,066.21 12,567.95 4,452.98 6Z6Z A4 375.72 164.00 935.40 632.00 164.00 76.15 82.09 5.94 Program: 1 Residential Pick Up Cost 10,781.79 23,775.85 5,301.89 23,584.34 424,253.30 174,941.48 174,941.48 200,177.46 123,959.37 13,726.16 28,379.21 33,742.78 10,844.16 15,147.58 1,421.42 4,411.82 863.88 976.00 954.06 244.00 244.00 87.87 13,929.69 13,859.45 37,504.34 425,728.14 100,432.34 100,432.34 265,758.45 170,573.67 25,727.81 31,395.61 8,981.93 27,258.47 32,094.88 20,053.37 1,043.87 639.27 184.00 184.00 486.79 60.00 470,973.82 241,945.43 12,045.82 16,824.62 12,704.29 11,942.07 33,608.34 127,528.49 127,528.49 L54,612.29 66,724.76 26,054.81 20,390.83 FY 2017 75,083.09 7,805.05 5,541.71 362.00 122.27 362.00 553.28

Budget Comparison FY 2021 City of Paris

Department: 44 Sanitation

45-1002-44-99 45-1004-44-99 Subtotal: Fund number: 45 Land Fill Department number: Sanitation Program number: 99 Capital Outlay-Equipment Fund: 45 Land Fill Boom Truck w/ Grab Claw Trailer Proposed FYZ0ZZ 1,078,513.00 1,078,513.00 1,165,350.00 1,165,350.00 45,000.00 45,000.00 45,000.00 Budget Period Ending: 7/2021 747,458.32 747,458.32 Expended Year 1,262,287.08 1,104,744.05 1,032,265.31 1,059,699.28 1,262,287.08 1,104,744.05 160,002.51 160,002.51 160,002.51 Program: 99 Capital Outlay-Equipment 16,995.00 16,995.00 16,995.00 1,032,265.31 1,059,699.28

City of Paris Budget Comparison FY 2021 Department: 11 Council

Page 202

Program:

46-0305-11-00 Department number: Council Program number: Subtotal: **Bond Issuance Costs** Proposed FYZ022 Budget Period Ending: 7/2021 Expended Year 103,398.90 103,398.90 103,398.90 103,398.90

Fund: 46 GO 2017 Street Construction Fd

City of Paris Budget Comparison FY 2021

Department: 41 Engineering

7/2021 Program: 98 Streets

46-0908-41-98-ST1908-S E. Kaufman-W. Washington-1stSE 46-0908-41-98-ST1803-S 46-0908-41-98-ST1905-S 24th SE-17th NE ST1905 46-0908-41-98-ST1702-S 3rd SE-7th NW-7th SW ST1702 46-0908-41-98-ST1701-S Church Street ST1701 Department number: Engineering Subtotal: Program number: 98 Streets Collegiate-33 SE-Graham ST1803 Proposed FYZ022 Budget Period Ending: 7/2021 147,217.75 147,217.75 147,217.75 144,674.65 Expended Year 2,543.10 3,453,980.66 3,453,980.66 1,748,174.73 3,453,980.66 1,449,831.74 255,614.19 FY 2020 360.00 2,204,812.10 2,204,812.10 2,204,812.10 1,418,290.96 484,255.25 282,692.89 19,573.00 1,519,605.83 1,519,605.83 1,519,605.83 169,105.12 821,861.47 308,093.73 220,545.51 FY 2018 30,584.50 30,584.50 30,584.50 30,584.50

City of Paris Budget Comparison FY 2021

46-1002-43-01 Subtotal: Program number: 1 Parks-Equipment/Other Oak Park - Other Proposed FYZ022 Department: 43 Parks Budget Period Ending: 7/2021 Expended Year Program: 1 Parks-Equipment/Other 77,394.92 77,394.92 77,394.92

City of Paris Budget Comparison FY 2021

Page 205

Department: 43 Parks Period Ending: 7/2021 Year Expended Program: 2 Parks-Equipment/Other

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City of Paris Budget Comparison FY 2021

46-1010-43-03 Subtotal: Program number: 3 Parks-Equipment/Other Skate Park - Other Proposed FYZ022 Department: 43 Parks Budget Period Ending: 7/2021 Expended Year Program: 3 Parks-Equipment/Other 10,114.00 10,114.00 10,114.00

City of Paris Budget Comparison FY 2021

Page 207

Department: 43 Parks Period Ending: 7/2021 Program: 4 Pump Track

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glbase_buds ganderson 11:10 07/26/21 Fund: 47 60 Bonds 2018 Const Fd-W&S

City of Paris Budget Comparison FY 2021 Department: 41 Engineering

Page 208

Program: 98 Streets

47-0908-41-98-ST1908-S Street Project Department number: Engineering Program number: 98 Streets Proposed FY2022 Budget Period Ending: 7/2021 Expended Year 7,420.67 7,420.67 7,420.67 7,420.67

glbase_buds ganderson 11:10 07/26/21 Fund: 47 GO Bonds 2018 Const Fd-W&S

Page 209

Program:

47-0305-85-00 Department number: Sewer Maintenance Program number: Subtotal: Fund number: 47 GO Bonds 2018 Const Fd-W&S Bond Issuance Costs Proposed FY2022 City of Paris
Budget Comparison FY 2021
Department: 85 Sewer Maintenance Budget Period Ending: 7/2021 Expended Year 7,420.67 27,090.00 27,090.00 27,090.00 27,090.00 27,090.00

glbase_buds ganderson 11:10 07/26/21 Fund: 48 GO Bonds 2018 Const Fd-GF

City of Paris Budget Comparison FY 2021

Program:

48-0305-90-00 Department number: Debt Program number: Subtotal: Fund number: 48 GO Bonds 2018 Const Fd-GF **Bond Issuance Costs** Proposed FYZ022 Department: 90 Debt Budget Period Ending: 7/2021 Expended Year 4,410.00 4,410.00 4,410.00 4,410.00 4,410.00

glbase_buds ganderson 11:10 07/26/21 Fund: 49 CO 2020 Civic Ctr Const Fund

Program: CO 2020 Civic Ctr Const fd

49-0350-11-00 Department number: City Council Program number: Subtotal: Fund number: 49 CO 2020 Civic Ctr Const Fund CO 2020 Civic Ctr Const fd Civic Center Remodel Proposed FY2022 City of Paris

Budget Comparison FY 2021

Department: 11 City Council Budget Period Ending: 7/2021 Expended Year 18,314.00 18,314.00 18,314.00 18,314.00 18,314.00 222,697.00 222,697.00 222,697.00 222,697.00 222,697.00 FY 2019

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glbase_buds ganderson 11:10 07/26/21 Fund: 51 Tx&RevCOs 2013 (TWDB) I&S Fund

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City of Paris
Budget Comparison FY 2021
Department: 90 Debt Service Program:

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glbase_buds ganderson 11:10 07/26/21 Fund: 53 Tax&RevCO2010I&S/GORef bd 2020

City of Paris

Budget Comparison FY 2021

Department: 90 Debt Service

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glbase_buds ganderson 11:10 07/26/21 Fund: 59 2010 GO/W&S Refunding Bonds City of Paris
Budget Comparison FY 2021
Department: 90 Debt Service
Period Ending: 7/2021 Program:

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glbase_buds ganderson 11:10 07/26/21 Fund: 60 Refunding Bonds 2012

City of Paris

Budget Comparison FY 2021

Department: 90 Debt Service

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glbase_buds ganderson 11:10 07/26/21

Fund: 61 Interlocal Coop Agreement I&S

City of Paris

Budget Comparison FY 2021
Department: 90 Debt Service

61-0001-90-00 Fund number: 61 Interlocal Coop Agreement I&S Program number: Subtotal: Department number: Debt Service Interest Principal Proposed FY2022 100,828.00 100,828.00 100,828.00 90,402.00 10,426.00 100,828.00 100,827.00 100,827.00 100,827.00 100,827.00 87,193.00 13,634.00 Budget Period Ending: 7/2021 100,826.95 100,826.95 100,826.95 100,826.95 87,193.00 13,633.95 Expended Year 84,097.75 16,729.20 100,826.95 100,826.95 100,826.95 100,826.95 Program: 100,826.95 100,826.95 100,826.95 100,826.95 81,112.80 19,714.15 100,826.95 100,826.95 100,826.95 100,826.95 68,992.68 31,834.27 100,826.95 100,826.95 89,822.57 11,004.38 100,826.95 100,826.95

glbase_buds ganderson 11:10 07/26/21

Fund: 62 G 0 Bonds 2013 I&S Fund

City of Paris

Page

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Budget Comparison FY 2021

Program: GO Bds 2013 I&S Fund

62-0002-90-00 62-0003-90-00 62-0001-90-00 Program number: Fund number: 62 G O Bonds 2013 I&S Fund Department number: Debt Service GO Bds 2013 I&S Fund Interest Payment Principal Payment 1,730,000.00 1,192,475.00 500.00 Proposed FYZ0ZZ 2,922,975.00 2,922,975.00 2,922,975.00 Department: 90 Debt Service 2,922,975.00 1,500,000.00 1,269,475.00 2,769,975.00 2,769,975.00 2,769,975.00 2,769,975.00 Budget Year 500.00 Period Ending: 7/2021 1,500,000.00 1,269,475.00 500.00 2,769,975.00 2,769,975.00 2,769,975.00 2,769,975.00 Expended Year 750,000.00 1,320,100.00 500.00 2,070,600.00 2,070,600.00 2,070,600.00 2,070,600.00 FY 2020 750,000.00 1,351,975.00 1,000.00 2,102,975.00 2,102,975.00 2,102,975.00 2,102,975.00 500.00 500.00 500.00 500.00 500.00 885,164.40 500.00 885,664.40 885,664.40 885,664.40 885,664.40

glbase_buds ganderson 11:10 07/26/21 Fund: 63 GO Bonds - 2016

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City of Paris

Budget Comparison FY 2021

Department: 90 Debt Service Program: Bond Issue Costs

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glbase_buds ganderson 11:10 07/26/21 Fund: 64 GO Bond 2017

City of Paris

Period Ending: 7/2021

Budget Comparison FY 2021
Department: 90 Debt Service

Program:

64-0001-90-00 64-0002-90-00 64-0003-90-00 Program number: Subtotal: Fund number: 64 G0 Bond 2017 Department number: Debt Service Description Interest Payment Principal Payment Proposed FYZ0ZZ 405,000.00 231,137.00 500.00 636,637.00 636,637.00 636,637.00 636,637.00 390,000.00 242,836.00 633,336.00 633,336.00 633,336.00 633,336.00 Budget 500.00 390,000.00 242,836,26 400.00 633,236.26 633,236.26 633,236.26 633,236.26 Expended Year 380,000.00 254,236.26 400.00 634,636.26 634,636.26 634,636.26 634,636.26 370,000.00 265,536.26 383.56 635,919.82 635,919.82 635,919.82 635,919.82 410,000.00 254,499.90 664,499.90 664,499.90 664,499.90 664,499.90

glbase_buds ganderson 11:10 07/26/21

Fund: 65 G 0 Bonds 2018 I & S Fund

City of Paris Budget Comparison FY 2021

65-0001-90-00 65-0002-90-00 65-0003-90-00 Program number: Subtotal: Fund number: 65 G O Bonds 2018 I & S Fund Department number: Debt Payments Interest Payment Principal Payment Proposed FYZ0ZZ Department: 90 Debt Payments 220,000.00 25,771.00 1,000.00 246,771.00 246,771.00 246,771.00 246,771.00 195,000.00 30,821.00 1,000.00 226,821.00 226,821.00 226,821.00 226,821.00 Budget Year Period Ending: 7/2021 195,000.00 30,821.00 225,821.00 225,821.00 225,821.00 225,821.00 Expended Year 100,000.00 33,411.00 133,411.00 133,411.00 133,411.00 133,411.00 Program: 100,000.00 39,701.11 139,701.11 139,701.11 139,701.11 139,701.11 FY 2019 15,611.94 15,611.94 15,611.94 15,611.94 15,611.94

glbase_buds ganderson
11:10 07/26/21
Fund: 67 Hotel Tax I&S Fund-Civic Cente

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City of Paris
Budget Comparison FY 2021
Department: 90 Debt Service
Period Ending: 7/2021 Program:

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glbase_buds ganderson 11:10 07/26/21 Fund: 68 Tax Notes Series 2020

Program:

Page 223

City of Paris
Budget Comparison FY 2021
Department: 90 Debt Service
Period Ending: 7/2021
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City of Paris
Budget Comparison FY 2021
Department: 90 Tax&Rev CO 2021-I&S

Fund: 69 Tax & Rev CO-2021-I&S fd

Program:

69-0002-90-00 Fund number: 69 Tax & Rev CO-2021-I&S fd Department number: Tax&Rev CO 2021-I&S Subtotal: Program number: Fees Interest Payment Proposed FYZ0ZZ 1,497,129.00 500.00 1,497,629.00 1,497,629.00 1,497,629.00 1,497,629.00 Budget Budget Period Ending: 7/2021 Expended Year FY 2019

glbase_buds ganderson 11:10 07/26/21 Fund: 72 Library Memorial Fund

City of Paris Budget Comparison FY 2021

Department: 64 Library

Program:

72-0310-64-00 72-0221-64-00 Subtotal: Fund number: 72 Library Memorial Fund Department number: Library Subtotal: Program number: Contractual-Miscellaneous Media-Books, CDs, Films, etc. Proposed FY2022 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 Budget 1,000.00 1,000.00 1,000.00 1,000.00 1,000.00 Period Ending: 7/2021 Expended Year 1,056.90 1,056.90 1,056.90 1,056.90 1,056.90 696.17 696.17 696.17 696.17 696.17 FY 2019 3,667.47 3,667.47 3,667.47 3,667.47 3,667.47 8107 A4 1,687.41 1,687.41 1,687.41 1,687.41 1,687.41 4,425.10 4,425.10 4,425.10 4,425.10 4,425.10

glbase_buds ganderson 11:10 07/26/21

Fund: 79 Library Expendable Fund

City of Paris Budget Comparison FY 2021

79-0401-64-00 79-0220-64-00 Subtotal: Program number: Subtotal: Building & Grounds Programs Proposed FYZ0ZZ Department: 64 Library Budget 500.00 500.00 500.00 Budget Year Period Ending: 7/2021 500.00 500.00 500.00 Expended Year Program: 10,548.92 10,253.92 10,253.92 295.00 295.00

glbase_buds ganderson 11:10 07/26/21

City of Paris Budget Comparison FY 2021

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79-0901-64-98 Department number: Library Program number: 98 Buildings & Structures Fund number: 79 Library Expendable Fund Subtotal: Fund: 79 Library Expendable Fund Buildings Proposed FY2022 Department: 64 Library 500.00 500.00 Budget Period Ending: 7/2021 500.00 500.00 Expended Year Program: 98 Buildings & Structures 12,548.92 12,548.92 2,000.00 2,000.00 2,000.00

glbase_buds ganderson 11:10 07/26/21 Fund: 95 General Fixed Assets

City of Paris Budget Comparison FY 2021

Page 228

Proposed FY2022 Department: Budget Budget Period Ending: 7/2021 Year Expended Program:

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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 | 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 | 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 | 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 Mantenance 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 | Buillding/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 | -1,150 |
| 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



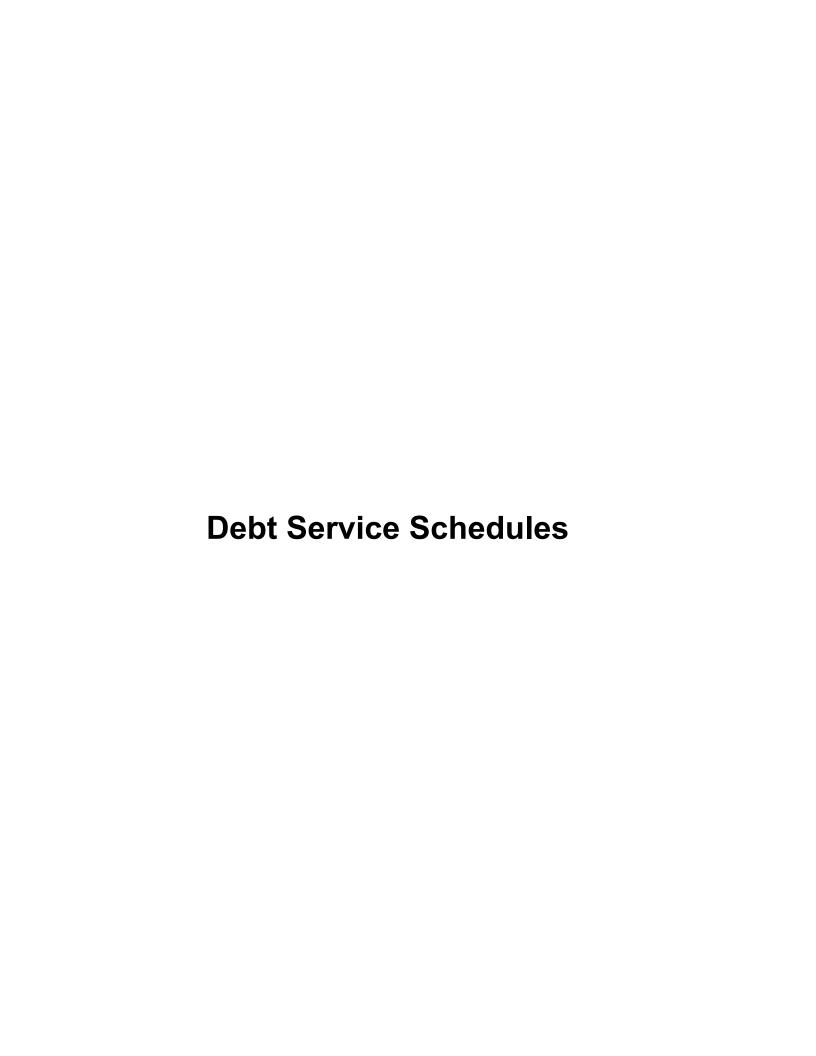


City of Paris, Texas Debt Model

| 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 | 3 \$ 2,769,475 | \$ 773,885 | \$ 125,900 | • | \$ 3,838,633 | | |
| 2022 | 168,848 | , , | 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 | 3 2,920,725 | 554,310 | 146,835 | 3,111,450 | 6,900,203 | | |
| 2025 | 165,548 | 3 2,922,725 | 553,210 | 143,468 | 3,114,700 | 6,899,651 | | |
| 2026 | 169,078 | 3 2,920,475 | 551,810 | 140,101 | 1,821,075 | 5,602,539 | | |
| 2027 | 167,419 | , , | 548,135 | 136,734 | 1,646,575 | 5,418,638 | | |
| 2028 | 165,652 | , , | 543,958 | 133,367 | 1,649,700 | 5,413,252 | | |
| 2029 | 168,777 | , , | 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 | | - <u>-</u> | | | 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 | | |





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

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



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

| Period Ending | Principal | Coupon | Interest | Debt Service | Annual Debt Service |
|--------------------------|-----------|--------|-----------------------|------------------------|------------------------|
| 12/15/2020 06/15/2021 | 395,000 | 2.500% | 10,000.00 5,062.50 | 405,000.00 5,062.50 | |
| 09/30/2021 | | | 3,002.30 | 3,002.30 | 410,062.50 |
| 12/15/2021 09/30/2022 | 405,000 | 2.500% | 5,062.50 | 410,062.50 | 410,062.50 |
| | 800,000 | | 20,125.00 | 820,125.00 | 820,125.00 |



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

| Period Ending | Principal | Coupon | Interest | Debt Service | Annual Debt Service |
|------------------|-----------|--------|------------|--------------|------------------------|
| 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 |



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

| Period Ending | Principal | Coupon | Interest | Debt Service | Annual Debt Service |
|------------------|------------|--------|--------------|---------------|------------------------|
| 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 |



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

| Period Ending | Principal | Coupon | Interest | Debt Service | Annual Debt Service |
|------------------|-----------|---------|------------|--------------|------------------------|
| 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 | F0F 000 | 2.4000/ | 24.400.00 | F20 400 00 | 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 | F4F F33 F3 |
| 09/30/2035 | F20 000 | 2.4000/ | 16 252 50 | F2C 2F2 FC | 545,532.50 |
| 12/15/2035 | 520,000 | 3.100% | 16,352.50 | 536,352.50 | |



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

| Period Ending | Principal | Coupon | Interest | Debt Service | Annual Debt Service |
|------------------|-----------|--------|--------------|--------------|------------------------|
| 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 |
| | . , | | · · · | , , | |



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

| Period - '' | | | | - 4.0 | Annual |
|----------------|-----------|---------|------------|--------------|--------------|
| Ending | Principal | Coupon | Interest | Debt Service | Debt Service |
| 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 | | 0.000 | , | ,· | 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 | , | 0.000 | | 0_0,0000 | 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 | | | 26.252.72 | 26.000 = 2 | 654,397.50 |
| 12/15/2034 | 606.000 | 2.0=22/ | 26,362.50 | 26,362.50 | |
| 06/15/2035 | 600,000 | 2.850% | 26,362.50 | 626,362.50 | 652 -25 65 |
| 09/30/2035 | | | 17.042.50 | 17.042.50 | 652,725.00 |
| 12/15/2035 | 615 000 | 2.0500/ | 17,812.50 | 17,812.50 | |
| 06/15/2036 | 615,000 | 2.850% | 17,812.50 | 632,812.50 | |
| | | | | | |



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

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



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

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

| Period Ending | Principal | Coupon | Interest | Debt Service | Annual Debt Service |
|------------------|-----------|-------------------|------------|--------------|------------------------|
| 42/45/2020 | | · | 45.440.50 | 45.440.50 | |
| 12/15/2020 | 405.000 | 2.5000/ | 15,410.50 | 15,410.50 | |
| 06/15/2021 | 195,000 | 2.590% | 15,410.50 | 210,410.50 | 225 024 00 |
| 09/30/2021 | | | 42.005.25 | 42.005.25 | 225,821.00 |
| 12/15/2021 | | 2 - 2 - 2 - 2 - 2 | 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)

| Period Ending | Principal | Coupon | Interest | Debt Service | Annual Debt Service |
|------------------|-----------|--------|----------|--------------|------------------------|
| 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)

| Period Ending | Principal | Coupon | Interest | Debt Service | Annual Debt Service |
|------------------|-----------|--------|------------|--------------|------------------------|
| | | | | | |
| 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 |



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

| Period Ending | Principal | Coupon | Interest | Debt Service | Annual Debt Service |
|------------------|-----------|--------|------------|--------------|------------------------|
| 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 |



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

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

| Period Ending | Principal | Coupon | Interest | Debt Service | Annual Debt Service |
|------------------|-----------|--------|------------|--------------|------------------------|
| Litality | rincipal | Соироп | mterest | Debt Service | Debt Service |
| 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 |



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

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

| Period Ending | Principal | Coupon | Interest | Debt Service | Annual Debt Service |
|------------------|-----------|--------|-----------|--------------|------------------------|
| 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 |



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

| Period | Dringing | Counon | Interest | Dobt Comico | Annual Debt Service |
|------------|------------|---------|------------|--------------|------------------------|
| Ending | Principal | Coupon | Interest | Debt Service | Debt Service |
| 12/15/2021 | | | 830,091.11 | 830,091.11 | |
| 06/15/2022 | | | 667,037.50 | 667,037.50 | |
| 09/30/2022 | | | 007,007.00 | 007,007.00 | 1,497,128.61 |
| 12/15/2022 | 1,210,000 | 5.000% | 667,037.50 | 1,877,037.50 | 2, 107, 120.02 |
| 06/15/2023 | 2,220,000 | 3.00075 | 636,787.50 | 636,787.50 | |
| 09/30/2023 | | | 000,707.00 | 000,707.00 | 2,513,825.00 |
| 12/15/2023 | 1,885,000 | 5.000% | 636,787.50 | 2,521,787.50 | 2,010,010.00 |
| 06/15/2024 | _,, | | 589,662.50 | 589,662.50 | |
| 09/30/2024 | | | 000,000 | , | 3,111,450.00 |
| 12/15/2024 | 1,985,000 | 5.000% | 589,662.50 | 2,574,662.50 | 0,===, :00:00 |
| 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 | 5=5,555 | | 505,537.50 | 505,537.50 | |
| 09/30/2027 | | | 200,221 | , | 1,646,575.00 |
| 12/15/2027 | 655,000 | 5.000% | 505,537.50 | 1,160,537.50 | ,, |
| 06/15/2028 | 555,555 | | 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 | 55 5/5 5 5 | | 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 |



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

| Period | | | | | Annual |
|------------|------------|--------|---------------|---------------|---------------|
| Ending | Principal | Coupon | Interest | Debt Service | Debt Service |
| 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 | 9 | 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 | \$ | | \$ | \$ 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 | \$ | | \$ 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 | \$ | | \$ _ | \$ 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 | \$ | | \$ | \$ | \$ 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 | \$ • | | | \$ | \$ 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 | | | \$ | \$ 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 | | | \$ 57,357 | \$ 59,786 | \$ 62,214 | \$ 64,643 | \$ 67,071 | \$ 69,500 |
| 305 | SW/Traffic Superintendent | \$ | | | \$ 57,357 | \$ 59,786 | \$ 62,214 | \$ 64,643 | \$ 67,071 | \$ 69,500 |
| 305 | Distribution Superintendent | \$ | | | \$ | \$ 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 | \$ | | | \$ | \$ 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 |
| Filengiitei | Annual | 37,308.938 | 39,994.130 |
| | Ailliuai | 37,308.338 | 35,554.130 |
| | 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 |
| Deputy Fire Chief | Annual | | 53,208.500 |
| | Ainuai | | 33,208.300 |
| | Hourly | | 32.750 |
| Asst Chief/Training Officer | Bi-Weekly | | 2,619.930 |
| | Annual | | 68,118.120 |
| Certification and/or Longevity are not inclu | ded in the above amount | S. | |
| 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 | | offe etime 07/01/14 |
| Haz Mat Certification | 37.50 | | effective 07/01/14 effective 07/01/14 |
| Haz Mat & Dive Certification | 62.50 | | effective 07/01/14 |
| naz iviat & Dive Certification | 62.50 | E | mective 07/01/14 |
| Seniority | | | |
| Fire Seniority 1 year Firefighter | 23.08 | E | ffective 06/01/2019 |
| Fire Seniority 2-3 year Firefighter | 35.00 | E | ffective 06/01/2019 |
| Fire Seniority 4-5 year Firefighter | 68.61 | E | ffective 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, in | creases 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 |
| Assistant Fonce Cine | Annual | | 68,292.060 |
| Certification and/or Longevity are not incl | | nte | 00,232.000 |
| BI-WEEKLY CERTIFICATE PAY | Taded III the above amoun | 11.5. | |
| 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 | 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 pa | yroll, increases eac | ch 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 Step Phasing Seniority 0-1 | | Phase 1 \$ - | Phase 2 \$ - | Phase 3 \$ - |
| , , | | | | |
| Seniority 0-1 | | \$ - | \$ - | \$ - |
| Seniority 0-1 Seniority 2-3 | | \$ - \$ 16.66 | \$ - \$ 33.32 | \$ - \$ 49.97 |
| Seniority 0-1 Seniority 2-3 Seniority 4-5 | | \$ - \$ 16.66 \$ 33.32 | \$ - \$ 33.32 \$ 66.63 | \$ - \$ 49.97 \$ 99.95 |
| Seniority 0-1 Seniority 2-3 Seniority 4-5 Seniority 6-7 | | \$ - \$ 16.66 \$ 33.32 \$ 49.97 | \$ - \$ 33.32 \$ 66.63 \$ 99.95 | \$ - \$ 49.97 \$ 99.95 \$ 149.92 |
| Seniority 0-1 Seniority 2-3 Seniority 4-5 Seniority 6-7 Seniority 8-9 | | \$ - \$ 16.66 \$ 33.32 \$ 49.97 \$ 66.63 | \$ - \$ 33.32 \$ 66.63 \$ 99.95 \$ 133.26 | \$ - \$ 49.97 \$ 99.95 \$ 149.92 \$ 199.89 |

| 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 | |
| | | | | | |

Attachment D - PSPC Executive Summary

CLASSIFICATION AND COMPENSATION STUDY

Proposed FY 2021-2022 Plan for the City of Paris





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www.pspc.us

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.
- 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.

| Relationship to Prevailing Rates | Benchmark Job Classes | % of <u>Sample</u> | Average <u>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> | Market Averages | <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 |

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

| | Market Variance | | | | |
|----------------------------------|-----------------|----------|---------|--|--|
| Job Title | Entry | Midpoint | Тор | | |
| 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)

| 1-1-70 | Market Variance | | | | |
|--|-----------------|----------|--------|--|--|
| Job Title | Entry | Midpoint | Тор | | |
| 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 |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-------------------------|
| | | | | | | | | |
| Clerical/Administrative Support | | | | | | | | |
| 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 |
| Information Technology | +, | 401,101 | 400,111 | (+,) | 4-0,000 | 400,000 | + 10,0=0 | + 1=,1 = =) |
| 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 Warehouse/Inventory | \$38,499 | \$40,737 | \$42,975 | \$45,213 | \$47,452 | \$49,690 | \$51,928 | \$54,166 |
| Warehouse Supervisor | \$32,030 | \$34,145 | \$36,259 | \$38,374 | \$40,488 | \$42,603 | \$44,717 | \$46,832 |
| Inventory Control Specialist Water Office | \$25,964 | \$27,487 | \$29,010 | \$30,533 | \$32,056 | \$33,579 | \$35,102 | \$36,625 |
| Water Office Manager | \$38,296 | \$40,627 | \$42,959 | \$45,290 | \$47,621 | \$49,953 | \$52,284 | \$54,616 |
| Customer Service Representative | \$30,290 | \$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 |
| Logal | | | | | | | | |
| <u>Legal</u> City Attorney | ¢420.272 | ¢120 040 | ¢422.224 | ¢12F 700 | ¢120.074 | ¢140.740 | ¢4.42.004 | ¢4.4E.600 |
| Paralegal | \$128,373 \$39,806 | \$130,848 \$42,090 | \$133,324 \$44,374 | \$135,799 \$46,659 | \$138,274 \$48,943 | \$140,749 \$51,227 | \$143,224 \$53,512 | \$145,699 \$55,796 |
| | , 3 | , ,3 | ÷ , , | ,3 | , | ÷ - ,— | ÷ ; - | + , |
| Court | 0.44.55 | # 40 :== | # 40 ==== | A =4 :55 | #=0 : | A== | #=0 : | # 00 ==== |
| 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 |
|---|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|
| City Clerk | | | | | | | | |
| 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 |
| Planning & Community Development | | | | | | | | |
| Director of Planning & Comm. Devel. | \$76,010 | \$79,928 | \$83,846 | \$87,765 | \$91,683 | \$95,601 | \$99,520 | \$103,438 |
| Permit Technician Inspections | \$30,797 | \$32,472 | \$34,148 | \$35,824 | \$37,499 | \$39,175 | \$40,850 | \$42,526 |
| 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 |
| Main Street/Community Service | . , | . , | . , | . , | . , | . , | . , | . , |
| Main Street Coordinator | \$45,875 | \$48,627 | \$51,379 | \$54,132 | \$56,884 | \$59,636 | \$62,388 | \$65,140 |
| Code Enforcement | | | | | | | | |
| 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 |
| Engineering | | | | | | | | |
| 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 |
|---|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|
| Public Works | | | | | | | | |
| 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 |
| Environmental Services/Lab | | | | | | | | |
| 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 |
|---|--------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Public Works and Utilities Mainte | <u>nance</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 |
| Public Safety | | | | | | | | |
| 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 |
| Police Department | | | | | | | | |
| 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 |
| Fire Department | | | | | | | | |
| Fire Chief | \$90,028 | \$93,887 | \$97,745 | \$101,603 | \$105,461 | \$109,319 | \$113,177 | \$117,035 |
| EMS (showing straight time plus | built in ove | ertime) | | | | | | |
| 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 Page 1 of 93

2021 Salary Survey Worksheets

| Paris Job Class | Survey Job Class | Participant Organization | | Annual | |
|-----------------|---------------------------------------|--|-----------|-----------|-----------|
| | | | | Mid | Max |
| nce 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 | • | 8.02% | 13.78% |

| 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% |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | | |
|-----------------|---------------------------------|--|----------|----------|----------|--|
| | , | , 3 | Min | Mid | Max | |
| yroll 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 | \$52,54 | |
| | 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 | \$36,69 | |
| | 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% | |

| Paris Job Class | Survey Job Class | Participant Organization | | Annual | |
|---------------------------------|--------------------------------|--|----------|----------|----------|
| | | | Min | Mid | Max |
| Utility Billing Clerk | | | \$33,361 | \$40,149 | \$46,937 |
| | | | | | |
| | 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 |
| Water Utility Clerk 24523-34332 | 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% |

| 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% |

| 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% |

| 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 | | -9.08% | -6.75% |

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% |

| 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 | • | -12.11% | -7.24% | |

| Paris Job Class | Survey Job Class | Participant Organization | | Annual | |
|---------------------|----------------------|--|----------|----------|----------|
| | ŕ | · | Min | Mid | Max |
| arehouse 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% |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | |
|-----------------------------|--------------------------------|--|----------|----------|----------------------|
| | | | Min | Mid | Max |
| nventory Control Specialist | | | \$23,032 | \$27,720 | \$32,408 |
| mited data | | | | | |
| | Maintenance Service Worker War | ehous Corsicana | \$25,455 | \$30,681 | \$35,90 |
| | 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 | \$33,18 ² |
| | | Variance Combined Average Min/Mid/Max | -9.20% | -5.30% | -2.33% |

| 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 | | | |

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| Paris Job Class | Survey Job Class | Participant Organization | | Annual | | |
|-----------------|------------------------------------|--|----------|----------|----------|--|
| | | | Min | Mid | Max | |
| Court Clerk | | | \$30,980 | \$37,283 | \$43,586 | |
| | | | | | | |
| | (+) City Clerk/Court Administrator | 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%

| 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 |
| | | 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% |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | | |
|-----------------|--------------------|--|----------|----------|----------|--|
| | | · | Min | Mid | Max | |
| rk 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 | • | -13.78% | -10.83% | |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | |
|-----------------|---------------------------------|--|----------|----------|-----------|
| | | | Min | Mid | Max |
| City Clerk | | | \$57,431 | \$69,119 | \$80,808 |
| | | | | | |
| | 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 |
| Actual 85K | 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% |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | |
|-------------------|---------------------------|--|----------|----------|----------|
| | | | Min | Mid | Max |
| Peputy 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%

| 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 Resouces Director | Nacogdoches | \$98,613 | \$111,913 | \$125,212 |
| | Human Resouces 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 Resouces 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% |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | |
|------------------------------|------------------------|--|-----------|-----------|-----------|
| | | | Min | Mid | Max |
| City Attorney | | | \$89,569 | \$107,800 | \$126,031 |
| | | | | | |
| | City Attorney | Nacogdoches | \$152,982 | \$173,614 | \$194,246 |
| | City Attorney | Sulphur Springs (actual salaries only) | \$108,562 | \$108,562 | \$108,562 |
| \$51,000 | 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% |

| 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 |
| | | 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% |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | |
|-----------------------|------------------------------------|--|----------|----------|----------|
| | · | · | Min | Mid | Max |
| in 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% |

| 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% |

| 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% | |

| 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% | |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | |
|-----------------|--------------------------------|--|----------|----------|----------|
| | | , , | Min | Mid | Max |
| d 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 |
| | | 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% |

| 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% | |

| 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% | |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | |
|----------------------------|---------------------------------|--|----------|----------|---------|
| | | , , | Min | Mid | Max |
| nior Network Administrator | | | \$42,700 | \$51,394 | \$60,08 |
| | | | | | |
| | System & Security Administrator | Denison | \$51,230 | \$62,932 | \$74,63 |
| | Systems Admnistrator | Nacogdoches | \$52,297 | \$61,044 | \$69,79 |
| | Computer Support Specialist | Mineral Wells | \$46,597 | \$57,729 | \$68,86 |
| | Information Tech Network Spec | Greenville | \$46,455 | \$55,746 | \$65,03 |
| | IT Tech/Emerg Mgt Coordinator | Marshall | \$46,218 | \$55,016 | \$63,81 |
| | Information Systems Technician | Corsicana | \$44,621 | \$53,782 | \$62,94 |
| | 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 | \$67,51 |
| | | Public Sector Variance Min/Mid/Max | -10.86% | -10.94% | -11.00 |
| | Network Administrator II | Regional Private Sector | \$58,086 | \$64,834 | \$71,58 |
| | | Private Sector Variance Min/Mid/Max | -26.49% | -20.73% | -16.06 |
| | | Combined Average Min/Mid/Max | \$52,995 | \$61,271 | \$69,5 |
| | | Variance Combined Average Min/Mid/Max | -19.43% | -16.12% | -13.60 |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | | |
|-----------------|--------------------------------|--|----------|----------|----------|--|
| | · | , , | Min | Mid | Max | |
| S Administrator | | | \$42,700 | \$51,394 | \$60,087 | |
| | | | | | | |
| | Systems Admnistrator | Nacogdoches | \$52,297 | \$61,044 | \$69,790 | |
| | Computer Support Specialist | Mineral Wells | \$46,597 | \$57,729 | \$68,86 | |
| | 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 | \$68,26 | |
| | | Variance Combined Average Min/Mid/Max | -17.80% | -14.49% | -11.97% | |

| 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 da | nta | | | | | |
| | 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% | |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | | |
|---------------------------------|---------------------------------|--|-----------|-----------|-----------|--|
| | | 3 | Min | Mid | Max | |
| ctor of Planning & Community De | evelopment | | \$73,513 | \$88,476 | \$103,438 | |
| | | | | | | |
| | City Planner | Nacogdoches | \$85,186 | \$99,434 | \$113,68 | |
| | 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 | • | -17.41% | -13.83% | |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | | |
|--|-----------------------------------|--|----------|----------|----------|--|
| 1 4115 505 51455 | | | Min | Mid | Max | |
| Chief Building Official/Assistant Direct | tor 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% | |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | | |
|-------------------|-------------------------------------|--|----------|----------|----------|--|
| | · | , , | Min | Mid | Max | |
| uilding Inspector | | | \$37,744 | \$45,424 | \$53,104 | |
| | | | | | | |
| | Dev Services Bldg Inspector | Palestine | \$45,219 | \$56,535 | \$67,85 | |
| | Building Inspector | Corsicana | \$46,303 | \$55,809 | \$65,31 | |
| | Building Inspector | Greenville | \$40,607 | \$48,728 | \$56,84 | |
| | Building Inspector | Nacogdoches | \$40,976 | \$47,829 | \$54,68 | |
| | Building Inspector | Denison | \$38,230 | \$46,962 | \$55,69 | |
| | Inspectors - Electrical, Plumbing | Marshall | \$38,064 | \$45,303 | \$52,54 | |
| | Code Enf Officer/Building Inspector | Mineral Wells | \$35,065 | \$43,442 | \$51,81 | |
| | No Match | Jacksonville | - | - | - | |
| | No Match | Mount Pleasant | - | - | - | |
| | No Match | Sulphur Springs (actual salaries only) | - | - | - | |
| | | Public Sector Average Min/Mid/Max | \$40,638 | \$49,230 | \$57,82 | |
| | | Public Sector Variance Min/Mid/Max | -7.12% | -7.73% | -8.16% | |
| | Building Inspector II | Regional Private Sector | \$48,202 | \$53,911 | \$59,61 | |
| | | Private Sector Variance Min/Mid/Max | -21.70% | -15.74% | -10.93% | |
| | | Combined Average Min/Mid/Max | \$44,420 | \$51,570 | \$58,72 | |
| | | Variance Combined Average Min/Mid/Max | -15.03% | -11.92% | -9.56% | |

| 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 | |

| 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% |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | | |
|--------------------------------------|--------------------------------|--|----------|----------|----------|--|
| | | | Min | Mid | Max | |
| CIP Superintendent/Sr Construction I | nspector | | \$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% | |

| 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% |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | |
|----------------------|---------------------------------|--|----------|----------|---------|
| | | | Min | Mid | Max |
| gineering Technician | | | \$38,686 | \$46,560 | \$54,43 |
| | | | | | |
| | Engineering Technician | Sulphur Springs (actual salaries only) | \$66,000 | \$66,000 | \$66,00 |
| | Engineering Technician | Mineral Wells | \$46,597 | \$57,729 | \$68,86 |
| | Engineering Technician | Palestine | \$41,309 | \$51,626 | \$61,94 |
| | Engineering Technician | Nacogdoches | \$43,025 | \$50,221 | \$57,41 |
| | Engineering Technician | Greenville | \$40,246 | \$47,525 | \$54,80 |
| | Engineering Technician | Denison | \$38,230 | \$46,962 | \$55,69 |
| | Engineering Services Technician | Marshall | \$27,082 | \$32,220 | \$37,35 |
| | No Match | Corsicana | - | - | - |
| | No Match | Jacksonville | - | - | - |
| | No Match | Mount Pleasant | - | - | - |
| | | Public Sector Average Min/Mid/Max | \$43,213 | \$50,326 | \$57,43 |
| | | Public Sector Variance Min/Mid/Max | -10.48% | -7.48% | -5.23% |
| | Engineering Technician | Regional Private Sector | \$39,949 | \$44,444 | \$48,93 |
| | | Private Sector Variance Min/Mid/Max | -3.16% | 4.76% | 11.23 |
| | | Combined Average Min/Mid/Max | \$41,581 | \$47,385 | \$53,18 |
| | | Variance Combined Average Min/Mid/Max | -6.96% | -1.74% | 2.34% |

| Paris Job Class | 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% | |

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

| 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% |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | |
|-------------------|-----------------------------------|--|----------|----------|----------|
| | | | Min | Mid | Max |
| enance 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% |

| 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 | • | -16.76% | -14.15% |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | | |
|-----------------|---------------------------------------|--|----------|----------|----------|--|
| | | · | Min | Mid | Max | |
| aintenance 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 | |
| | | 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 | • | -19.60% | -15.30% | |

| 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% | |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | | |
|-----------------|--------------------------|--|----------|----------|----------|--|
| | | · | Min | Mid | Max | |
| aintenance 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 | • | -12.40% | -7.65% | |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | |
|----------------------|-------------------------|--|----------|----------|----------|
| | ŕ | | Min | Mid | Max |
| ecreation 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 | 12 120/ | 10 920/ | 0.400/ |

Public Sector Variance Min/Mid/Max -13.12% -10.82% -9.10%

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | | |
|----------------------------|-------------------------------------|--|----------|----------|----------|--|
| | | | Min | Mid | Max | |
| Parks & ROW Superintendent | | | \$40,643 | \$48,914 | \$57,185 | |
| | | | | | | |
| | Parks Maintenance Superintedent | 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% | |

| 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% | |

| 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% | |

| Paris Job Class | 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% | |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | | |
|-----------------|--------------------------------|--|----------|----------|----------|--|
| | · | · | Min | Mid | Max | |
| chanic 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% | |

| 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% | |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | |
|---------------------------|--------------------------------------|--|----------|----------|----------|
| | | , , | Min | Mid | Max |
| SW/Traffic Superintendent | <u> </u> | | \$40,643 | \$48,914 | \$57,185 |
| | | | | | |
| | 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 | - | - | - |
| contracted service | 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/May | 24 500/ | 20 749/ | 20 120/ |

Public Sector Variance Min/Mid/Max -21.58% -20.74% -20.13%

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | | |
|-----------------------------|------------------------------------|--|----------|----------|----------|--|
| | | , , | Min | Mid | Max | |
| olid 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% | |

| 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 |
| | | Dublic Coston Variance Min/Mid/May | 40 500/ | 0.470/ | C 200/ |

Public Sector Variance Min/Mid/Max -10.56% -8.17% -6.39%

| 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 - Soild 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 | 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% |

| 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 | |
| | | D 11: 0 4 14 1 BB: (BB: 1/BB | E 0=0/ | 4 0 407 | 4 | |

| 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 | • | -12.98% | -9.35% | |

| 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% |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | |
|-------------------------|--------------------------------------|--|----------|----------|----------|
| | | , - | Min | Mid | Max |
| ribution Superintendent | | | \$40,643 | \$48,914 | \$57,185 |
| | | | | | |
| | Utilities Superintendent | Sulphur Springs (actual salaries only) | \$70,700 | \$70,700 | \$70,70 |
| | 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 | • | -14.67% | -11.25% |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | | |
|-----------------|-----------------------------------|--|----------|----------|----------|--|
| | • | , , | Min | Mid | Max | |
| ant Operator 4 | | | \$35,924 | \$43,237 | \$50,550 | |
| | | | | | | |
| | Chief Plant Operator | Marshall | \$44,034 | \$52,437 | \$60,84 | |
| | WW Chief Operator | Sulphur Springs (actual salaries only) | \$50,941 | \$50,941 | \$50,947 | |
| | 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 | • | -8.14% | -4.82% | |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | |
|-----------------|----------------------------------|--|----------|----------|----------|
| | | | Min | Mid | Max |
| ant 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 | • | -2.77% | 0.69% |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | | |
|-----------------|---------------------------------|--|----------|----------|----------|--|
| | · | · | Min | Mid | Max | |
| ant 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 | |
| | Utiltiy 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 | • | -9.48% | -0.41% | |

| 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 Helpe | r 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 | | -21.89% | -15.89% | |
| | | Combined Average Min/Mid/Max | \$28,723 | \$32,601 | \$36,480 | |
| | | Variance Combined Average Min/Mid/Max | • | -19.07% | -15.44% | |

| 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 Coordiinator | 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% | |

| 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% | |

| Paris Job Class | Survey Job Class | Participant Organization | | rvey 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% | | |

| 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% | |

| 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 | |
| | | 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% | |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | | |
|---------------------|---------------------------|--|----------|----------|----------|--|
| | | · | Min | Mid | Max | |
| mal Control Officer | | | \$26,060 | \$31,365 | \$36,670 | |
| | | | | | | |
| | Animal Control Officer | Mount Pleasant | \$32,678 | \$37,658 | \$42,63 | |
| | Animal Services Officer | Greenville | \$32,448 | \$37,485 | \$42,52 | |
| | 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 | \$34,86 | |
| | Animal Control Officer | Palestine | \$27,414 | \$34,278 | \$41,142 | |
| | Animal Control Officer | Corsicana | \$27,549 | \$33,205 | \$38,86 | |
| | Animal Services Officer | Marshall | \$27,082 | \$32,220 | \$37,35 | |
| | 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 | | -9.14% | -7.02% | |

| 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% |

| 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 | |
| | Commuications 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% | |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | | |
|-----------------|------------------|--|-----------|-----------|-----------|--|
| | | | Min | Mid | Max | |
| Police Chief | • | | \$83,175 | \$100,105 | \$117,035 | |
| | | | | | | |
| | Police Chief | Nacogdoches | \$108,721 | \$123,384 | \$138,047 | |
| actual | 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% | |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | |
|------------------------|------------------------|--|-----------|-----------|-----------|
| | | · | Min | Mid | Max |
| Assistant Police Chief | | | \$68,292 | \$70,662 | \$73,032 |
| Event | Assistant Chief | Greenville | \$107,665 | \$115,607 | \$123,548 |
| Exempt Exempt | Assistant Police Chief | Nacogdoches | \$96,952 | \$104,198 | \$123,546 |
| | 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% |

Public Sector Variance Min/Mid/Max -19.93% -23.14% -25.93%

| Paris Job Class | Survey Job Class Participant Organ | Participant Organization | | | |
|-----------------------------------|------------------------------------|--|----------|----------|-----------|
| | | | 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 |
| | | D 11: O 4 14 1 BB: (BB: 1/BB | 4= 000/ | 40.000/ | 40.000/ |

Public Sector Variance Min/Mid/Max -17.38% -18.69% -19.88%

| 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% |

| 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 | \$70,280 | \$79,430 \$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% |

| 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% |

| Paris Job Class | Survey 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% |

| 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% |

Public Sector Variance Min/Mid/Max -11.92% -17.38% -21.91%

| 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% | |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | |
|-----------------|----------------------------|--|-----------------|----------------|----------------|
| | | | Min | Mid | Max |
| Fire Captain | | | \$45,666 | \$47,802 | \$49,938 |
| | | 0 " | # 00.004 | 400 500 | 400.077 |
| | 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% |

| 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% |

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% |

| 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% |

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% | |

| 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 | 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 |
| highest level of clerical | 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% |

| Paris Job Class | Paris Job Class Survey Job Class Participant Organization | Participant Organization | Annual | | |
|---------------------------|---|--|----------|----------|----------|
| | | | Min | Mid | Max |
| Police Chief Secretary | | | \$26,711 | \$32,149 | \$37,586 |
| | | | | | |
| | 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 |
| highest level of clerical | 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% |

2021 Salary Survey Worksheets

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | | |
|------------------------|----------------------------|--|----------|----------|----------|--|
| | ŕ | · | Min | Mid | Max | |
| ministrative 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% | |

| Paris Job Class | Survey Job Class | Participant Organization | Annual | | |
|----------------------|----------------------------|--|----------|----------|----------|
| | · | · | Min | Mid | Max |
| nistrative 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 |
| | | 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% |

| 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% | |

| 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 |
| | | D 11' O | | | |

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 underappreciation 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

Mineral Wells

Denison

- Mount Pleasant

- Greenville

Nacogdoches

Jacksonville

- Palestine

- Marshall

- 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

Police Sergeant

- Police Lieutenant

- Police Captain

- Police Assistant Chief

Fire Fighter

- Fire Engineer/Driver

- Fire Captain

- Fire Deputy 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 rigidness 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